

Sydney North Referees Inc 9886803

Annual Report and Financial Statements

for the year ended

October 31, 2018



SYDNEY NORTH RUGBY REFEREES

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Sydney North Referees Inc

2018 Office Bearers

Committee

President	<i>David Chapman</i>
Secretary	<i>Lewis Nottidge</i>
Treasurer	<i>Fleur Winslade-Appointed August 7, 2018</i>

Other Roles

Head of Referee Coaching	<i>Colin Mackenzie</i>
Gear Steward	<i>Alistair Wilson</i>
Website Manager	<i>Jim Rist</i>
Committee Members	<i>Mitch de Lorenzo</i> <i>Timothy Monckton</i> <i>Greg Fraser-Appointed June 6, 2018</i>
Registrar	<i>Craig Hughes</i>

2018 Award Winners

Award	Winners
Best Rookie	<i>Hayden Calvert</i>
Best Senior Referee	<i>Alistair Wilson</i>
Best Junior Referee	<i>Charlie Abel</i>
Terry Wooldridge Award (for Most Improved)	<i>Elliot Porter</i>
Tier 4	<i>Reinhardt Van Staden</i>
Tier 3	<i>Jack Jones</i>
Tier 2	<i>Angus O'Donnell</i>
Tier 1	<i>Timothy Monckton</i>
Guy Cockburn Award (for Best Contributor)	<i>Greg Fraser</i>
Head of Referee Coaching Award	<i>Scott Adam-Smith</i>
President's Award	<i>Colin Mackenzie</i>

President's Report Sydney North Rugby Referees

You will see elsewhere in our Annual Report the progress we have made in a number of areas over the past 12 months, so I will try to focus on the key things I think we need to do to continue to get better and review the things that worked and did not work in 2018.

Our primary role is to provide adequately qualified and experienced referees to officiate at Junior games of Rugby in and beyond our area and to exceed our "customer's" expectations.

Our customers are the Junior Clubs, their Coaches, players, officials and supporters. We aim to provide a referee for every game and similarly to provide our Referees with games they are capable of handling. And feedback is that we are doing a very good job.

So how do we get better?

I think there are a few key issues that we need to focus on in the future:

- Recruitment of new Referees-young and not so young.
- Improvements in Appointments including grading of Referees
- Coaching and Development of all Referees

We have made great progress in recruiting younger Referees-indeed 52.5% of our Active Referees are 19 and younger.

Most of these referees started with RKR games and have transitioned onto SN Referees.

We will also seek greater engagement with the Village Clubs and Schools to encourage recruitment of Referees of all ages and to build better communication with our customers.

We have also seen growth in the number of female referees in our Association who have been appointed to increasingly senior and competitive games and from games I have seen and feedback are handling these games very competently indeed. Robert Briggs should be really pleased with this progress.

Appointments continues to be a challenge, although in our 2018 Member's Survey 76% of members were generally happy with their Appointments. But there is a lot to be done here so that "double ups" only happen after all available referees have been appointed, that Referees who do not get an appointment one week are guaranteed an appointment the following week and that appointed Referees and Coaches are advised of changes and cancellations.

Terry Wooldridge and now Colin Mackenzie have both done an amazing job as Head of Coaching.

We have made real progress in our Education nights.

Lionel started by holding Education nights in better facilities-Pymble GC initially.

Chris Hedge wanted to "rotate" so we did, adding Mosman and Wahroonga as venues and we have since added Roseville GC and Monash in an effort to find a location for our Beaches Referees.

And our members have responded by significant growth in attendees, particularly Junior Referees and their parents.

But generally, we have successfully invested in improved/premium facilities etc and our members have responded positively.

Most important in the 2018 ARU Survey 79% Of our members agree that the content presented at Educatiuoin nights is appropriate.

We are doing a good job but there is still much more to be done.

I think the key things that worked for us in 2018 include:

RKR Referees Program:

As I mentioned earlier, we have made great progress in recruitment of younger Referees and we have many more younger referees active in RKR games each Saturday and Sunday.

