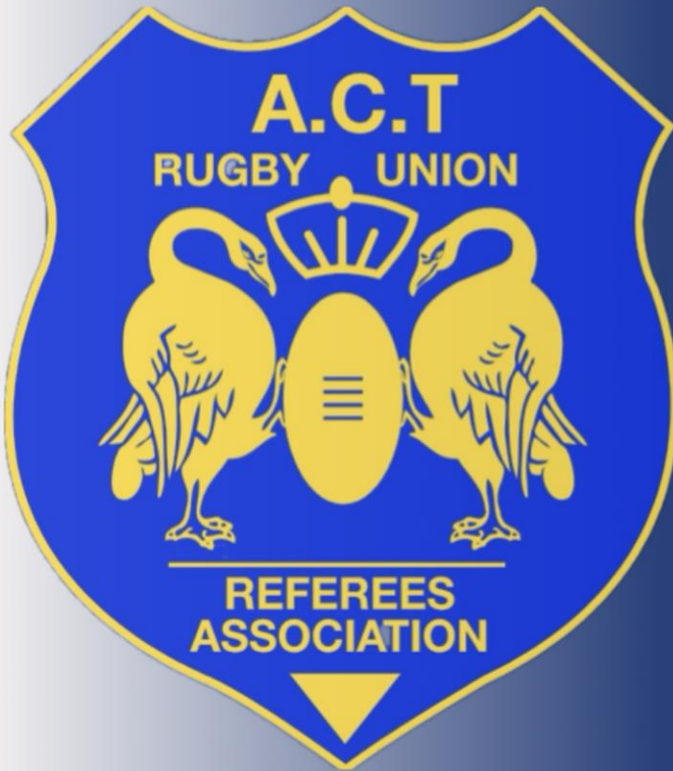


# ANNUAL REPORT



20  
24  
SEASON

# ACT Rugby Referees Association



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# ACT Rugby Referees Association



## Patron, Executive. Office Bearers, Life Members

Patron .....	Brendan McCormick
President .....	Nicholas Stoker
Vice President .....	Nathan Mass
Secretary .....	Ivan Gavazov
Treasurer .....	Peter Langford
Assistant Secretary .....	Damian McGrath
Welfare Officer .....	Brian Heaney

## APPOINTMENTS

Chair, Coaching and Grading .....	Sarah Corrigan
Senior Appointments Coordinator .....	Karl Hamlyn
U/19 Appointments Coordinator .....	Jim Phillipps
Senior Coaching Coordinator .....	Damien McLachlan
Junior Coaching Coordinator .....	James Willemsen

## LIFE MEMBERS

Deceased members designated by \*

- 1972 DM Blake\*
- 1976 PJ Lawler OAM
- 1988 PM Richards\*
- 1991 JR Smith
- 1996 PJ Scholtens
- 1996 PA Larsen
- 1996 AJ Casey
- 2006 K Lees
- 2007 B McCormick
- 2008 D Fryer\*
- 2011 I Schubert
- 2015 P Janssens
- 2016 M Keogh
- 2017 M Cleary
- 2017 B Bowden
- 2018 J Cunningham
- 2020 W Hedley\*
- 2023 M Dowsett OAM

# ACT Rugby Referees Association



## President's Report

**Nicholas Stoker**

It is with great pleasure I submit my report to members on the activities of the ACT Rugby Referees Association (ACTRRA) during the 2024 season. It has been a busy year for our Association, and I am pleased to report that our contribution to another successful ACT and Southern NSW Rugby 'season', whilst central to ACTRRA's business, was one of many outstanding achievements over the past 12 months. I would like to reflect on these achievements in conjunction with the standing reports and to express my gratitude to all who have contributed to our outcomes. Upon submitting this report, I encourage all our members to admire our Association of volunteers and take great pride in your individual and collective contribution over the past 12 months.

As an association we have arrested the churn across membership over the past two years with 156 registered members of ACTRRA this season<sup>1</sup>, including several new senior and junior referees. As reflected in the attached Brumbies report, this is a credit to ACTRRA's concerted focus on recruitment and retention each year. Underpinning this, 2024 saw a decrease in the number of matches without an appointed match official in the senior space, with 95% of all Senior fixtures having an appointed match official, which is an increase on last season's 89%; and 80% of all junior fixtures having an appointed match official, which is comparable to 87% in 2023 and reflecting a marked increase on 63% in 2022. A very pleasing result and a credit to the associations members. The Association remains in a healthy financial state.

### **The Year in Brief**

Following the 2023 Annual General Meeting the Executive began in earnest to ensure our 'house was in order' so to prepare for the upcoming season, with the focus on good governance, building sustainable capacity across roles and timely communication. It was pleasing to establish a renewed Coaching, Grading and Appointments Committee (CGAC) including the appointment of one of ACTRRA's most experienced and successful match officials, Sarah Corrigan, returning to the fold as the Chair CGAC. This combination of experienced members and new faces stepping into the breach brought a strong balance of continuity with fresh enthusiasm to complement the newly appointed Executive. Work started with improvement to our registration process including a more engaging experience for members by our Secretary and Assistant Secretary.

Before year's end several members, Jacques Smith (referee), Mitchell Egan (AR1) and Nathan Mass (AR2) rounded off ACTRRA's contribution to representative rugby with National Appointments to the Under 16 boys - Australia versus Pacific All Stars on 12 December 2023 at the Australian Institute of Sport (AIS), capping off another productive year for a number of members competitive for representative pathways.

Introduction of the Rugby Australia Tackle Height Law Trial (below the sternum) was recognised as one of our biggest challenges leading into the 2024 season, requiring effective

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<sup>1</sup> An increase from 127 members in 2022 and 150 members in 2023.

# ACT Rugby Referees Association



communications of the change, education of all members and managed implementation across not only the junior and senior space, but the entire rugby community. All eyes would be on the match officials to officiate this change efficiently and effectively. The Executive and CGAC worked hard to engage stakeholders early and widely to be well positioned to make it work through the actions of our match officials. We recognised the pre-season would be critical to bedding down expectations of players and coaches, establishing consistency in our craft and therefore set community rugby up for a successful trial. Whilst it wasn't always smooth sailing, I am very proud of the performance of ACTRRA in the way we went about our business both on and off the field to meet Rugby Australia's intent. I sense there has been a positive shift in tackle technique and behaviours to make our game safer, and much of that comes down to the performance of our members.

In keeping with tradition, ACTRRA's preseason formally began with the annual Will Boyle Run on 6<sup>th</sup> of February with Will's brother, James, again taking part along with a strong cross-section of members, their families and some of our sponsors. Over the past two seasons it has been pleasing to see this annual event grow in participation, also signifying the commencement of our fitness training program.

Straddling the Will Boyle Run was the ACTJRU Summer 7's competition which ran on a Friday evening from 2nd February to Friday 22nd March. A terrific junior tournament providing a regular opportunity for many to dust off the cobwebs and support the junior community preseason. Our junior appointer, Jim Phillipps did a great job to ensure we had the resources available across the tournament and well done to our members for affording their time.

With no time to waste in preparation for new Tackle Height Law Trial, ACTRRA engineered a layered approach to education through a bespoke Rugby Australia and ACT & NSW supported Game Management Guidelines (GMG) Seminar on 24<sup>th</sup> February at Brumbies Headquarters which was well supported by our A and B-Panel referees and targeted at all club coaches and administrators to ensure a common baseline understanding was received from the governing bodies. Whilst the opportunity to embrace this by the clubs was a little disappointing, it informed and positioned our most experienced members to help the CGAC consider how we would approach education and implementation across the wider Association and into Clubs. These learnings were then reinforced to members at our annual GMG & Preseason Seminar on 17 March 2024 at Brumbies Headquarters. A strong turnout was pleasing and bode well for an exciting and challenging start to the season.

The preseason demand for our match officials didn't let up, with tremendous support by ACTRRA for the Brumbies junior South Coast 7s on 2<sup>nd</sup> and 3<sup>rd</sup> March at Ulladulla and the Vikings Junior Gala Day on 6<sup>th</sup> and 7<sup>th</sup> April in horrendous wet conditions. It was a testament to our member's passion and commitment to take on these tournaments with gusto.

Furthermore, ACTRRA was invited for the first time to support the Armidale School Rugby Carnival on 13<sup>th</sup> and 14<sup>th</sup> April with two of our most junior referees, supported by Annie Dickeson, embracing the experience. Refer to our Education and Training Sub-Committee Report.

In addition to the preseason junior tournaments in March and April, ACTRRA supported the NSW Kiama 7s, along with a raft of Rugby Australia appointments to Brumbies Super Rugby Men's and Women's home fixtures and Brumbies Academy fixtures. From our AR 3 / 4 / 6s to



# ACT Rugby Referees Association



Match Official Liaison Officers, TMOs and Timekeepers, our member's commitment of time and energy - more often behind the scenes - was outstanding and continued to enhance ACTRRA's reputation. Additionally, Senior Club trials commenced on 2<sup>nd</sup> March along with ACTRRA kicking off the delivery of the first of several Referee Ready Courses and support to Brumbies Coaching Courses over ensuing months. Concurrently, the A-Panel worked towards reinvigorating our preseason engagement into Club training to build rapport. The engagement plan was well managed by Chair CGAC and I received very positive feedback on ACTRRA's efforts and the benefits it generated later in the season.

