

Sydney North Rugby Referees Inc. 9881310

Annual Report and Financial Statements

for the year ended

October 31, 2020



SYDNEY NORTH RUGBY REFEREES

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Sydney North Referees Inc

2020 Office Bearers

Committee (office-bearers)

President	Timothy Monckton
Secretary	Lewis Nottidge
Treasurer	Fleur Winslade

Other Roles

Committee Member	Evan Snow
Committee Members & Gear Steward	Craig Hughes
Committee Member	Phil Austine
Head of Referee Coaching	Colin Mackenzie

2020 Award Winners

Due to COVID 19 and Competition changes, the Committee decided not to award any winner during this Season.

Award	Winners
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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

President's Report Sydney North Rugby Referees

What a year 2020 has been starting with the crippling drought, followed by the destructive bushfires and if that was not enough COVID 19 reared its ugly face. Extraordinary.

For the Rugby Community as a whole it has been a very challenging year in so many ways which has been well documented and while it seemed all doom and gloom, there is light at the end of the tunnel. Lets hope that light which is beginning to flicker grows stronger and brighter (Australia has managed to beat the All Blacks!) and that next season brings us all together and the Rugby Community once again moves forward and upwards.

Two members of your committee have decided to pass on the baton , Lewis Nottige and Colin McKenzie. Lewis has performed the role of Secretary for SNRR over the last five years and Colin has been Head of Coaching for the last three years. On behalf of all at SNRR I would like to pass on our gratitude and appreciation for everything they have contributed. I would also like to thank all my fellow committee members for their input and contribution.

Finances: We have ended the season in a robust position (See Treasuries report attached) and I would like to thank Fleur Winslade for all her efforts and am pleased to announce that Fleur has agreed to be Treasurer again for next year. Last year the committee announced that we would be making two payments a year, one in the mid point of the season and the second at the end of season. With the impact of Covid this naturally did not occur but it is our intention to implement the two payment system next year. This does require a lot of work but the committee feels it is important to help our younger referees in particular. I would also like to acknowledge the very generous sponsorship of Patties Food (Paul Hitchcock) and their ongoing support for the Rugby Community. Without their support our financial position would not have been so robust.

Coaching: We did have a goal of ensuring that all referees were coached at least twice during the season. With 142 active referees within SNRR that would have been a challenge in a normal season but in a truncated season that goal was simply not achievable. Next year , all things being equal, we hope to achieve that goal. I would like to pass on the committee's appreciation to all the coaches this year.

Respect Rugby. I think I have made it very clear where I stand in regards to Respect Rugby and the treatment of referees. In one of our rare education nights we had Anthony Hunt , Chairman of SJRU, present to us where he went through the process of how Incident Reports would be processed and it was their intention to speed up the outcome. During the season SNRR did experience referee abuse sadly but I would like to acknowledge the work of John Glen (SJRU) in bringing all matters to a close in a more timely manner. I would also like to encourage all referees, especially the younger ones, to submit an incident report when they have suffered any sort of referee abuse. There is plenty of work still to be done in regards to Respect Rugby and it is an area the committee will continue to focus on. Any abuse of referees is simply not acceptable

The SJRU acknowledges the concerns of issue management and for the 2021 season the SJRU is investigating alternative systems to deal with "Issue Management" There are various online systems where issues or cases can be tagged, managed and tracked which will provide SJRU better oversight of the status of these issues. SJRU hope to choose a suitable system prior to the 2021 season

2021 Season. The start of next season for the XV competition will not be until the 30th April. The late start is due to a) Easter being early(First weekend of April, school holidays starting on the 6th April , Anzac day falling on Sunday 25th April and a later finish of the cricket season due to Covid. However there will be Sizzling Sevens (Boys and Girls) starting in February. SNRR intend to have their pre season gala day in March in which I encourage everyone to attend.

As I mentioned at the beginning it has been a very difficult year but at least some Rugby was played. For those referees that want to stretch their legs in the off season there is the sevens competitions.

To all our referees thank you for your efforts and dedication, enjoy the off season and look forward to seeing you all on the paddock next season

Timothy Monckton
President SNRR

Treasurer's Report Sydney North Rugby Referees

A summary of the key financial matters in 2020 as follows:

SNRR committed to providing \$25 reimbursement per game for all referee match appointments and referee coaching reports submitted this season despite NSWRU providing match reimbursement for student referee/referee coaches only.

Received sponsorship/grant income totaling \$12,830.

Invoiced for 666 club games (2019: 1,307 games) and 64 school games (2019: 168 games)

16 Referee coaches submitted 97 coaching reports (2019: 133 reports).

A number of SNRR members generously donated their referee and coaching reimbursements to SNRR \$2,450 (2019: \$1,010)

Membership fees were waived this seasons \$7,000 (2019: \$5,000) with associated membership fee write off of \$7,000.

Income during the 2020 season totalled \$36,171 (2019: \$86,892). The major source of income was sponsorship and referee/referee coaching report reimbursement by NSWRU of \$9,895 (2019: \$46,950).

Expenses in 2020 totalled \$35,807 (2019: \$70,166).