This is due to the great work done by members in recruiting, appointing and mentoring teenage Referees who are not necessarily SN Members for Saturday and Sunday Mini games- Chris Hedge at the Beaches-even after he moved to London- Rob McKay at Mosman, Ben Gregory at Hunters Hill and Michael Green across the broader North Shore all spend many hours working with teenage referees as part of Saturday morning mini rugby. We are fortunate to have such dedicated people doing such important work.

We have worked hard to build on this by working with Rob, Ben, Michael and Chris or his successor to provide increased mentoring of RKR Referees particularly in their first few games.

We will also seek greater engagement with the Village Clubs to encourage recruitment of Referees of all ages and to build better communication with our customers.

Sponsorship:

Patties Food's Four N Twenty Pies brand has entered into a three-year Sponsorship Agreement with the 3 Junior Sydney Associations, NSW Referees and NSWRU commencing earlier this year. This is a significant Sponsorship Agreement. We also entered a sponsorship Agreement with The Rugby Foundation in 2018.

We will use these funds to further improve our Education nights, Coaching Equipment and Gear for Members.

Our thanks to Paul Hitchcock and the team at Patties Foods and to The Rugby Foundation for their support.

Referee Coaching:

We now have more than 20 Active Referee Coaches for 140 Active Referees and these Coaches completed 192 Reports in 2018, up 6.7% and offered support and mentoring for many more referees throughout the season.

From the 2018 survey more than 82% of members find the written reports useful and more than 79% of members say they have a clear adea of what coaches want to see from me to improve my refereeing.

Committee Transition:

We are continuing to transition the Committee with 2 new Members in 2018, Fleur Winslade as Treasurer and Greg Fraser on the General Committee.

It is important that we have new Committee members with new ideas and they have already had a very positive impact.

Things that did not work as well as planned in 2018 include:

Club and SJRU Relationships:

The Junior Clubs are our customers and we would like to create a better relationship with all Clubs. This will help in managing referee abuse, recruiting and retaining referees and a more inclusive environment for all.

We attempted to have a meeting with Club Presidents early in the season, but this was abandoned due to poor response. We will try again next season hopefully as part of a pre-season briefing that SJRU run for all Clubs.

Similarly, we would like to improve our relationship with SJRU.

Referee Abuse:

This continues to be a major problem, particularly impacting our younger referees.

Improvements need to be made to the effectiveness of Grounds Marshalls, the responsiveness of Clubs and the Reporting system, particularly feedback. This will be a major focus in 2019 and beyond.

But overall I think its been a great season thanks to many people including our Sponsors, Patties Foods and The Rugby Foundation, Alex Richards and Stuart Wright at NSWRU, Will Houston, our “star” Education Night Presenter and part time referee Coach, Jackson Brislan who was our representative on the Rep Panel, Terry Wooldridge who continues to work with our younger referees, particularly those in their “pre SSS” year and my Committee who put in countless hours and to our members for their contribution to the game we love.

Congratulations to Awards winners, I hope everyone had a good season and look forward to seeing you all in 2019.

I’m happy to take any questions.

David Chapman

President SNRR

Treasurer's Report

In 2018 the Committee focused on using the Accumulated Surplus Funds (\$57,980 as at 1 November 2017), the annual grant of \$10,000 received from NSWRU and sponsorship (\$26,160) for the benefit of existing and new members by:

1. Encouraging all members to attend and participate in the Association's ongoing education program – Super Sunday and 5 education nights – by providing a \$25 discount on the annual membership fee for every event/night attended by a member up to a maximum of \$50.
 - a. (Annual membership being two game fees remained unchanged and consistent with both SWRRA and SSRRA) – total attendances for the season were 306 (2017: 327) an average of 51 (2017: 55) members per education event;
2. Reimbursing the travel and accommodation costs of members selected to referee at State and Country Championships
3. Ensuring each member had been issued with a whistle, red, yellow and blue cards.