Round 1 of the 2024 John I Dent season was on 6<sup>th</sup> April and our junior competition began on 4<sup>th</sup> May. Penrith Rugby Union Club (NSW) withdrew from the senior competition for 2025 reducing the demand on our referees travelling north for their home games. ACTRRA worked hard to continue to appoint a number 4 for John I Dent 1<sup>st</sup> Grade fixtures and also optimise appointments of Teams of 3 (AR's) to 2<sup>nd</sup> Grade and Colts games and in some cases other senior competition games. Some excellent outcomes were achieved and should be acknowledged.

June was another busy and rewarding period for ACTRRA with several of our referees travelling abroad to support the NSW Junior State Championships (U18s and U15s) over the King's Birthday long-weekend. By all reports a most enjoyable and rewarding experience for all, with our referees performing extremely well amidst the match officials from other Associations. A magnificent development opportunity. On the 29<sup>th</sup> June, our Vice President, Nathan Mass (A-Panel) was afforded a tremendous opportunity to support the Wallaroos Test campaign by officiating the Wallaroos 'Possible v Probable's' internal training session fixture in Canberra.

Amidst support to the John I Dent Cup season, our members hit the highways week in, week out to supporting or South Coast Monaro Competition across regional centres, including Taralga, Batemans Bay, Braidwood, Bungendore, Cooma, Goulburn, Yass and Jindabyne. The high percentage of games appointed combined with the performance of our match officials had a positive impact on this special element of rugby - country rugby. Whilst along with the travel, often comes some challenging fixtures in terms of player ill-discipline, the feedback I have received from around these grounds in terms of ACTRRAs contribution was extremely positive.

The season culminated with senior Grand Finals on 31<sup>st</sup> August at Vikings Park, South Coast Monaro on 7<sup>th</sup> Sep in Jindabyne, and junior Grand Finals 7<sup>th</sup> and 8<sup>th</sup> Sep at Vikings Park. The annual Presentation function was again held at The RUC on Sunday 25<sup>th</sup> August following the popular format with canapes and drinks over barefoot bowls followed by lunch. Due to some calendar pressures, this year we readopted the tradition of having the Presentation of Awards Ceremony on the senior's Preliminary Final weekend so that the senior grand final referees could be announced and suitably acknowledge award recipients for their efforts throughout the season. There was another pleasing turnout of members and their families who thoroughly enjoyed the social interaction as our Patron and several Life Member's assisted in presenting the awards. The junior grand finals were contested on the weekend following the senior grand finals so were subsequently announced and recognised on the day.

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As the dust settled on another season, the demand for our referees continued with a healthy number of dedicated junior and senior members supporting an array of tournaments over September to November, including Taralga Sevens, Men's University Championships, Uni Norths Owls Junior Rugby Sevens, Junior Super Sevens in Wagga, and Queanbeyan Whites Samoan Championship Competition. Concurrently, it was pleasing to witness a high number of representative appointments to our developing match officials in support of the Super Rugby U16s & U19s competition on 9<sup>th</sup> September and 5<sup>th</sup> October at Viking Park.

As I write The Executive, members of the CGAC, Education and Training sub-committee and other invitees are preparing for our season review and 2025 planning session on 16<sup>th</sup> November to review our Recruiting and Retention Plan implementation, lessons learned from 2024, priorities and proposed work schedule for the incoming Executive.

## **Some Season Highlights**

### **1. Junior Referee Academy**

After the outstanding success of 2023, we kicked off the Junior Referee Academy on 2<sup>nd</sup> April, delivering one session a week after school at Griffith Oval. Credit and thanks to Annie Dickeson again for her dedication to the task and whilst we didn't achieve the level of throughput this season as in 2023, it remains a key element of ACTRRA's development of junior referees. We are confident that the newly qualified junior referee throughput will continue to reap returns over coming seasons. To sustain the activity into the future, our focus remains to spread the delivery across several volunteers on a weekly rotational basis.

### **2. Military Round**

Due to a schedule bye across a majority of the John I Dent rounds in late April, the traditional military round aligned with ANZAC Day meant that ACTRRA's recent sponsorship of a small pre-game Last Post commemorative ceremony did not occur this season. I am confident this will return as a regular highlight of the 2025 season having been well received by clubs and the local communities.

### **3. NAIDOC Week and Indigenous Round 13 July 24**

NAIDOC week presented another special First Nations Round for ACTRRA to also celebrate the histories, cultures and achievements of Aboriginal and Torres Strait Islander through our 2023 commissioned jersey and socks. This season, the Executive ensured our popular Indigenous jersey was issued as kit to all Level 1 referees and worn widely by our match officials and Teams of 3 across junior and senior competitions in respect of the Round.

### **4. Heritage Round and Inaugural Life Member's Round 3 Aug**

As an initiative of the Executive, ACTRRA commissioned the inaugural Life Member's Round aligned to the Heritage Round. This presented an opportunity for our members to recognise the incredible past and ongoing contribution of our Life Members to our Association and ACT and sNSW rugby. The Executive, with the support of our A-panel members, hosted several of our Life Member's at the 1st Grade fixture at ANU North followed by a large turnout at dinner at The RUC. The evening was open to all members with many enjoying a great social gathering. Each Life Member was presented with a newly commissioned Life Member lapel

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pin by an A-Panel member to recognise their contribution and signify their unique status amongst our members. The day was a huge success, and it is hoped it will remain an enduring activity on the ACTRRA calendar, with the lapel pins to be presented to incoming Life Members upon voting in at respective AGMs.

## **Governance and Business Planning**

In line with the Executive's focus on good governance, ACTRRA committed to solid attendance at the 2-day National Match Official Conference in Sydney with President, Vice President, Senior Coach Coordinator and our new Education and Training sub-committee lead attending. Flowing from this was well established communications paths into Rugby Australia and reestablished links with other Association Executives. This would pay dividends later in the season and we returned to Canberra with a positive outlook on ACTRRA's professionalism, reputation and the renewed approach by the governing body towards match official profile and development.

Three important artefacts were released to members early in the year: The ACTRRA Business Plan 2023-2025 (Oct 2023) under the signature of the previous President, reflecting the priorities over the forecast period; the ACTRRA Report: Improving the Recruitment and Retention of Rugby Referees in the ACT and Surrounding Regions (Nov 2023); and, the supporting ACTRRA Recruitment and Retention Plan (Nov 2023). These documents informed much of the Executive's actions to meet established priorities and objectives.

The Executive also focused early on internally auditing compliance against our Association requirement for match officials to hold a valid Working With Vulnerable People registration within the ACT. Whilst this ruffled a few feathers with some members whose registration may have lapsed, it was pleasing to see steps taken by members to address this, enabling ACTRRA to demonstrate (if needed) our compliance with this important requirement. A full review of ACTRRA's Statement of Objects and Rules (O&Rs) was initiated to ensure they remain contemporary, and the Association remained compliant against changes to the ACT Associations Act Model Rules. The Executive was appreciative of one of our experienced members, Dennis Beissner, who undertook this review. As I pen this report, the Executive had advised members of a 'Notice of proposed alteration' of ACTRRA's Statement of Objects and Rules' to be tabled at the upcoming AGM, reflecting some routine, but relevant changes to be voted upon.

## **Chair of CGAC and Establishment of Sub-Committees**

As I mentioned previously, the first order of business was to establish the CGAC, and this would see us tackle the upcoming season with additional capacity in splitting the Senior Appointment Officer role from the Chair CGAC position. This would bring much clearer lines of responsibility and enable Sarah to settle into this challenging role. Further to building capacity, in line with ACTRRA's O&Rs, the Executive released an Expression of Interest (EOI) for members to establish four sub-committees. These were promptly filled and comprised; Welfare; Education; Technical; and Social Sub-Committees. The sub-committees proved beneficial throughout the year bringing forward initiatives, implementing actions and ultimately supporting Association outcomes. On behalf of the Executive can I thank all members who volunteered their services with the sub-committees.



# ACT Rugby Referees Association



As covered in Chair CGAC's report, the Executive recognised the need to establish a Red Card Reviewing Officer to improve our effectiveness in managing Red Card process flow and monitoring judiciary outcomes, particularly those associated with match official abuse that may necessitate appeal. This new position was readily filled and a supporting duty statement under development, setting us up well for the upcoming season.

## **Recruitment and Retention**

In early February the Executive submitted a successful business case to Rugby Australia as part of their Match Official Retention and Transition Program, by nominating four of our match officials in the 18-24 year age group<sup>2</sup>. This translated into a modest financial contribution from Rugby Australia that offset our Association costs for travel associated with regional and interstate development / exchange opportunities later in the season.

The annual Brumbies Fan Day was hosted on 18<sup>th</sup> February with ACTRRA having a strong presence. This continues to be a timely and valuable community engagement activity raising our profile, educating parents and prospective referees on our role. It directly recruited a number of new referees (young and mature aged) and also provided an fun social occasion for our members.

With receipt of the ACTRRA Recruiting and Retention Report and Plan (by Interact Collaborations Consultancy informed by member consultation and feedback), the Executive established and commenced implementation of a pathway to enhance our recruiting and retention. With measurable objectives identified and a range of initiatives to implement across eight key focus areas, there has been some pleasing progress made over the year, whilst recognising there is no 'quick fix'. Members were updated on progress at the first General Meeting in April. Reflecting now on our steady level of registrations across the past two years and increasing percentage of fixtures appointed, this may suggest we are making some headway. It has taken some significant drive by the Executive and involved many aspects of the Association to progress this and I thank those more directly involved. That said, there is much more to do.

