

Sydney North Rugby Referees, Inc (9881310)

Annual Report and Financial Statements

for the year ended

31 October 2022



SYDNEY NORTH RUGBY REFEREES

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Sydney North Rugby Referees Inc

2022 Office Bearers

Committee (Office Bearers)

President	Chris Hedge
Secretary	Hamish Quigley
Treasurer	Phil Greenwood
Vice President	Lewis Nottidge

Committee & Other Roles

Committee Member	Evan Snow
Committee Member & Gear Steward & Registrar	Craig Hughes
Head of Referee Coaching	Andrew Winslade
Social Media	Hamish Quigley
Website	Lewis Nottidge

Life Members

Peter Taylor
Ian Eastman
Dennis Fardy
Terry Wooldridge

Sydney North Rugby Referees, Inc

2022 Award Winners

Award	Winners
Best Rookie	<i>Sophie Turchini & Jack Riding (jointly)</i>
NSWRU Senior Zone Referee	<i>James Scholtens</i>
NSWRU Junior Zone Referee	<i>Toby Brandon-Cooper</i>
Terry Wooldridge Award (for Most Improved)	<i>Finn Comber</i>
Tier 4	<i>Jack Woodall & Isaac Sheriff (jointly)</i>
Tier 3	<i>Andrew Marren</i>
Tier 2	<i>Toby Brandon-Cooper</i>
Tier 1	<i>Jack Jones</i>
Guy Cockburn Award (for Best Contributor)	<i>Rob Mitchell</i>
Head of Referee Coaching Award	<i>Chris Mulcahy</i>
President's Award	<i>Lewis Nottidge</i>

Sydney North Rugby Referees, Inc

President's Report

Thank you for taking the time to read our 2022 Annual Report and thank you for your efforts throughout the 2022 rugby season whether that be as a Referee, as a Referee Coach or as a family member who supports our Referees and Referee Coaches.

After being short changed two seasons in a row by the Covid-19 pandemic in 2020 & 2021, thankfully, we got to play a full season of rugby in 2022 – well, almost a full season ! Extreme rains over an extended period caused many match cancellations and last minute venue changes during the course of the season but we did get to play 14 rounds of rugby, we did get to play a finals series and we did get to play the age state championships on the June long weekend. Congratulations to all of our members who participated in those events.

In years past, September meant the end of the rugby season and the “off season” gave us all a chance to recharge our batteries and enjoy the Sydney summer. These days there is no such thing as the “off season” for rugby. The continued popularity and growth of Sevens rugby has seen the Spring Sevens (in October & November), the Sizzling Sevens (in February & March) and the Frosty Sevens (in July & August) become a routine part of what is now the all year round rugby calendar. Our members are very much a part of that and I thank all of them who participate in those Sevens events.

With the return to essentially a full winter season and the removal of Covid 19 restrictions, it was also a real pleasure for us to be able to hold our first Presentation Night event since 2019. It was a relaxed event held at Chatswood RSL and our Treasurer, Phil Greenwood, did a lot of the heavy lifting in organising the event. Thanks Phil and thanks to everybody who came along to the event. The names of the award winners appear on page 3 of this Annual Report. I extend my congratulations to all of them and a quick look at the names on the list tells me that 8 of the 13 award winners were 21 years of age or younger. Rugby refereeing in northern Sydney looks to be in good hands for the future !

It was an absolute pleasure and one of the highlights of the year for SNRR to be able to confer Life Membership upon 4 of our longest serving members in 2022. Congratulations to Peter Taylor, Ian Eastman, Dennis Fardy & Terry Wooldridge and thank you to all of you for your huge contributions to the rugby community as referees / referee coaches over the past 50+ seasons, 59 seasons, 38 seasons and 27 seasons respectively.

The SNRR Committee was largely unchanged from 2021 with the exception that Phil Greenwood joined as Treasurer. Phil has been doing a top job in his first year in that role and one of his first achievements was to introduce MORS to our referee and referee coach reimbursement / payment schemes. The aim of MORS was to financially incentivise our members to referee and / or referee coach twenty or more matches in a season. Having compared the 2019 data (which was our last normal season) to the 2022 data we saw an uplift of 69% in the number of members who handled 20 or more matches. Great stuff guys !

The Committee met every month during the year - mostly in person but occasionally by Zoom. All of us in this world live busier lives than we did in the past, so making times for Committee meetings and then finding the time to action the tasks that emanate from those meetings can be a challenge. Thank you to all of the Committee for your diligence and commitment over the course of the season.