A summary of the key financial matters in 2018 as follows:

- Received the 3rd of the 3 annual grants of \$10,000 from NSWRU.
- Receive sponsorship income totaling \$26,100.
- Invoiced for 1,234 club games (2017: 1,352 games) and 205 school games (2017: 179 games)
- Referee coaches submitted 192 coaching reports (2017: 180 reports).
- A number of SNR members generously donated their referee and coaching fees to either SNR (\$1,150) or Junior Rugby Clubs (\$350), a total of \$1,500 (2017: \$2,268)
- Membership fees were discounted by \$5,000 (2017: \$5,625). Membership fee income increased to \$3,150 (2017: \$2,250)

Income during the 2018 season totalled \$86,931 (2017: \$57,015). The major source of income in 2018 was refereeing and referee coaching report fees of \$44,350 (2017: \$42,580).

Expenses in 2018 totalled \$41,792 (2017: \$68,990). The major expenses each year are fees paid to referees, which in 2018 totalled \$19,300 with \$13,900 in payments pending for Nov 2018 (2017: \$36,309). Other major expenses in 2018 were fees paid to referee coaches \$4,800 (2017: \$4,050), costs for the Annual Dinner \$7,432 (2017: \$8,206) and Education events/nights \$5,635 (2017: \$5,617).

The Association made a profit for the 2018 financial year of (\$45,139) compared to a loss of (\$11,975) in 2017.

The Association closed the 2018 financial year (31 October 2018) with Cash at Bank of \$54,706 (2017: \$57,980, accounts receivable of \$43,980 (2017: \$ 320), and accounts payable/outstanding match allowances of \$13,900 (2017: \$708).

I took over the role of Treasure in August 2018 and thank Patrick Hunt for his contribution to the Association over the past 3 years. The financial statements for the year ended 31 October 2018 accompany this Annual Report. It is recommended that members accept the financial statements for the financial year.

Fleur Winslade JP
Treasurer SNRR

Secretary's Report

Overall, it was another successful year for SNRR. The yearly calendar was distributed early in the season, kicking the Season off in March with our popular Super Sunday Education Event which was enjoyed by 91 attendees. We further had 6 other education nights which were ran in different venues across Sydney North, as per our members' requests.

The overall attendance at the events was great. The positive feedback provided by our members in relation to content and the presenters was encouraging. Wills Houston (Super Rugby Referee and ex SNRR member) presented in two of the events. It was an honour for the association to have him back. 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 10 Committee Meetings with over 60% of the Committee Members in attendance. Mid-way during the season, the Committee incorporated new members who contributed fresh ideas of great value for the association.

Our Registrar, Craig Hughes, has done an outstanding job and I would like to take this opportunity to thank him on behalf of SNRR.

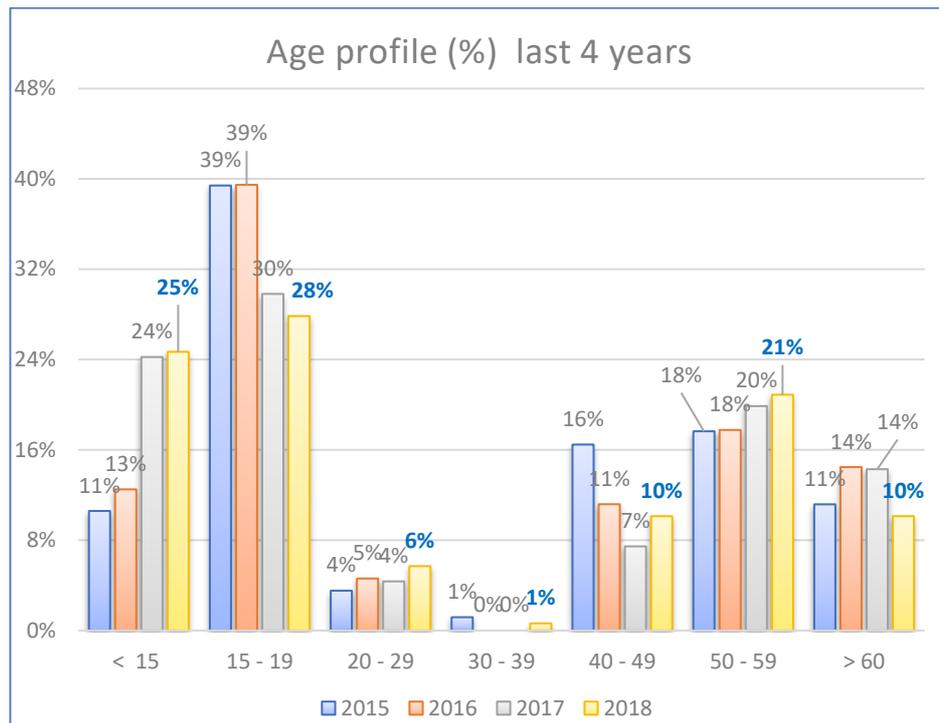
In comparison to previous years, during 2018 we had 2 different membership categories: active and inactive referees. All registrations were done electronically.