## **Exchanges**

Reinvigoration of multiple exchanges between Associations was a goal of the Executive in line with our Recruiting and Retention Plan, building on the momentum generated last season with Victoria Rugby Referees Association (RRA). It was pleasing to reestablish select exchange opportunities between ACTRRA and our neighbouring Illawarra RRA (Ben Nelson and Max Kalis), Victoria RRA (Jo Brinkley and James Charlton) and also Western Australia RRA (Nick Stoker). The benefits of these exchanges can be profound, also harnessing camaraderie amongst our fellow match officials across the broader referee landscape. Although happening relatively late in the season and always requiring a high level of coordination behind the scenes, we see us springing off these achievements to deliver such opportunities and explore more, earlier in 2025.

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<sup>2</sup> James Charlton, Jo Brinkley, Josh Winchester and Harry Linton.

# ACT Rugby Referees Association



## **Match Official Development and Training**

### **Referee Development**

There was an increase in member attendance at our face-to-face Development Nights this season which was pleasing noting the concerted effort to improve our offering in line with member feedback and our Recruiting and Retention Plan. That said, emphasis remains that members are ultimately responsible to drive their development so to advance their refereeing or improve their appointments, so we look forward to further increasing numbers of attendees next season. I would like to thank our Education sub-committee (comprising our World Rugby qualified Educators – Annie Dickeson and Mitch Egan), Chair CGAC and our most experienced A-Panel Referees and Developers, who did a fantastic job facilitating 3 excellent sessions. This was bolstered by Brendan McKibbin from Rugby Australia who facilitated a 4<sup>th</sup> session in early June.

### **Fitness Training**

I would like to extend my thanks to Steven Koh for his continued commitment in delivering regular fitness training throughout the season. Week in, week out, Steve planned and delivered one-hour sessions on a Tuesday and Thursday evening. Whilst we remain fortunate to have access to outstanding gym and field training facilities at Brumbies HQ, for a period in March we shifted sessions to the Royal Military College, Duntroon as Brumbies and University of Canberra prepared their fields. This proved advantageous for our Club engagement program as several Clubs were also using the Duntroon fields during the preseason. Without doubt, the regular group of members who attended training gained great benefit through improved on-field performance.

### **Women in Leadership**

Over four days in March, our match official / developer, Annie Dickeson was selected along with a group of leaders in women's rugby by Oceania Rugby to share their experiences and craft plans for the growth of women's rugby in the region. The Oceania Women in Rugby Network Forum 2024 was attended by 19 female delegates, representing unions from across the Pacific. Annie went on to graduate from the program under the Institute of Directors New Zealand as part of the joint World Rugby, Oceania Rugby and PacificAus Sports programme. Rugby Australia announced the Australian-Pacific Rugby Union Partnership that will unite Australia and our Pacific family through Rugby Union and create new pathways for Pacific and Australian rugby players and match officials / developers. I have no doubt Annie's involvement in the program has inspired other up and coming female referees within our Association and has brought credit to ACTRRA.

### **Member Welfare**

The Executive and Chair CGAC remained focused on building on the steps taken internally last season to protect and support our members against Match Official Abuse (MOA).

Recognised as a poisonous disincentive to referee recruitment and retention, the layered approach across Rugby Australia, Brumbies Rugby, ACT and sNSW Rugby, ACTJRU and ACTRRA has made some progress towards addressing this serious threat to our members and the game. This is reflected in the reduction of reported incidents of MOA into the Executive over the season compared to 2022. Notwithstanding, one incident is one too many, and it will continue to remain a focus for the Executive to advocate for the stamping out of this

# ACT Rugby Referees Association



behaviour and take action to improve our internal processes, such as our judiciary appeals process across junior and senior competitions. Whilst reported incidents were lower, it is unfortunate that the highlighted procedural inadequacies last year within the junior competition space means a small number of Report of Concerns (Code of Conduct) violations were not resolved to the satisfaction of the Executive. This matter has been highlighted to Brumbies and ACTJRU and will continue to be pursued.

Rugby Australia's Three Strikes Policy was adopted by the ACT and sNSW Union across the Senior Competition on 1st June. The policy is designed to deter and eliminate poor and abusive behaviour by making Clubs accountable for their participants' behaviour by imposing incremental strikes and penalties on Clubs. It is anticipated that this will also be adopted across the junior competition in coming seasons. Can I acknowledge and thank Nathan Mass (VP and Member Protection Officer) and Brian Heaney (Welfare Officer) for the remarkable 'behind the scenes' work and welfare support offered and provided to our members when in need over the past 12 months. Management of MOA cases has continued to mature in practice, yet we recognise there is more that must be done, particularly addressing the procedural inadequacies in the junior space. Once again, particular thanks to Craig Leseburg and Mat Vowles at Brumbies and to Graham Cooper at Rugby Australia for their ongoing support in addressing this critical issue.

## **Sponsorship**

2024 marked the mid-point of our 3-year sponsorship cycle. On behalf of the Association, I extend my sincere thanks to our sponsors: Canberra Consulting [Jason Pepper], Omni Executive [Jon and Christine Hawkins], Waitt Services Australia [Kevin Cullen], and The RUC [Jeremy Wilcox]. With the ongoing, generous support of these local companies, we maintain a sustainable financial position that allows us to supply and sustain new on-field and off-field kit to all members, free annual subscription, sustain top-of-the-range of field communications kits with sufficient handsets for a team of 4 referees, referee coach/developer and for media recording, as well as travel expenses as part of our reinvigoration of regional exchanges, and the purchase of two ACTRRA promotional 'banners' as part of our Recruiting and Retention Plan.

At the mid-point of this sponsorship cycle, I can report that the Executive has formally reengaged each of our sponsors who have all indicated their commitment to a further 3-year sponsorship cycle 2026-2029. This timely commitment provides ACTRRA with a high level of certainty to remain in a strong financial position moving forward and therefore an ability to fund future initiatives.

## **Kit: 2023-2025**

In line with our 3-year cycle, our kit remained unchanged this season and the use of the O'Neills online store appeared to grow in popularity for additional pieces. Further functional items were included by O'Neills at the request of the Executive and have proved popular, including ACTRRA beanies and floppy hats for extra sun protection. I would like to acknowledge and thank our Secretary, Ivan Gavazov who has done an amazing job as our kit officer, actively managing availability of items to all our new and returning members.

# ACT Rugby Referees Association



## **Social and Newsletters**

I would like to thank the new social sub-committee, in particular Jo Brinkley for their efforts over the season. Introduction of the sub-committee brought new initiatives and some good old horsepower to building a more comprehensive social program over the season. Much was considered and mapped out, yet we were conscious of not overdoing things, so struck a balance through some well attended social gatherings at The RUC and focused on planning and delivering the inaugural Life Member's Round which was a huge success. I am confident we will build on the social program for next year, in particular, preseason.

Again, in line with our Recruiting and Retention the Executive worked hard to communicate the happenings across the Association via the monthly Newsletter emailed to all members and posted to our website. I would like to acknowledge Peter Langford who has been our 'editor at large' and worked hard at capturing the 'news' and ensuring we kept to our monthly drumbeat, all whilst overseeing match payments and allowances – a big commitment. If you haven't read the Newsletters or may have missed a few, then you might enjoy taking a moment and reviewing them on the website. Also, we were fortunate that our former Patron, Peter Lawler, was happy to share his book, "They Blew It - A History of ACTRRA (1938-2001) via a link on our website, giving ready access to our Association's rich history. Thank you again Peter.

## **ACTRRA Volunteers and Structure**

In a small not-for-profit organisation such as ACTRRA we continue to rely on a dedicated group of volunteers to attend to all our Association matters. All members should recognise the voluntary status of these members and be grateful for their efforts. It was uplifting to witness those who stepped forward when asked or responded to expressions of interest to assist in 'spreading the load'. It was amazing being reminded that often it only takes a short conversation and word of encouragement for people to offer their time and sense the satisfaction they gain by contributing to the greater good of others. Not everyone can afford the time, but an outlook where members are empowered to be able to assist can make for a strong and positive culture.

I would also like to thank Sarah Corrigan and the entire CGAC, our Appointment Officers Karl Hamlyn (seniors) and Jim Phillips (juniors) and our Coach/Developer Coordinators, Damien McLachlan (senior) and James Willemsen (juniors) for delivering on these pivotal roles. The committee has worked tirelessly with coaching panels convening regularly to review referee performance and best align individuals to the needs of the competition and enhance development. As an extension of this, can I thank our coaches / developers and educators, and again congratulate those newly accredited over the season, for the commitment and tremendous effort to help improve our match officials and teams of 3.

## **Executive Committee**

My greatest thanks and appreciation on behalf of all members goes to the ACTRRA Executive Committee of 2024 for their dedication to our members and the workings of our Association. The team gelled extremely well from the start, and we have enjoyed a challenging but productive year on many levels. With 3 of the 4 positions filled by members with previous

# ACT Rugby Referees Association



ACTRRA Executive experience<sup>3</sup>, it was terrific to welcome Damien McGrath as Assistant Secretary who fitted in seamlessly and brought a valuable perspective on our activities. I feel very privileged to have been a part of the committee and fortunate to work closely with people so passionate and dedicated towards ACTRRA and the game of rugby. Thank you again for all the behind the scenes work and long hours.

## Thanks

My thanks to the Brumbies Rugby Community Rugby Staff, in particular to Craig Leseburg (GM Community Rugby) for his support and ready ear, Matt Vowles (Competition Manager) and Joseph Rollings for their amazing support to the senior competition and ACTRRA. Thanks to Peter Johnson (Chair Community Rugby Committee), Phil Thompson (CEO Brumbies Rugby), Greg Baynham (Secretary ACTJRU) and all Club Presidents for their support. My thanks and appreciation to Graham Cooper and Brendan McKibbin for their strategic guidance and development pathway opportunities for our members.