Education Nights and Referee Coaching are the two “big things” for us when it comes to trying to improve the service we deliver to our members and the service we deliver to our customers. Our

customers want us to improve the overall standard of our refereeing and our members want that too. Our customers also want us to improve the overall consistency of our referees. This year we held 5 x Education Night events (in April to August inclusive) plus our now traditional season opening "Super Sunday" education event in March. And for the first time ever, we held a Sevens Education Event in February – thank you to Andrew Winslade and Hamish Quigley for driving that innovation.

The end of the 2022 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 largely due to the very generous sponsorship extended by Patties Foods (aka Four'N'Twenty Pies) and Edstart to NSWRU, to SNRR and to the other Sydney based Rugby Referee Associations. This year The Rugby Club Foundation also stepped in to provide a big chunk of financial sponsorship to the various Age State Championship events on the June long weekend. All of our members who participated on the June long weekend benefited from that sponsorship. The ongoing support of SNRR and the Sydney rugby community by Patties Foods and Edstart and The Rugby Club Foundation 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. To augment our formal referee coaching reports, this year we introduced the Weekly Referee Review Booklet. This tool is used by a few other Rugby Referee Associations as a means of helping individual referees take charge of their own ongoing development and improvement as a referee. It's still too early for us to determine whether this tool is achieving its objectives for us but watch this space!

The inevitable truth is that we still 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 and positive difference. Why don't you give it a go!

The continuing challenge for SNRR as an organisation is to increase the number of female referees we have as members. This year we have 10 females out of our 163 members (i.e. 6%) which is up from 4% last year but we still have a long way to go.

The 2022 year has been my tenth year (not in a row) as part of the SNRR Committee. I have worked with some excellent people in those 10 years, I have enjoyed many laughs along the way and I have seen a number of excellent people come into our refereeing ranks and then move on to bigger things. One of the fantastic rewards I have got from being involved in rugby is the opportunity I have had to work with such great people. I am truly grateful for that. But now is the time for me to step down from the Committee. Every organisation needs to maintain its health and vitality by ensuring that there is a continual injection of new ideas, new thinking and new ways of doing things.

Three other Committee members have also advised that they will be stepping down from the SNRR Committee at our AGM - Lewis Nottidge, Evan Snow and Hamish Quigley. Thank you sincerely guys for your contributions over the past 7 years, 3 years and 2 years respectively. It's a great sign for SNRR that we have 3 new people who have already put their hand up to take on Committee roles in 2023.

To all of our referees and referee coaches, thank you for your efforts and dedication to the game of rugby. 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 2022 as follows:

Received sponsorship/grant income totalling \$20,734.
Invoiced for 1,361.5 club games (2021: 713 games).
16 Referee coaches submitted 143 coaching reports (2021: 13 referee coaches; 67 reports).
A number of SNRR members generously donated their referee and coaching reimbursements to the Positive Rugby Foundation \$3,695. This is the first year we have donated to the PRF which supports referee development programs.
Membership fees (110 active members) collected this season \$2550 (2021: \$3,925) with membership fee discounts for attending Education Events of \$3,360.

Income during the 2022 season totalled \$81,034 (2021: \$60,510). The major sources of income were Patties Foods sponsorship (\$20,734) and referee/referee coaching report reimbursement by NSWRU of \$33,987 (2021: \$18,468).

Expenses in 2022 totalled \$70,555 (2021: \$40,272).

The major expenses each year are reimbursements to referees for matches totalling \$43,765 (2021: \$21,840) and referee coaches for coaching reports of \$3,812 (2021: \$1,675).
Other major expenses included coaching gear/equipment \$1,226 (2021: \$5,740), seven Education events \$3,145 (2021: \$2,193) and the Annual Dinner \$5503 (2019: \$7849, no dinner in 2020 or 2021).

The Association made a profit for the 2022 financial year of \$10,479 (2021: \$20,238) closing the financial year (31 October 2022) with Cash at Bank of \$106,601 (2021: \$101,243).

The financial statements for the year ended 31 October 2022 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 Philip Greenwood on 2 February 2022.

Change of Australian Business Register Registration Details and Authorised Contact Person were made on 17 February 2022.

Philip Greenwood
Treasurer, SNRR

Sydney North Rugby Referees, Inc

Secretary's Report

This was my first year as secretary for Sydney North Rugby Referees. My first too as a secretary in any association and only my second year on the committee. Numerous projects that had started in the previous seasons were at the top of the agenda for this season's committee. New energy within the executive with the role of Vice-President being introduced.

Fortunately, this year we had an entire season of junior rugby with Covid-19 not impacting this year's season. During the calendar year, we had 10 Committee Meetings with over 90% of the Committee Members in attendance. Committee meetings recommenced being conducted in person, instead of via Zoom, which was a highlight due to the increased ability to communicate easier.