The major expenses each year are reimbursements to referees for matches totalling \$18,250 (2019: \$28,900) and referee coaches for coaching reports of \$2,425 (2019: \$3,200).

Other major expenses included contribution to the weekly NSWRU organised referee fitness sessions \$1,976 (2019: 1,113); coaching gear/equipment \$3,547 (2019: \$8,230); and 2 Education events \$1,103 (2019: \$5,167).

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

The Association made a profit for the 2020 financial year of \$364 compared to a profit of \$16,725 in 2019, closing the financial year (31 October 2020) with Cash at Bank of \$88,843 (2019: \$88,778).

The financial statements for the year ended 31 October 2020 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 2021 incoming committee.

**Fleur Winslade JP
Treasurer SNRR**

Secretary Report Sydney North Rugby Referees

We had a great start; the Committee had strong plans including the implementation of a number of innovations. Unfortunately, it turned to be a very different year as the Covid 19 pandemic proved to be an unexpected challenge for all of us.

Early in the year, the 2020 calendar was shared with the Members. Due to the pandemic, out of all the planned Education events, we only managed to complete a few of them.

The Calendar started with our traditional Super Sunday Season kick off meeting, which was a success. We had over 60 participants and each attendee went home with a brand new SNRR Polo shirt. After this initial meeting, we went into lockdown mode. Everything changed since then as we had to wait and see how the pandemic was going to impact our sport and lives.

We need to acknowledge all the work done by Sydney Juniors and related associations as they did an outstanding job bringing the season back and organising games across Sydney. Once we gained understanding of what was going on, we organised our second and last education/information event on the 21 of July where again we had a great turnout.

Overall, the competition was great and we all had to learn how to live and deal with the pandemic cards that have been dealt to us. I must thank all our Members for their fantastic effort and dedication during the past years. We have a great community of Referees which excelled under new unexpected unique circumstances.

During the calendar year, we had 7 Committee Meetings with over 70% of the Committee Members in attendance. 6 of the meetings were done remotely via teleconferences.

All registrations are now done electronically via Au Rugby XPLOER portal. The system worked well and it removed most of the Registrars' work as the data can no longer be manually added or changed.

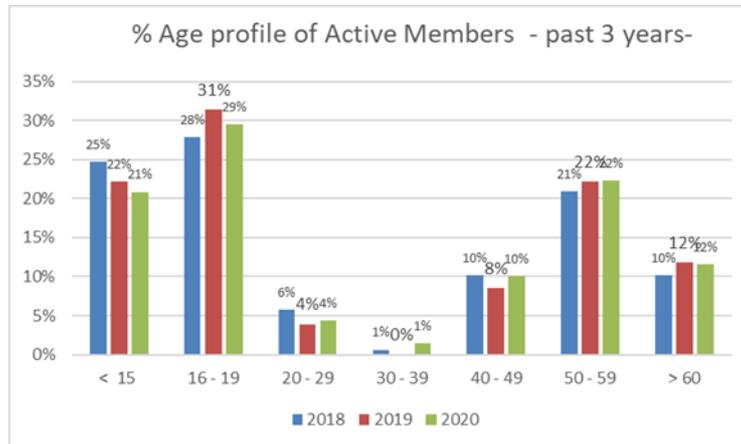
The records indicate that we have a total of 139 members that have been active as Referees, Coach Referees and/or Committee members. Under the current circumstances, it was a good number and I am sure that the next Committee will be strongly recruiting in 2021. Historically, the Association gets a great number of new members during the first months of the Season because a lot of our younger referees register after completing the many Foundation Courses organised by NSW Rugby. As you will see below, our mature referees' members are consistently strong and constant during the past years.

	2016	2017	2018	2019	2020	Age	2016	2017	2018	2019	2020
Under 15	19	39	39	34	29	< 15	13%	24%	25%	21%	21%
16 - 19	60	48	44	48	41	16 - 19	39%	30%	28%	29%	29%
20 - 29	7	7	9	6	6	20 - 29	5%	4%	6%	4%	4%
30 - 39	0	0	1	0	2	30 - 39	0%	0%	1%	1%	1%
40 - 49	17	12	16	13	14	40 - 49	11%	7%	10%	10%	10%
50 - 59	27	32	33	34	31	50 - 59	18%	20%	21%	22%	22%
Over 60	22	23	16	18	16	> 60	14%	14%	10%	12%	12%
Non Active			12	13	0						
Total	152	161	170	166	139		100%	100%	100%	100%	100%

Currently we only have 2 female referees and during the last Committee meetings some strong recruiting plans were discussed as it must be one of the focus for the next committee. If we

consider that female rugby keeps growing and developing, our challenge as an organisation is to increase our total number of female referees. This must be the 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:



The oldest active Referee 75 years and our Youngest Referee is 13 years.

The minis programs across Sydney North are solid and keep growing. As the younger referees gain experience, they become active members of our Association. As stated last year, there are still some gaps that as a Committee we have been trying to close, as the Mini Local Coordinators need help and assistance. Unfortunately, Covid didn't allow the committee to focus in this area (as planned early in the year). This must be the focus during the following years as it is one of our biggest pool of future referees.