Finally, may I thank all Association members for your contribution and support across the array of ACTRRA activities during season 2024. From what I observed and the feedback I received from the local communities and Clubs, the commitment, performance, spirit and pride of our members on and around the grounds has been noteworthy. I wish you and your families best wishes for the upcoming Christmas holiday period and for a safe, happy and prosperous 2025. I look forward to seeing you all back next year.

November 2024

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<sup>3</sup> Nick Stoker, formerly Vice President; Nathan Mass, formerly Assistant Secretary; Peter Langford, formerly Treasurer; and, Ivan Gavazov, formerly Assistant Secretary.



# ACT Rugby Referees Association



## Chair Coaching, Appointments & Grading Committee

**Sarah Corrigan**

It was an interesting, reward and very challenging first year as the Chair of ACTRRA's Coaching, Appointments and Grading Committee. Coming back to ACTRRA and rugby after 5 years out of the game was both a positive and a negative. It was great not to carry any baggage into the role, apart from a lot of “back in my day” moments. I came into the role fresh, but with an extensive ACTRRA background. This meant I was able to evaluate the role, processes, systems and personnel from a different perspective, while still having the connections and necessary background. The downside to coming into a role I had never performed before and after such a long hiatus meant I had knowledge gaps that took time to fill and the processes and people had changed to an extent. Honestly, this resulted in it taking a long time to get my head around the requirements of the role, to understand the processes and systems and where there was inefficiency and/or a lack of clear processes, as well as getting to know the new faces, referees, coaches and at the clubs.

For most of the season I relied heavily on the knowledge and experience within the CAG to help fill the gaps in my knowledge and help inform decision making. While there are times when the CCAG is required to make the final decision or have the difficult conversation, this role is very reliant on the experience of those around the role who help share the burden and provide unique and valuable insights. I would like to particularly thank Brendan, Damien, Karl, Jim, James and Annie for all the work they undertook in their respective roles as well as all the active CAG members.

Personnel within the CAG remained mostly the same from last year, with the key change being Damien McLachlan and James Willemsen taking over the referee coach coordinator role from Jack Cunningham in the seniors and juniors respectively. I would also like to highlight that Dennis Beissner kindly volunteered to take on the red card coordinator role this season. The referee coaching ranks remained largely unchanged, noting several of our up-and-coming referees completing the level 1 referee coaching courses over the year. While we have a few coaches on the books, the recruitment, development and retention of active referee coaches is an important gap we intend to put effort into improving next season.

ACTRAA was again represented at the higher levels by several of our up-and-coming members, including Jacques Smith, Steven Koh and Harry Fenton, supported in AR roles by other ACTRRA referees, refereeing Super Rugby A and Super Women's matches at the start of the season. This was capped off with Max Kailis being appointed Super 16s at the end of the season in a refereeing role, again supported by other ACTRRA referees in ARing roles. Matt Hogan and Nathan Mass were also selected as Match Developers to the Super 19s and

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## **Chair Coaching, Appointments & Grading Committee report cont'd**

Australian Rugby Shield respectively. Several of our up-and-coming young development referees represented ACTRRA at a range of junior tournaments throughout the year, including NSW state championships, primary school championships and State 7s. A big congratulations to all our members who did an excellent job representing ACTRRA at the next level.

There was outstanding refereeing at the local level as well, with a big thank you to all those referees who refereed multiple games a weekend and/or balanced referee coaching commitments with those appointments. This association is only as strong as our members and the commitment from so many of you to deliver a game for as many participants as possible is a true reflection of your hard work and commitment. While most senior games were filled each week, including filling many of the number 4 roles in John I Dent Cup and ARing in grades other than 1st Grade, there were still gaps across the Suburban Cup and Women's 10s each week. The junior space was substantially more dire with many games, particularly at the u15 through to lower u18s level, being unappointed or resulting in referees undertaking large numbers of games every weekend. This is a significant concern for us, noting the experience required to referee these games cannot be developed overnight. Again, thanks to the many referees who stepped in to fill these gaps each weekend, but we acknowledge there is a shortage of referees and we will look at how we can retain referees at these levels into 2025.

The panels remained largely unchanged throughout the year, noting the end of season panels have not yet been released. The A panel was largely unchanged from last season, with Brodie Ingram returning from injury, but losing Dennis Beissner to injury early on. It was again a close run into the finals series, with Brodie being appointed to the John I Dent Cup final. The quality and standard of the refereeing over the junior and senior finals was excellent and everyone should be commended on their efforts. It is also important to thank all the referees who travelled to the country games this season, with travel being anywhere from Taralga to Jindabyne. This travel on top of the weekend refereeing commitments usually resulted in referees giving up the entire day. Again, thank you to all those referees and ARs who undertook these appointments.

This season we put considerable effort into our engagement with the clubs, and a big thanks to all the referees who turned up on one of the cold Tuesday or Thursday nights. These sessions are an important way for ACTRRA to build good working relationships that humanise us to the clubs. We used these sessions to reinforce and educate on the new tackle height laws, which was particularly helpful at the start of the season. It also gave us a chance to learn from the clubs, particularly seeing live scrums, as this was an area for improvement. At the end of the season we also held our first 2 sessions with the 1st grade player coaches. These

# ACT Rugby Referees Association



## **Chair Coaching, Appointments & Grading Committee report cont'd**

sessions were a very useful way to connect with the 1st grade coaches and allowed us to discuss any rub points. These sessions will continue into 2025.

This season also saw the reintroduction of exchanges, with official exchanges occurring with WA and Illawarra. Illawarra sent two referees to us, with Ben Nelson and Max Kailis heading to Bowral to referee Illawarra's 1st and 2nd grade respectively. The reports back from Illawarra were very positive and we anticipate this exchange will occur again next year. WA also sent two of their senior referees to Canberra, with Nick Stoker refereeing in Perth while there for work. Again, the feedback has been very positive and we anticipate this exchange also continuing next year. It is noted, next year we will seek to put more structure around the exchanges and run them earlier in the season. While not an exchange per se, ACTRRA also sent several of our members to the Darwin Hottest 7s as both referees and a developer.

Looking towards season 2025 - When I took over at the start of the year and got an understanding of the role, it became apparent there were no clear, published guidelines or policy for how appointments and gradings are done. It unfortunately took too long to realise this, but this is something the CCAG will be working on over the off season with the outlook to provide more formal advice on how the appointments and grading will work leading into next season. While a lot of the focus this season was with the A Panel and John I Dent cup, I would like to highlight we have a strong group of up-and-coming referees, some of whom will definitely be our A Panel referees of the future. Another focus leading into the next season for the CCAG will be to put some more structure and focus on developing these referees to reach their potential. Another area of focus leading into the 2025 season will be upskilling our ARing across all panels. Towards the end of the season when ARing came under the microscope, we realised that we hadn't put enough focus on this development area. We will be looking at ways to improve this next season. I would also like to acknowledge the importance of development nights, as was evidenced by the excellent scrum session delivered by Shaun Rigby and Matt Hogan. It will be a focus for next season to look to hold more development sessions to ensure all members have access to the tools they need to improve.

My final thought is to highlight the mentoring program started this year and that each referee is responsible for driving their own development. The CAG and referee coaches are here and ready to support any and all referees who want to improve, but this needs to be led and driven by each individual.

# ACT Rugby Referees Association



## Treasurer's Report

**Peter Langford**

I am pleased to present the audited financial accounts for the ACT Rugby Referees Association for the year ended 30 September 2024 and wish to thank Bryce Gorrell and his organization for once again, carrying out the audit.

While we posted a deficit of \$2,217 our financial position remains healthy.

We commenced the year with an operating cash balance of \$28363, \$20682 in an interest-bearing deposit and \$8408 in the referee development funds and ended the financial year with a balance of \$28356. in the operating account, \$21564 in an Interest-Bearing deposit and \$8409 in the referee development funds.

Once again thank you to all those referees who donated their referee payments to the Association this year.

A particular thanks to Canberra Consulting, Omni Executive, WAIDT Services Australia and The RUC for their continuing financial support of the Association.

This year we were presented with several invitations to provide development opportunities for our members to act in various capacities in different competitions both locally and interstate which we accepted. Specifically, in addition to our local venues match officials travelled to Armidale, Wagga Wagga, Melbourne, Illawarra and Darwin.

During the season many of our goals from a business perspective were met with the maintenance of a healthy financial position and provision of resources to assist referees with their development.

However, the new Executive will need to review our current business plan so that we may continue to grow as an Association and improve our ability to stay abreast of current trends as match officials.

In closing thanks once again to those who always step up and answer the call for assistance throughout the season. This has greatly assisted me perform my role as Treasurer during the year.

# ACT Rugby Referees Association



## Welfare Officer's Report

**Brian Heaney**

In 2024 the ACTRRA has maintained its focus on reducing the level of referee intimidation and abuse with an encouraging level of progress. Thanks to the resolve of the Executive and association members and the enormous amount of work put in by Chris Cousin, as my predecessor, we have seen a reduction in the number of reports of referee abuse. Chris took ownership of the Welfare Officer role and played a major role in formalising the reporting structures.

Most of the incident reports this season have been lodged by experienced referees. In follow up conversations with them, they have indicated that while they have coped well with the incidents, they have stressed the need for a zero-tolerance approach so that less experienced referees might be spared similar situations in the future. It does leave the question, however, as to how many incidents are occurring and are simply not being reported.

I would like to acknowledge the crucial role played by referee coaches and their appointment officers who put in a lot of time matching coaches and referees. The willingness of an experienced referee to observe a developing referee on a Saturday, whether as an appointed coach or supportive fellow referee, is crucial in the welfare of all referees.