Our Season started with our traditional Super Sunday event during which the Game Management Guidelines for the season were presented. It was held at St Ives Bowling Club. The final SNRR education event of the year was held in August, just prior to the SJRU finals commencing.

In comparison to the previous two covid affected years, this season SNRR Referees were involved in a lot more games and many SNRR members were selected to Referee/Coach at State Championships held in June and October with the 15s and 7s competitions respectively.

Current registration records indicate that we have a total of 163 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. Numerous referee courses were held that saw a large uptake from new referees wanting to become involved with a great number of referees registering. This season as there were no interruptions the season saw a blistering start, with many referees taking the whistle for their first ever games which saw great excitement, while it also saw the older referees recommence their refereeing careers!

On that note, we saw SNRR introduce Life Members for the first time ever. Congratulations to all four SNRR members who were inducted as a Life Member this year! Your service to the game has been truly remarkable and the rugby community is forever grateful!

It was great to see all the members who attended the 2022 awards/celebration evening held at Chatswood RSL. It was a fantastic night of laughs and good times between all members young and old. The committee plans are to start the 2023 with a big bang and do something different to make sure that we get the SNRR family together to celebrate the start of a new rugby season.

To what was a brilliant season of rugby, I thank every individual who contributed to the success of the program and season throughout the year. Here's to making 2023 another great year of junior rugby!

Hamish Quigley
Secretary, SNRR

Sydney North Rugby Referees, Inc

Head of Referee Coaching Report

'Is it raining again' – that appeared to be the theme for 2022. Was the rain attempting to wash away the previous 2 years of Covid memories . . .

Despite the weather, we achieved a full season of winter rugby rounds, as well as the Summer 7s and currently underway the Spring 7s.

In support of our referees, SNRR had 20 Active referee coaches and 8 mentors. We also had 4 members completing their Level 1 Coaching accreditation, and 1 member also commencing their Level 2 coaching accreditation.

With the season back in full swing, despite the rain and Covid (and Influenza A) setbacks still occurring, our referee coaches worked tirelessly in assisting and developing SNRR referees, with a total of 203 coaching reports submitted across 115 active referees (113 in tiers 1-5, with 2 tier 6 refs also doing some games). The aim is to try and see each referee twice, and while that is an internal goal, it does not always work out that way.

However, from a development point of view, a key strength in supporting new referees is ensuring they get off to a good start in their referee pathways, and this was supported where of the 28 Tier 5 referees, there were 73 coaching reports.

Tier Grading	Number of Active Referees	Number of times coached
1	17	9
2	24	41
3	30	38
4	14	13
5	30	78
6*	23	0

**Notes – majority of Tier 6 referees do minis games with a couple of referees doing some u10s games as they developed through the season.*

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

The latest member tier grading chart can be found on the SNRR website.

Tournaments were back in place this year, where SNRR provided referees and coaches to the TAS carnival (Armidale), PSSA XVs in Mudgee, PSSA 7s Maitland, Australian Schools Rugby Championships (Wahroonga), the NSW XVs Junior State Champs (state-wide) and the NSW 7s Junior State Champs in Forster and, of course, we were well represented in the SJRU finals and grand finals.

With no SSS program this year SNRR still had a strong contingent of year 12 referees and we sought to give them every opportunity to develop and perform at their best. Further to that, several referees were given opportunities to referee at pre match games and half-time games at Waratahs home games at Leichardt oval, and pre match games at Wallabies test matches (SCG) which was an awesome experience for those involved.

Another slight change was made to the SNRR mentoring process. This year with introduction of mentoring groups. It would be fair to say that while the opportunity was there, not everyone took it up as it was really an 'opt in system' and was based around encouragement and support as opposed

to coaching. It is something that was trialled this year with a view to seeing what worked and what didn't to adjust and improve around our mentoring and support offering to all referees.

In 2022 our education nights were mostly run 'in house' by SNRR members sharing the load for activities and presentations. This year we also ran a 7s specific education evening early in the year to coincide with the Summer 7s competition. We do look to seek what our members need and design the sessions around a combination of specific program education as well as on the run (or what feedback comes in around areas that everyone could benefit from). A prime example this year was that as well as the GMG presentation where the new laws were introduced, we also did a mid-season refresher on them as well. We had some great sessions and presentations, plenty of active chat in the room from a wide variety of our members and that benefits everyone. We even scheduled in time to bring back the popular and ever contentious '*It happened to me*' discussions.

Finally, a special thank you to the SNRR committee for their support to this role. Thanks to Hamish Mackay from SJRU appointments (a lot of stress and last-minute changes behind the scenes he had to deal with), 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.

Roll on 2023.