The records indicate that we have a total of 158 active referees (1.9% decrease on 2017), 12 inactive Members. Taking both into account, we had a 5.6% increase in comparison to the previous year.

SNRR - Age Profile of Members				
	2015	2016	2017	2018
Under 15	18	19	39	39
15 - 19	67	60	48	44
20 - 29	6	7	7	9
30 - 39	2	0	0	1
40 - 49	28	17	12	16
50 - 59	30	27	32	33
Over 60	19	22	23	16
In Active Members				12
Total	170	152	161	170

97.5 % (154) are male referees and 2.5% (4) are female referees. Our challenge as an organisation is to increase our total number of female referees.

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



Oldest Referee 73 years; Youngest Referee: 13 years

The minis program continues to steadily grow, with the young referees becoming active members of our Association as they progress in their career. It is up to all SNRR Members to assist and when possible, provide support to the Mini Coordinators.

We reached the end of the season with the Annual Awards dinner. The tales of past times recounted by our guest speaker as well as his views about rugby, contributed to a great evening during which all the attendees farewelled another Season with rugby family and friends. This is a tradition that must be kept as it is great finale of the calendar year.

I also tried to keep our social media up to date posting photos and other information in Facebook. I must admit that we could do better in this area, as Social media proves to be a great source of communication. I would like to take this opportunity to thank those who shared their posts or provided information/pictures and contributed to our Facebook page.

Lewis Nottidge
Secretary SNRR

Head of Referee Coaching Report Sydney North Rugby Referees

At the beginning of this season we stated our goal was to provide a competent referee to every match under our control.

Thanks to you our members we have achieved our goal. We have over 140 active referees and a total membership of over 160. With 20 plus ref coaches and mentors.

There are 3 areas I would like to develop.

1. The importance of the minis programme and the flow of RKR referees
2. My old chestnut of referee abuse.
3. The great efforts of our referee coaches and mentors.

In 2018 we have had a great influx of new referees moving on from minis games. Our coaches have put a lot of effort into supporting their transition into the more intense U10 and U11 games. We have tried to ensure there is an experienced head on the sideline for their first game to offer guidance and coaching. My thanks to those older referees who although they are not accredited coaches they have stayed behind after their own game to mentor our new referees. Some in this category have so enjoyed the process that they have taken the ref coaches course and are now fully accredited ref coaches.

Interestingly in 2018 we have also had some older referees starting or restarting their refereeing career. Craig Hughes our registrar developed a great information package for all our new members and has actively managed and assisted to get them started in control of their first game. Thanks Craig.

To recognize the significant benefit to rugby from the minis programme SNRR under David's direction is trying to build a more significant bridge between this great minis programme and SNRR.

I would also like to recognize the great work done by Stuart Wright the NSW appointment officer. Nod as he more commonly known appoints over 300 games every weekend. He ensures that referees get an appropriate game and is very aware of new starters. He chases me to ensure that support is organised for new referees. He gives you games in your area and knows the interrelationships between families, players and referees and I feel has been very successful in 2018 at balancing all these constraints to get a referee to every game. Thanks Nod.