It is important that newer recruits do enjoy their refereeing experience and that they know that others care if things happen that they might not have expected. It should also not be underestimated how much it means to any referee to receive a word of appreciation or encouragement from a fellow referee.

I look forward to continued progress in helping to ensure that Rugby is an enjoyable experience for all involved in the sport.



# ACT Rugby Referees Association



## Vale

Thanks to Paul Scholtens who put together the following biography notice for the Annual Report.

Since the 2023 Annual General Meeting there has been at least one former member of the Association who has died. We remember our colleagues:

### **Charles Murphy** - 1 March 2024

Charles Murphy was one of those Rugby people whose involvement in the game was much more than just supporting a Club.

In 1960 he attained the NSW Senior Referee badge and the ACTRRA Senior Badge in 1963. Charles refereed in the 1965, 1968 and 1969 seasons. The Association's records for this period have been lost so we are unable to work out how many games and at what level or grade Charles refereed. He was a member of the ACTRRA Appointments Board for seasons 1966, 1967, 1968 & 1969 and the Chairman in 1969. One of our members who was an active referee during this time remembers Charles being on the NSW Country Rugby Union Referee Appointments Board 'for at least a couple of years' around this time. Charles was also a member of the ACTRU Judiciary for 32 years.

Charles played junior rugby in Queanbeyan and was a foundation Member, No1 badge holder, of the QRUFC (the Whites) and served for periods as Vice-President and Committee Member. Apart from refereeing in the local competition he was the Queanbeyan Club's touch judge for many years.

### **John Woodfield** – 1 September 2024

John Woodfield was known in Rugby circles before he became active in the Association. He was a member of the Queanbeyan Whites team which won the Club's first 1st Grade Grand Final in 1959. John is first recorded as refereeing in 1961 and continued until 1969. When he joined the Association or when or where he gained his refereeing qualifications is not recorded. John attended the Annual General Meetings from 1963 till 1969 inclusive and during that time refereed more than 200 games of which 38 were in 1st Grade. The records show that in 1968 John was appointed to referee a 'Special Match' between Thornett's XV v Ryan's XV. Why it was a 'Special Match' is not recorded.

John refereed the 3rd Grade Grand Final in 1966 and the 4th Grade Grand Final in 1969. John was elected to the Junior Appointments Board for seasons 1967 and 1969.

In retirement John was an active member of the Horticultural Society of Canberra and in 2022 he was awarded the Dahl Medal, the highest award within the Dahlia Society of Australia in recognition of his work in the growing, propagation and breeding of dahlias. At the time of his death John was a Life Member of the Horticultural Society of Canberra.

# ACT Rugby Referees Association



## Education and Training Report

**Annie Dickeson**

This has been a busy year in the education and training group with many good works being done.

This year the opportunity for members of the association to attend education events and activities has significantly increased. With a structured program being considered to support the needs of our referees throughout the season and tailored to suit the different level of participants.

This year we have run the following education activities and events:

- Season Launch and Game Management Guidelines, facilitated and organised by the CAG and Graham Cooper from Rugby Australia.
- Education Evenings:
  - a. Refereeing with relevance and season preparation facilitated by Mitch Egan
  - b. Referee Profile facilitated by Brendan McKibbin from Rugby Australia
  - c. Scrum Management facilitated by Matt Hogan and Shawn Rigby
  - d. Assistant Refereeing and Road to Finals facilitated by Annie Dickeson
- Junior Academy Weekly Training facilitated by Annie Dickeson
- Four Referee Ready Courses Supported by Nick Stoker, Mitch Egan, Annie Dickeson, Nathan Mass, Steve Koh, Ivan Gavazov and Damien McGrath
- Match Official Developer course facilitated by Drew Crozier and Andrew Gilchrist from Rugby Australia and Annie Dickeson
- Two Level One and a Level Two Player Coach Courses Supported by Annie Dickeson

Additionally the Rugby Australia Annual Conference in Sydney provided the platform to develop our own educational practices and to develop ACTRRAs relationship with other association to create exchange, representative and development opportunities for our junior and senior referees. Thank you to New South Wales Country Rugby Union Referees for supporting the development of our members at the following events:

- The Armidale School Rugby Carnival
- NSW State Championships (U12s, U15s, U18s)

# ACT Rugby Referees Association



Thank you to New South Wales Rugby Union for supporting the development of our members at the following events:

## NSW High Schools Championships

- NSW Primary Schools Boys Championships
- NSW Primary Schools Girls Championships
- NSW Girls High Schools 7s Championship.

The opportunities for our coaches and referees to receive education and feedback as part of these event is invaluable. This is a great way for new knowledge and skills to be brought back to ACTRRA to help all our referees improve.

# ACT Rugby Referees Association



## Brumbies Rugby Report

**Joseph Rollings, Mat Vowles**

2024 proved to be another outstanding season for the ACT Rugby Referees Association, with a huge amount of participation across many different tournaments and events in the ACT&NSW region.

ACTRRA provided support to several key competitions throughout the region, notably the BentSpoke John I Dent Cup and Premier 15s, UniSport Nationals Rugby 7's, the Capital Cup, and various state and national representative fixtures. They also provided tremendous support at various ACT Brumbies development gala days and tournaments, which are important tools to grow the game for both players and match officials.

This season, there were 149 registered members of ACTRRA, including several new senior and junior referees, which is a credit to ACTRRA's continued recruitment drive each year.

2024 also saw a decrease in the number of matches without an appointed match official in both the Junior and Senior space, with 95% of all Senior fixtures having an appointed match official, which is an increase on last season's 89%. A fantastic result and a credit to the associations members.

ACT Brumbies would like to thank and congratulate ACTRRA on another incredible season and look forward to the association reaching new heights in 2025 and beyond.

ACT Brumbies would also like to acknowledge and congratulate the following ACTRRA Members who were selected to officiate Grand Final Matches and other Representative fixtures throughout 2024.

# ACT Rugby Referees Association



## 2024 Grand Final Match Officials

### **BentSpoke John I Dent Cup (1<sup>st</sup> Grade)**

Referee: Brodie Ingram

AR1: Nathan Mass

AR2: Shaun Rigby

No4: Caitlin Bokor

No5: Kevin Cullen

### **BentSpoke Premier 15s**

Referee: Mitchell Egan

AR1: Jacques Smith

AR2: Caitilin Bokor

No4: Anne Dickeson

No5: Kevin Cullen

### **Spence Cup (2<sup>nd</sup> Grade)**

Referee: Nathan Mass

AR1: Riley Byrne

AR2: Sarah Corrigan

No4: Shaun Rigby

No5: Kevin Cullen

### **ACT Vets Colts Cup**

Referee: Shaun Rigby

AR1: Riley Byrne

AR2: Harrison Linton

No4: Sarah Corrigan

No5: Kevin Cullen

### **First Division 1<sup>st</sup> Grade (3<sup>rd</sup> Grade)**

Referee: Jacques Smith

AR1: Benjamin Nelson

AR2: Harrison Linton

No4: Caitlin Bokor

No5: Nye Konig

### **First Division 2<sup>nd</sup> Grade (4<sup>th</sup> Grade)**

Referee: Benjamin Nelson

AR1: Ethan Gumbrell

AR2: Josh Winchester

No4: Caitlin Bokor

No5: Nye Konig



# ACT Rugby Referees Association



## 2024 Grand Final Match Officials (continued)

### **2<sup>nd</sup> Division South Coast Monaro**

Referee: Damien McGrath

AR1: Nick Stoker

AR2: Ivan Gavazov

No4: Rhianna Burke

### **Women's 10s**

Referee: Damien McLachlan

AR1: Rohan Nishantha

AR2: Jo Brinkley

# ACT Rugby Referees Association



## Representative Honours

### **Brumbies City v Brumbies U19s (Mens)**

Referee: Steven Koh

AR1: Jacques Smith

AR2: Jiuwa Sokosayakimoce

### **Brumbies Country v Brumbies U19s (Mens)**

Referee: Jiuwa Sokosayakimoce

AR1: Steven Koh

AR2: Jacques Smith

### **Brumbies City v Brumbies Country (Mens)**

Referee: Jacques Smith

AR1: Jiuwa Sokosayakimoce

AR2: Steven Koh

### **Brumbies City v Brumbies Country (Womens):**

Referee: Mitchell Egan

AR1: Benjamin Nelson

AR2: Ethan Gumbrell

### **NSW State Championships (Various):**

Riley Byrne

Josh Winchester

Ethan Gumbrell

Harrison Linton

Max Kailis

Callum Hanlon

### **Brumbies XV v ACT&NSW Griffins (Game 1)**

Referee: Jacques Smith

AR1: Steven Koh

AR2: Ethan Gumbrell

# ACT Rugby Referees Association



## 2024 Junior Grand Final Referees

### **Under 10 Division 1**

Hugo Kohl

### **Under 10 Division 2**

Rory Basham

### **Under 10 Division 3**

Callum Hanlon

### **Under 11 Division 1**

Isabella Jarratt

### **Under 11 Division 2**

Ethan Sheridan

### **Under 11 Division 3**

Cobus Wentzel

### **Under 12 Division 1**

Tom Overton

### **Under 12 Division 2**

Samuel Curran

### **Under 12 Division 3**

Brian Heaney

### **Under 13 Pool A**

Christopher Cousin

### **Under 13 Pool B**

Ted Shepherd

### **Under 13 Pool C**

Hunter Howard

### **Under 14 Girls**

Richard Forshaw

### **Under 14 Pool A**

Nick Stoker

### **Under 14 Pool B**

Jo Brinkley

# ACT Rugby Referees Association



## 2024 Junior Grand Final Referees (continued)

<b>Under 14 Pool C</b>	<b>Under 16 Black/Gold</b>	<b>Under 18 Girls</b>
Grantley Butterfield	Maximilian Kailis	Ivan Gavazov
<b>Under 15 Division 1</b>	<b>Under 16 Black/Gold</b>	<b>Under 18 Division 1</b>
David Miller	Ben Reedy	Steven Koh
<b>Under 15 Division 2</b>	<b>Under 16 Girls</b>	<b>Under 18 Division 2</b>
Christopher Cousin	Joel Garbutt	James Mohun
<b>Under 15 Division 3</b>		<b>Under 18 Division 3</b>
James Charlton		Harrison Linton