Due to the Pandemic and as a result of the shortened season, it was decided that the Annual Awards dinner should be cancelled for 2020. With such uncertain times, it was important to be sensible and not to spend money until some stability is back in place.

As per previous years, I 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

After 5 years as the Secretary of SNRR during which I have worked with 3 different Presidents, it is time for me to move on and let new people with new ideas take over this role and be part of the Committee. We had a number of new members joining in 2020 and in my view, it is very important to keep reintroducing new blood into the system.

Good luck for 2021!

Lewis Nottidge
Secretary SNRR

**Head of Referee Coaching Report
Sydney North Rugby Referees**

109 reports. 23 field tests over the 8 game period of the shortened season. It was very difficult to allocate ref coaches given the late draw advice and late changes. Unfortunately, not all of our referees were seen. Priority was given to L1 field tests and most applicants were assessed.

Sevens rugby was still very active. Andrew Winslade has been very active in overseeing many of the competitions.

A very disappointing season for the 2020 SSS group.

My thanks to all coaches and mentors for your efforts. This is my last year as Head Coach. Time for some new blood. The video equipment arrived and is being used actively.

Lets hope 2021 is back to normal.

**Colin Mackenzie
Head of Coaching**

Sydney North Rugby Referees Inc.
Financial Statements for the year ended October 31, 2020

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Sydney North Rugby Referees Inc. (9881310)
Income/Expense Statement for the year ended October 31, 2020

	Note	2020 \$	2019 \$
Income			
NSWRU Referee contributions		9,775	27,350
NSWRU reimbursements		0	-
NSWRU coaching contributions		120	2,025
NSWRU Development grant		0	0
NSW Office of Sport grant		1,000	-
Schools' Referee contributions	1	3,975	19,600
Sponsorship		11,830	26,685
Membership fees		7,000	7,600
Referee and Coaching reimbursement donations		2,450	1,010
Fund raising		0	2,535
Interest income		20.65	87
Total income		36,171	86,892
Expenses			
Referee Development		95	-
Referee Training (NSWRU fitness)		1,976.38	1,113
Education events		1,103.40	5,111
Referee reimbursement		18,250	28,900
Coaching reimbursement		2,425	3,200
Gear		0	6,202
Coaching Gear / Equipment		3,547.26	8,230
Travel costs / referee association cross payments		0	997
Committee and coaching panel meetings		0	56
AGM		39	29
Annual Dinner		0	7,385
Trophies		0	463
Website costs		870.80	0
Marketing & Communications		0	51
Donations to JRFCs		0	0
Donations other		500	2,885
other costs		0	243
Membership discount/write off		7,000	5,300
Total expenses		35,807	70,165
Net Profit / (Loss)		364	16,725

Notes:

NSWRU annual grant ended 2018 (3 year deal)

1. The Scots College – INV 2007 issued pending collection – recognised in balance sheet

Sydney North Rugby Referees Inc. (9881310)

Balance Sheet as at 31 October 2020

	Note	2020 \$	2019 \$
ASSETS			
Cash at bank	1	88,843	88,778
Term Deposit	2	0	0
Debtors / Accounts receivable	3	26,700	48,975
Inventory and equipment	4	3,547	8,230
TOTAL ASSETS		119,090	145,983
LIABILITIES			
Accounts payable & accruals	5	300*	0
Outstanding match allowance		0	0
TOTAL LIABILITIES		300	0
EQUITY (assets - liabilities)		118,790	145,983

The above balance sheet should be read in conjunction with the accompanying notes (page 16)

*Includes \$300 invoiced and paid in November 2020

Cash Flow Statement for the year ended October 31, 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Referee contributions income		9,775	27,350
Coaching contribution income		120	2,025
Grant income		1,000	3,025
Payment from others		3,975	19,600
Sponsorship receipts		11,830	23,660
Fund raising income		0	2,535
Payments to referees		-18,250	-28,900
Payments to referee coaches		-2,425	-3,200
Payment to others		-4,545	-24,537
Interest received		20.65	87
Net cash provided by operating activities (in/out)		1,459	21,558
Cash flows from investing activities			
Payment for equipment / gear		3,547	8,230
Net cash used in investing activities		3,547	8,230
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 2019) 1 **87,878** 54,706

Cash and cash equivalents at the end of the year (31 Oct 2020) 1 **88,843** 88,778

The above cash flow statement should be read in conjunction with the accompanying notes (page 16).

Notes for the year ended October 31, 2020

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 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.

	2020	2019
1. Cash and cash equivalents		
Cash at Bank	\$88,843	\$88,778
2. Term Deposits	\$0	\$0
3. Debtors / Accounts receivables		
Amounts received from schools / Associations	\$3,975	\$19,600
Other receivables	\$26,700	\$48,975
4. Inventory & Equipment		
coaching communication equipment	\$3,547	\$8,230
5. Liabilities		
Accounts Payable & Accruals	\$300	\$0
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 12 to 16:
 - (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 12 to 16 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 SNRR

Sydney, 11 November 2020