Unfortunately one of the main issues in getting younger referees started is eliminating sideline abuse. Progress has been significant this year. There has been a significant increase in the number of incident reports submitted. Rugby Australia has a process to handle these reports and has taken some effort to counsel the few perpetrators of abuse. SNRR has actively chased Club presidents when incidences have been brought to our attention.

Please keep vigilant to sideline abuse and make an effort to discourage it. Thanks to all those who have made an effort to politely challenge the few who seek to destroy the great image of our game of rugby. And remember when on the field that if you choose to ignore abuse that you are making the job harder for the next referee of that team. Similarly, if abusive spectators are not censured they will continue their poor behaviour.

And so to our referee coaches. We started the year with about 10 active ref coaches and this number has greatly swelled during the year. Particular thanks to those older refs who have returned to coaching this year. It has been very pleasing to see those active referees who are just moving onto NSW refereeing roles making the effort to become accredited referee coaches and coaching for SNRR on

Sundays. Spending Saturday refereeing and Sunday coaching is quite a commitment for a young adult. These younger ref coaches are quickly progressing up the NSW ranks. Their refereeing is quickly improving partly from their ref coaching experience. I hope to see more of you taking up ref coaching as you leave the Junior ranks.

This group of new younger ref coaches, combined with the senior mentors has given us the numbers to support the new refs.

I have been greatly assisted by Terry Wooldridge since I started last year. Terry knows you all and keeps a check on your tier gradings. He is running the advanced programmes and he makes sure that SN referees are well represented in the NSW advanced groups. Terry I trust you have many more years keeping an eye on us.

A quick thanks to Alex Richards. Alex willingly runs our education nights. He ensures all the systems are running correctly. If you need information about anything ask Alex. Without his support we could not function.

And so to the Head of Coaching award. This coach is in the new young ref category. He willingly coaches 2-3 games a weekend. He refs on Sat for NSW, he refs for SN on Sundays in addition to coaching. He has been very active in starting new refs. He relates exceptionally well to our new refs. Scott Adam Smith thanks for all your work this year. It is very satisfying to Terry and I to see SN referees such as you putting back into our organisation like you have done this year.

Colin Mackenzie
Head of Coaching

Representative Season Review

The 2018 Representative Season consisted of the following events:

- NSWJRU State Championships – June 9 to 11
- NSWJRU Regional Championship – July 7 & 8
- NSWJRU City Country – August 5
- NSWJRU U16 Invitational – July 21 & 22
- SJRU Finals – August 26 & September 2

State Championships

There were over 30 referees from Sydney North Referees who officiated at the State Championships in all age groups and 6 Referee Coaches who coached and assessed over the weekend.

The **Under 11** Championship was held at Koola Park where Greg Fraser was the Referee Convenor. SNR provided 4 referees to this tournament including Elliot Porter, Micah Nassif, Henry Pringle and Reinhardt Van Staden.

The **Under 12** Championship was held at Camden with Hamish Quigley, Michael O'Farrell, Jesse Nassif and Thomas Hughes all officiating at this tournament with Hamish Quigley officiating the Grand Final.

Hamish McKay and Jack Jones represented SNR at the **Under 13** State Championships, which was held at Nelsons Bay. Both boys had positive feedback from the weekend with Jack Jones being rewarded for his hard work with the Grand Final.

The **Under 14** Championship was officiated by the SSS squad with Charlie Abel, Sam Gibson, Aidan Patterson and Angus O'Donnell all travelled to Orange. These boys had the benefit of videoed games as well as a higher level of coaching.

Scott Adam-Smith and Cameron Read officiated at the **Under 15** championship, which were held at St Luke's.

The **Under 16** was held at Drummoyne where Alistair Wilson, Richard Rogers and Brock Saxby all officiated at this tournament. All referees officiated at a high standard at this tournament with high praise coming from the coaches with Alistair officiating the Grand Final.

The **15 and 17 Girls** State Championships were held at St Luke's as well with Andrew Winslade officiating at this tournament. It was the first time this championship was held and the games were played at high standard.