# ACT Rugby Referees Association



## ACTRRA 2024 Season Award Recipients

Members Whistle

JS Walters Whistle

Refereeing Whistle

Peter Lawler Trophy

William Boyle Memorial Trophy

David Fryer Award

Jim Healy Trophy

B.A.R. Trophy

ACTRRA Junior Rugby Referees Academy Program

Certificates of Achievement

Tom Overton

Isabella Jarratt

Ted Shepherd

Brodie Ingram

Josh Winchester

Annie Dickeson

Ivan Gavazov

Harison Linton

Isabella Jarratt

Tom Overton

Hamish Sim

Oliver Sim

ACT & sNSW Rugby Union Community Rugby Volunteer of the Year (nominee) Ivan Gavazov



# ACT Rugby Referees Association



## ACTRRA Milestones Honour Board

Current active referee \*

### 100 Games

Baker, John  
Beck, Damien  
Beissner, Mitchell  
Billett, Graeme  
Birss, John  
Boorman, Clive  
Boyle, William  
Burnell, Chad  
Burton, Michael  
Buseski, Chris  
Caldwell, Keith  
Capon, Geoff  
Carlyon, Justin  
Carnahan, Michael  
Carroll, Simon  
Carruthers, Ian  
Cassidy, Fred  
Coonan, John  
Corboy, Alan  
Cousin, Christopher\*

Cousin, Jack  
Cremer, Ron  
Crossman, Scott  
Daly, Grant  
Daniels, James  
Darby, John  
Davidson, Geoff  
Dey, Ian  
Dunsmore, John  
Dunstone, Chris  
Dunstone, John  
Fleming, Graeme  
Forsyth, Peter  
Foster, Bob  
Foster, Louis  
French, Peter  
Gane, Ron  
Gavazov, Ivan\*  
Gentleman, Neville  
Geoff Palmer\*

Giffard, Peter  
Gilks, David\*  
Gorrell, Bryce\*  
Gregory, Bill  
Gumbrell Ethan\*  
Gwynn-Jones, Brian  
Hancock, Trevor  
Hawkins, Brian  
Healey, Jim  
Hefren, John  
Henshaw, Reece  
Hogan, Matthew\*  
Hogarth, Bob  
Howard, Warwick  
Howden, Bruce  
Hughes, Owen  
Hurwitz, Steven  
Innes Hamish  
Ireland, Rosh

# ACT Rugby Referees Association



## 100 Games (cont'd)

Jamieson, Michael  
Jones, Jennifer  
Keane, Owen  
Kedge, Jerry  
Kilmister Amy  
King, Liam  
King, William  
Knight, Ray  
Konig, Nye\*  
Lee, Mal  
Lee, Trenton  
Leggoe, Ken  
Lehmann, Peter  
Linton, Harrison\*  
Littleton, Jim  
Littlewood, Viv  
Logan, Gary  
Long, Nicholas  
Lonie, Michael  
Lulham, Brian  
Lyons, Ray  
Margules, Ray  
Martin, John  
Mass, Nathan\*

McCarthy, John  
McGee, Dominic  
McGurk, Gordon  
McPhillips Peter  
Meszes, Jim  
Mills, Chris  
Moriarty, Len  
Mould, Alastair  
Mrdak, Michael  
Murphy, Charles  
Murphy, David  
Murray-Jones, Alan  
Nelson, Anne  
Nixon, Peter  
Norris, Max  
Nutt, Doug  
O'Connell, Barry  
O'Connor, Peter  
Ohlmus, Fritz  
Onus, Adam  
O'Reilly, M  
O'Shea, Tony  
Owner, Tim  
Papas, Steve  
Patterson, Patrick

Payne, Eddie  
Peak, Steve  
Pearce, Bob  
Perkins, Hayden  
Petersen, Robin  
Piazza, Glen  
Quoye, Chris  
Reedy, Ben\*  
Ridley, Andrew  
Rush, Michael  
Ryan, John  
Saphin, Greg\*  
Scholes, Gary  
Sek, Michael  
Shelley, Andrew  
Snell, Scott  
Snow, Mark  
Spencer, Col  
Stone, Jeffrey  
Symonds, John  
Tanzer, Michael  
Temby, Warwick  
Thompson, Greg  
Todhunter, Paul

# ACT Rugby Referees Association



## 100 Games (cont'd)

Toirkens, Michael  
Tonge, Alan  
Tummers, Mitchell  
Vallance, Gus  
Vest, Wall

Vincent, Rod  
Waddington, James  
Walker, Ross  
Whyte, Joseph  
Whyte, Robert  
Wickham, Glen

Willemsen, James\*  
Williams, Geoff  
Wood, Ken  
Zucchetto, Glenn

## 200 Games

Agnew, Michael  
Bayliss, Chris  
Beissner, Dennis\*  
Boyes, Robert  
Buckley, Brian  
Burns, John  
Cheetham, Carl  
Cook, Brian  
Corin, Greg\*  
Cousin, Christopher\*  
Cunningham, Jack  
Dale, Brad  
Davidson, Robert  
Dodds, Cliff  
Donoghoe, Phil

Dowsett, Mike  
Duffy, Tony (AD)  
Duffy, Tony (AJ)  
Edelman, Andrew  
Gibson, Alan  
Glasgow, Ian  
Gorham, Robert  
Hamlyn, Karl\*  
Hanley, Michael  
Henshaw Reece  
Hibberson, Gary  
Hillsdon, Dick  
Hosking, Peter  
Hughes, Shane  
Ingram, Brodie\*

Izod, Scott\*  
James, Don  
Johnson, Geoff  
Jones, Doug  
Jones, Irene  
Kearns, Nathan  
Kirkland, John  
Kitchen, John  
Louttit, John  
Matthew, Graeme  
McGurk, Gordon  
McLachlan, Damien\*  
McLennan, Bill  
Morris, James  
Nelson Benjamin\*

# ACT Rugby Referees Association



## 200 Games (cont'd)

Nelson, Adam  
Nelson, Robert  
Nishantha, Rohan\*  
O'Keefe, Michael  
Overy, Stuart  
Paloni, Robert  
Peck, Mal

Quinn, Joe  
Richards, Peter  
Rumble, Stephen  
Smith, Louise  
Sylvian, Stephen  
Thomas, Greg  
Thomas, Rodd  
Vest, Bert

Wallace, Robert  
Ward, Brian  
Whitfield, Ray  
Whittle, Samuel\*  
Wilkinson, Kevin  
Willemsen James\*  
Woodfield John

## 300 Games

Bowden, Brett  
Casey, Allan  
Corrigan, Sarah – OAM\*  
Cowie, Rob  
Daniels, Tony  
Davis, Neal  
Fryer, David  
Gilmore, Len  
Hall, Michael  
Heaney, Brian\*  
Jones, Brett

Keogh, Michael  
Kimber, David  
Lawler, Brian  
Madden, Shane  
McGrath, Damien\*  
McLachlan, Damian\*  
McPhillips, Peter  
Nichols, Bede  
Pook, Eddie  
Poole, Bill

# ACT Rugby Referees Association



## 400 Games

Blake, Doug  
Buttsworth, Ian  
Conway, Peter  
Curtis, Leigh  
Girdlestone, John  
Hancock, Ted

Hedley, Wilf  
Hurley, Brian  
Jones, Paul  
Langford, Peter\*  
Sheville, Bernie  
vanGelder, Malcolm

## 500 Games

Cleary, Michael  
Humphrey, Elton  
Lawler, Peter- OAM  
Lees, Kim  
Scholtens, Paul

## 600 Games

Janssens, Peter  
Larsen, Paul  
Smith, Jim

# ACT Rugby Referees Association



## First Grade Matches Refereed

The following is a list of Association members who have refereed first grade matches in the ACTJRU competition from 1953 to 2024. The list is based on Association Annual Reports. Prior to 1953, details of first grade matches refereed are not available. Current active first grade referees are marked\*. Referees on exchange to the QRU and NSW club competition (1st Grade) have their matches accredited to their first-grade total.