Regards

Andrew Winslade
SNRR Head of Referee Coaching

Sydney North Rugby Referees Inc.
Financial Statements for the year ended 31 October 2022

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Sydney North Rugby Referees, Inc

Income/Expense Statement for the year ended 31 October 2022

	<u>Note</u>	<u>2022</u>	<u>2021</u>
		\$	\$
Income			
NSWRU Referee contributions		31,603	17,462
NSWRU reimbursements		828	2,940
NSWRU coaching contributions		3,262	1,005
NSWRU Annual grant		10,000	10,000
Other Grants		2,667	0
Schools' Referee contributions / cross association payment		6,030	4,975
Sponsorship		20,734	17,990
Membership fees		5,910	3,925
Referee and Coaching reimbursement donations		0	2,212
Interest income		0	0
Total income		81,034	60,510
Expenses			
Referee Development		1,084	0
Referee Training & Fitness		0	0
Education events		3,145	2,193
Referee reimbursement		43,765	21,840
Coaching reimbursement		3,812	1,675
Uniforms & Gear		1,484	5,917
Coaching Gear / Equipment replacements		1,226	5,740
Travel & accommodation (tournaments)		1,945	0
Committee meetings		523	0
AGM		0	0
Annual Dinner		5,503	0
Trophies		1,051	0
Website costs		1,881	51
Marketing & Communications		0	231
Depreciation		640	0
Filing Fees		598	0
IT costs		538	0
Other Costs		0	0
Membership discount/write off		3,360	2,625
Total expenses		70,555	40,272
Net Profit / (Loss)		10,479	20,238

Sydney North Rugby Referees Inc. (9881310)

Balance Sheet as at 31 October 2022

	<u>Note</u>	<u>2022</u> \$	<u>2021</u> \$
<u>ASSETS</u>			
Cash at bank	2	106,601	101,243
Term Deposit	3	0	0
Debtors / Accounts receivable	4	910	0
Inventory and equipment	5	7,907	11,658
TOTAL ASSETS		118,418	112,901
<u>LIABILITIES</u>			
Outstanding match allowances	6	3,695	0
TOTAL LIABILITIES		3,695	0
<u>NET ASSETS (assets - liabilities)</u>		114,723	112,901
<u>EQUITY</u>			
Retained earnings at 31 October 2021		112,901	92,663
<u>Add:</u>			
Net Profit for this year		<u>10,479</u>	<u>20,238</u>
		123,380	112,901
<u>Less:</u>			
Adjustment required to correct reporting errors in prior years (FY2018, FY2019, FY2020 & FY2021)		<u>(8,657)</u>	0
NET ASSETS		114,723	112,901

The above balance sheet should be read in conjunction with the accompanying notes (on pages 14 & 15)

Sydney North Rugby Referees, Inc

Cash Flow Statement for the year ended 31 October 2022

	<u>2022</u>	<u>2021</u>
	\$	\$
Cash flows from operating activities		
Referee reimbursements income	38,461	20,401
Coaching reimbursements income	3,262	1,005
Grant income	12,667	10,000
Sponsorship receipts	20,734	17,990
Payments received from others	0	0
Interest received	0	0
Payments to referees	(43,765)	(21,840)
Payments to referee coaches	(3,812)	(1,675)
Payment made to others	(13,642)	(14,132)
Net cash provided / (consumed) by operating activities	<u>13,905</u>	<u>22,861</u>
Cash flows from investing activities		
Payment for equipment / gear	8,547	8,111
Net cash used in investing activities	<u>8,547</u>	<u>8,111</u>
Cash flows from financing activities		
Net transfers (to) or from term deposit	0	0
Net cash used in financing activities	<u>0</u>	<u>0</u>
Cash and cash equivalents at the beginning of the year (1 Nov)	101,243	88,843
Cash and cash equivalents at the end of the year (31 Oct)	106,601	101,243

The above cash flow statement should be read in conjunction with the accompanying notes (on pages 14 & 15).

Sydney North Rugby Referees, Inc

Notes for the year ended 31 October 2022

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>2022</u>	<u>2021</u>
	\$	\$
2. Cash and cash equivalents		
Cash at Bank	\$106,601	\$101,243
3. Term Deposits	\$0	\$0
4. Debtors / Accounts receivables		
Amounts owing from schools / Associations	\$910	\$0
Other receivables	\$0	\$0
5. Inventory & Equipment		
Referee Coaching communication & video equipment	\$7,907	\$11,658
6. Liabilities		
Accounts Payable & Accruals	\$0	\$0
Outstanding match allowances	\$3,695	\$0

Sydney North Rugby Referees, Inc

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 10 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 2022 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 10 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.

Philip Greenwood
Treasurer SNRR

Chris Hedge
President SNRR

Sydney, 17 November 2022