The representative season continued on after the state Championships with 4 more tournaments being held over separate weekends. The following SNR referees were appointed to these tournaments:

- Alistair Wilson
- Scott Adam Smith
- Richard Rogers

Sydney North Referees were well represented through the SJRU Final Series with 23 SNR referees being appointed to Grand Finals, which was a great result for Sydney North and those referees that were appointed.

Thanks you to all of the Sydney North Referees, Coaches and Convenor who gave up their time and contributed to a very successful Representative season.

Jackson Brislan
SNR Representative-Rep Panel

Sydney North Referees Inc
Financial Statements for the year ended October 31, 2017

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Income/Expense Statement for the year ended October 31, 2018

	Note	2018	2017
Income			
NSWRU Referee Contributions		30,400	31,400
NSWRU reimbursements		650	-
NSWRU coaching contributions		2,880	2,700
NSWRU Annual Grant		10,000	10,000
Schools' and other junior/senior rugby clubs' Referee contributions		11,070	8,480
Sponsorship		26,160	0
Membership fees		3,150	2,250
Referee and Coaching fee donations		1,150	1,818
Fund raising		1,190	235
Interest income		281	132
Total income		86,931	57,015
Expenses			
Referee Training		1,113*	-
Education events		4,635	5,617
Referee payments		33,200**	36,309
Coaching payments		4,800	4,050
Gear		0	7,813
Coaching Gear		790	0
Travel costs / referee association cross payments		1,480	-
Committee and coaching panel meetings		809	1,332
AGM		131	
Annual Dinner		7,432	8,206
Trophies		473	524
Website costs		231	2,750
Marketing & Communications		171	-
Donations to JRFCs		350	450
Donations other		1,190	-
other costs		0	1,939
Total expenses		56,805	68,990
Net Profit / (Loss)		30,126	-11,975

Notes:

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

**Includes \$13,700 that was paid in November 2018 with \$200 still to be paid to 3 members (waiting on member details)

Balance Sheet as at 31 October 2018

	Note	2018	2017
ASSETS			
Cash at bank	2	54,706	57,980
Term Deposit	3	0	0
Debtors / Accounts receivable	4	43,980	320
Inventory and equipment	5	790	2,062
TOTAL ASSETS		99,476	60,362
LIABILITIES			
Accounts payable & accruals	6	1113*	708
Outstanding match allowance		13,900	0
TOTAL LIABILITIES		15,013	708
EQUITY (assets - liabilities)		84,463	59,564

Notes:

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

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

Cash Flow Statement for the year ended October 31, 2018

	Note	2018	2017
Cash flows from operating activities			
Referee contributions income		30,400	68,175
Coaching contribution income		2,880	4,770
Grant income		10,000	20,000
Payment from others		11,720	20,890
Sponsorship receipts		26,160	0
Fund raising income		1,190	235
Payments to referees		-19,300	-40,372
Payments to referee coaches		-4,800	-3,675
Payment to others		-16,893	-36,960
Interest received		281	132
Net cash provided by operating activities (in/out)		41,638	33,195
Cash flows from investing activities			
Payment for equipment / gear		790	0
Net cash used in investing activities		790	0
Cash flows from financing activities			
Net transfers (to) or from term deposit		40,000	20,003
Net cash used in financing activities		0	0
Cash and cash equivalents at the beginning of the year (1 Nov 2017)	2	57,980	4,782
Cash and cash equivalents at the end of the year (31 Oct 2018)	2	54,706	57,980

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

Notes for the year ended October 31, 2018

Summary of significant accounting policies

(a) Basis of Preparation

Sydney North 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.

	2018	2017
1. Cash and cash equivalents		
Cash at Bank	\$54,706	\$57,980
2. Term Deposits	\$0	\$0
3. Debtors / Accounts receivables		
Amounts owing from schools	\$10,250	\$45
Other receivables (NSWRRU / clubs)	\$33,730	\$275
4. Inventory & Equipment		
coaching communication equipment	\$790	\$2,062
5. Liabilities		
Accounts Payable & Accruals	\$0	\$0
Outstanding match allowances	\$13,900	\$0

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 2018 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
Treasurer

David Chapman
President

Sydney, 20 November 2018