Agnew, Michael	16	Christophersen Sam	9	Davis Neal	13
Battle, Michael	1	Cleary, Michael	133	Davis Patrick	1
Beissner, Dennis	36*	Collins, Tony	2	Dodds Cliff	50
Blake, Doug	202	Conway, Peter	12	Duffy, Tony (A J)	108
Bowden, Brett	200	Cook Brian	114	Dunstone, John	23
Bower, Doug	2	Coonan, John	20	Edelman Andrew	14
Boyle William	11	Corin, Greg*	12	Edwards Graham	12
Buckley Brian	65	Corrigan Sarah*	57	Egan Mitchell*	14
Burnell, Chad	3	Cowie Rob	25	Evatt Frank	6
Caldwell, Keith	3	Cremer Ron	61	Fenton Harry	7
Cardiff Simon	33	Crowley Joe	12	Foster Bob	25
Casey, Allan	10	Crozier Andrew	31	Fry Eric	21
Cassidy, Fred	100	Curtis Leigh	38	Gibson Alan	1
Cheetham Carl	21	Dale Brad	15	Gilmore Ian	6

# ACT Rugby Referees Association



Girdlestone John	116	Kearns Nathan	62	Morris, James	69
Gwynn-Jones Brian	14	Keogh Michael	144	Mould Alistair	5
Hagan, James	42	King Liam	3	Nelson John	12
Hall, Michael	102	Koh Steven*	32	Nelson, Benjamin*	6
Hamilton, Caleb	1	Larson Paul	50	Nishantha, Rohan*	2
Hamlyn, Karl *	62	Lawler Brian	63	Nutt, Doug	3
Hancock, Ted	190	Lawler Peter - OAM	254	O'Connell, Barry	2
Heaney, Brian*	95	Lees Kim	205	Paloni, Robert	43
Henshaw, Reece	22	Lehmann peter	12	Patterson, Don	3
Hibberson, Gary	40	Long Nicholas	33	Paul, Chris	1
Hodda, Darryl	2	Lonie, Michael	46	Payne, Eddie	6
Hogan, Matthew	71	Louttit, John	71	Pettit Geoff	27
Hogarth, Bob	33	MacPherson, Jim	3	Piazza, Glen	10
Howse, Gavin	3	Maher Owen	10	Portway, Bruce	1
Hughes, Shane	8	Margules Ray	1	Pritchard, Julian	15
Humphrey, Elton	17	Martin John	15	Quinn, Joe	1
Hurley Brian	17	Mass Nathan*	33	Rahilly Ben	8
Ingram, Brodie*	81	McCarthy Dominic	7	Reedy, Ben*	2
Izod, Scott*	34	McCarthy John	43	Richards Peter	60
Janssens, Peter	101	McFarland Jim	22	Rigby Shaun*	17
Johnson, John	2	McLennan Bill	30	Scholes Gary	1
Jones Doug	10	McPhillips Peter	166	Scholtens James*	5
Jordan Bill	1	Middleton John	1	Scholtens Paul	56
Keane Reuben	7	Mitchelmore, Damien	7	Shane Barr	2

# ACT Rugby Referees Association



Sheville Bernie	117
Shorney Brian	24
Siggee Norn	3
Smith Jacques*	9
Smith Jim	132
Snow Mark	9
Stevens Ian	2
Tanzer Michael	14
Taylor Blair	29
Thomas Greg	6
Tierney Arthur	7
Toohy Brian	3
Tummers Mitchel	1
Turner Bob	18
Vest Bert	67
Vest Wally	2
Wallace Bob	26
Williams Don	24
Wills Timothy	2
Woodfield John	38
Wright Graham	8



# ACT Rugby Referees Association



## Number of Games Refereed

Abbey, Benjamin	12	Barnetson, Michael	2	Blamey, Jay	8
Abrahams, Justin	1	Barnett, Matthew	16	Bokor, Caitlin	9
Agnew, Michael	16	Barr, Shane	3	Booth, Bryah	26
Amsteins, Dominic	3	Basham, Rory	31	Booth, Declan	1
Amsteins, Vic	31	Bates, Dusty-Rose	6	Booth, Ronan	38
Amsteins, Zac	6	Battle, Michael	1	Boundy, William	6
Anastasiou, Christopher	1	Beaver, Tim	18	Bouquiaux, Bailey	16
Anderson, Johnathon	31	Beck, Damien	124	Bouquiaux, Noah	24
Andrews, Angus	12	Beissner, Dennis	254	Bowden, Brett	388
Armstrong, Matthew	73	Beissner, Jacob	88	Bower, Doug	2
Ashman, Emilia	10	Beissner, Mitchell	163	Boyer, James	1
Atkinson, Brett	62	Bensley, Michael	1	Boyers, James	63
Atkinson, Kurtis	5	Berquist, Luka	9	Boyes, Robert	206
Austin, Brendan	3	Billett, Graeme	131	Boyle, William	11
Baird, Fraser	4	Billiards, Aedan	6	Bradley, Jack	1
Barker, Edward	17	Blackwell, Hannah	1	Bradshaw, Chris	1
Barker, James	12	Blackwell, William	10	Bretton, Jackson	29
Barker, William	51	Blake, Doug	400	Bridges, John	4

# ACT Rugby Referees Association



Brinkley, Jo	66	Caelin Kopievsky Blyth	6	Christophersen, Sam	49
Brooker, Jordan	1	Caldwell, Keith	3	Clark, Mark	8
Brown, Brendan	9	Callaghan, Toby	6	Clark, Micheal	84
Brown, Jasper	11	Campbell, Joshua	11	Clarke, Darcy	19
Brown, Mackinley	8	Campbell, Patrick	6	Cleary, Lara	4
Brown, Nicole	7	Cardiff, Simon	33	Cleary, Michael	527
Brown, Russell	8	Carey, Glenn	1	Clench, Joshua	10
Brown, Thomas	50	Carlyon, Justin	14	Colbert, Mitchell	43
Browning, Sam	25	Carnahan, Michael	137	Cole, James	13
Bryant, Alex	3	Carnie, Josh	1	Cole, Thomas	1
Bryant, Lachlan	3	Carr, Oscar	84	Coleman, John	8
Bryson, Tom	3	Carroll, Simon	111	Collett, Liam	9
Buckley, Brian	65	Carson, Tom	24	Collidge, Hamish	16
Burke, Kirra	60	Carter, Steven	39	Collier, Dillon	10
Burke, Rhianna	59	Casey, Allan	10	Collins, Tony	2
Burnell, Chad	113	Casserly, Gemma	4	Commerford, Linden	2
Burton, Jarrod	1	Cassidy, Fred	100	Connor, Anthony	3
Bush, Graham	74	Cawte, Mathew	37	Conway, Peter	12
Butterfield, Grantley	54	Champion De Crespigny, Alexander	15	Cook, Brian	114
Buxton-Leslie, Charles	6	Charlton, James	93	Cook, Liam	24
Buxton-Leslie, Felix	3	Cheetham, Carl	21	Cooke, Brendan	4
Byrne, Riley	65	Chesterton, Scott	79	Cooke, Paul	7
Cabot, Ben	69	Chesworth, Iain	1	Coonan, John	20

## ACT Rugby Referees Association



Cooper, Graham	4	Cullen, Kevin	95	Dickeson, Anne	12
Copland, Hamish	18	Cummins, Harry	3	Dodd, John	4
Copland, Ross	27	Cunneen, Patrick	17	Dodds, Cliff	50
Corin, Greg	264	Cunningham, John	227	Donelan, Sam	1
Corrigan, Gianni	13	Curran, Chris	5	Donkin, Rien	1
Corrigan, Sarah	323	Curran, Samuel	19	Donnelly, Steven	5
Cotterall, Grant	2	Currey, Mark	4	Dowd, Patrick	13
Cousin, Christopher	211	Curtis, Leigh	300	Doyle, Michael	25
Cousin, Jac	127	Dale, Brad	212	Drew, William	28
Cowie, Rob	25	Daniels, Tony	328	Duffy, Tony (AJ)	200
Cox, Geoff	9	Davidson, Geoff	104	Duncombe, Angus	9
Coyte, Michael	48	Davies, Claire	5	Dunnin, Alex	58
Cram, Angus	2	Davis, Neal	300	Dunstone, John	23
Crane, Mitchell	10	Davis, Patrick	1	Dunstone, Roan	22
Crawford, Amanda	44	Davis, Luke	6	Dwyer, Mitchell	20
Cremer, Ron	61	Dawes, Mark	25	Dwyer, Rory	3
Cromhout, Charl	24	Dawson, Andrew	4	Dwyer, Mitchell	5
Cronan, Alexander	4	Dawson, Hamish	2	Edelman, Andrew	254
Crossman, Scott	126	De La Rue, Kyle	7	Edmunds, Andrew	43
Crowley, Joe	12	De Waal, Justin	1	Edwards, Xavier	1
Crowley, Matthew	4	DeBoos, Craig	63	Egan, Mitchell	82
Crowley, Nick	3	DelGigante, Mark	1	Elder, Angus	9
Crozier, Andrew	109	Dickeson, Timothy	56	Elder, Harry	4

## ACT Rugby Referees Association



Elliot, Liam	13	Garbutt,Joel	21	Granger, Harry	1
Elliott,Zachary	3	Gavazov, Ivan	131	Grant, Cameron	28
Ellis, Noah	1	Gazzard, Chris	12	Gray, Lee	16
Emms, Liam	3	Geddes, William	10	Gray,Rhys	7
Fahey, Adam	9	Giffard, Peter	103	Green, Glenn	36
Farrer, Brendan	1	Gilks, David	178	Greenwood, Clair	90
Favaloro, Jeff	98	Gillard, Peter	46	Grierson, David	68
Fenton, Harry	37	Gillespie, Benjamin	63	Grime, John	2
Fenton, Richard	18	Girdlestone, John	400	Grogan, Joshua	40
Field, Chris	21	Glasgow, Ian	260	Grotaers,Zoe	17
Field, Jayme	2	Godfrey, Jack	1	Groves, Morgan	1
Filmer, Christian	3	Goleby, Jamie	96	Gumbrell, Ethan	133
Filmer, Ian	46	Goleby, Jonathon	41	Gunn, Linden (SIRU)	1
Finegan, Owen	3	Goleby, Steven	71	Gunning, Mitchell	9
Flannery, David	60	Goodwin, Darren	1	Gwynn-Jones, Brian	14
Flynn, Dylan	5	Goodwin, Harrison	5	Hackett, Nathan	3
Flynn, Hugh	5	Goodwin, Rylie	8	Hagan, James	80
Forshaw,Richard	20	Goodwin, Sam	8	Halemai, Yannick	1
Forsyth, Evan	5	Goodwin, Shane	1	Hall, Mick	102
Frame, Tom	14	Gorham, Robert	218	Halpin, David	135
Frewen, Finn	10	Gorrell, Bryce	145	Hamilton, Caleb	1
Friend, Jackson	10	Gould, Langdon	1	Hamlyn, Karl	288
Fuderer, Anton	20	Gourlay, Pierce	10	Hammond, Sean	19

# ACT Rugby Referees Association



Hancock, Ted	190	Henry, Tom	1	Hunt, Tom	1
Hancock, Trevor	167	Henshaw, Reece	218	Hunter, Bradley	2
Hancock, Joshua	58	Hepburn, Hayden	6	Hurley, Brian	400
Hanlon, Callum	32	Hibberson, Gary	40	Hurley, Denis	5
Hansen, Mack	10	Hill, Stephen	1	Ingram, Brodie	249
Hargan, Charlotte	2	Hodda, Daryll	2	Ingram, Russell	12
Hariman Steven	1	Hodge, Stuart	62	Ingster, Tom	20
Harper, Ethan	3	Hogan, Matthew	130	Innes, Hamish	123
Harris, Ethan	14	Hogg, Robbie	7	Iodice, Chris	25
Harris, Mark	1	Holliday, Danton	27	Izatt, Ethan	1
Harrison, Max	10	Holt, Michael	11	Izod, Scott	216
Harrop, James	43	Houston, Matt	31	Jamieson, Michael	2
Hastie, Finn	8	Howard, Hunter	38	Janse Van Rensburg, Ruan	3
Hastie, Marc	75	Howell, Angus	8	Janssens, Peter	623
Hastie, Maximus	2	Huggins, Matthew	97	Jarratt, Isabella	20
Hawke, Peter	15	Hughes, Jeremy	8	Jerrim, Zac	1
Heaney, Brian	122	Hughes, Owen	27	Johnson, Dylan	11
Hedley, Wilfred	407	Hughes, Shane	234	Johnson, John	2
Heher, Andrew	2	Hugo, DeVilliers	9	Jones, Doug	10
Hely, Tim	4	Hull, Colin	35	Jones, Grant	43
Henderson, Mason	55	Hull, Douglas	56	Jones, Irene	246
Hennessey, Tom	8	Hull, Joseph	1	Jones, Jennifer	111
		Humphrey, Elton	500	Jones, Liam	2

# ACT Rugby Referees Association



Jones, Grant	7	Kimber, David	312	Lawler, Peter, OAM	500
Jordon, Bill	1	King, Cameron	1	Laws, Sebastian	2
Kaczmarek, Leonardo	39	King, Liam	137	Leask, Nicholas	1
Kailis, Maximilian	39	Kirk, Anthony	71	Ledger, Duncan	4
Keane, Owen	144	Kirk, David	23	Lee, Trenton	108
Keane, Reuben	74	Kirk, Patrick	8	Leerdam, Daniel	14
Kearns, Nathan	257	Kirk, William	26	Lees, Andrew	1
Keepkie, Mark	1	Kitchen, Toby	48	Lees, Kim	500
Kefford, Andrew	51	Koh, Steven	89	Lehmann, Fraser	18
Keillor, Alexander	3	Kohl, Hugo	17	Lehmann, Peter	12
Keillor, Audrey	5	Konig, Nye	112	Leighton, Joshua	6
Kellett, Oliver	1	Kopievsky Blyth, Caelin	10	LeLievre, Oli	3
Kempe, Andrew	1	Koroisamanunu, Tarek	3	Lewis, Glyn	3
Kempe, Geoff	94	Korte, Harrison	8	Lewis, John	14
Kempe, Matthew	2	Kotoisuva, Maikeli	6	Lewis, Patrick	12
Kempe, Stephen	2	Lancken, Steve	3	Linden, Christopher	16
Kennedy, Liam	1	Langford, Peter	466	Lindsay, Henry	4
Kennedy, Mark	16	Larsen, Paul	600	Linklater, Joanne	1
Kennedy, Paul	70	Latter, Dominic	7	Linton, Harrison	113
Kenning, Justin	5	Lattimore, Jack	66	Linton, Angus	3
Kent, Greg	26	Law, David	8	Lloyd, Harrison	4
Keogh, Michael	144	Lawler, Brian	63	Lloyd-Roberts, Alex	5
Kilmister, Amy	104	Lawler, Jacob	8	Loadsman, Chase	42

## ACT Rugby Referees Association



Loadsman, Jarrod	55	Marshall, Nicolas	30	McGeechan, Conor	3
Loadsman, Keegan	21	Martel, James	1	McGrath, Damien	389
Logue, Brock	56	Martin, John	15	McGregor Hayden	1
Logue, Ryan	13	Mason, David	32	McGurk, Finlay	7
Long, Nicholas	33	Mass, Nathan	173	McGurk, Gordon	205
Lonie, Micheal	46	Mass, Shane	11	McInerney, Jack	2
Louittit, John	71	Mathieson, Neil	4	McInerney, Kerry	4
Love, Cody	15	Matthew, Graeme	12	McInerney, Sam	1
Lowe, Nicholas	18	Matthews, Jack	2	McKavanagh, Brendan	21
Lui, Joseph	12	McAlpine, Luke	33	McLachlan, Damien	306
Lynch, Craig	40	McCallum, Patrick	2	McLachlan, Shannon	1
Lynch, Mark	3	McCann, Ethan	1	McLenaghan Jack	1
Lynch, Warren	12	McCarthy, Dominic	89	McLennan, Bill	30
Mackenzie, Lucas	3	McCarthy, John	43	McLeod, Jessica	53
Magro, Ben	12	McCaskie, Chris	24	Mcmahon, Craig	20
Maher, Owen	10	McCoola, Lachlan	4	McPherson, Jim	3
Manchee, Richard	1	McCormack, Connor	8	McPhillips, Peter	166
Manders, Oliver	6	McCosker, Fergus	80	McPhillips, Aiden	6
Mara, Noel	1	Mccredie, Thomas	8	McPhillips, Toby	5
Margules, Ray	1	McCue, Lachlan	3	McTaggart, Mick	1
Marshall, Alastair	8	McDonald, Marcus	10	Mead, David	3
Marshall, Angus	21	McFarland, Jim	22	Mead, Jacob	61
Marshall, David	48	Mcfarlane, Leigh	47	Meagher, Declan	1

# ACT Rugby Referees Association



Mecksavanh, Ricky	31	Morrissey, Jonathan	5	O'Neill, Rod	2
Meek, Ashley	40	Mould, Alastair	5	O'Connell, Bary	2
Meek, Cameron	64	Mudge, Reuben	10	O'Connor, Paul	8
Mickelson, Chris	5	Murphy, David	115	O'Connor,Patrick	6
Mickelson, Samuel	5	Murphy, Matthew	58	Ogilvy, Sam	3
Miller, Adrian	2	Murphy, Rohan	53	Onus, Adam	142
Miller,David	30	Murray, Stewart	1	O'Rourke, Damian	14
Milliken, Rohan	3	Murton, Peter	3	O'Rourke, Matthew	2
Milo, Benedict	3	Narracott, Paul	5	O'Rourke, Tom	16
Miners, Ariel	28	Nash, Sam	1	Orr, Rob	15
Mirlieb, Peeter	3	Nelson, Adam	201	Osler-Seymour, Finnegan	7
Mitchelmore, Damien	7	Nelson, Anne	178	Overton,Tom	18
Moffitt, Samuel	51	Nelson, Benjamin	233	Owen, Alexandra	7
Mohun,James	25	Nelson, Evan	38	Palmer, Geoffrey	129
Moir, Cheryl	8	Nelson, John	12	Paloni, Robert	205
Moir,Elias	1	Nelson, Robert	248	Park, Noah	5
Molloy, John	15	Nelson,David	8	Parker, Adam	6
Mooney, Sara	34	Nelson,Robert	3	Partridge, Matthew	29
Morgan, Zac	3	Nicholls, Bede	382	Partridge, Steven	30
Morris, James	217	Nishantha, Rohan	262	Pascoe, Brad	6
Morrison, Benjamin	23	Norling, Cody	10	Patroni, Nathan	7
Morrison, Stuart	67	Nott, Anthony	45	Patterson, Don	3
Morrison, Tom	50	Nutt, Doug	3	Paul, Chris	1



# ACT Rugby Referees Association



Payne, Eddie	6	Pini, Michael	3	Rigby, Shaun	65
Payten, Luke	28	Polishuk, Noah	23	Roarty, Jake	27
Peak, Steve	117	Portway, Bruce	1	Roberts, Chris	8
Pearce, Angus	34	Powley, Lewis	1	Roden, Harry	8
Pearson, Lily	83	Powrie, Duncan	18	Rodgers, Geoff	55
Pearson, Rory	4	Preston, Jack	16	Rolfe, Sam	1
Pearson, Ted	23	Preston, Nathan	5	Rollings, Aidan	13
Peden, Jake	6	Pretorius, Gerhard	61	Rollings, Nathan	5
Pepper, Hayden	48	Primmer, Matilda	4	Ross, James	9
Perkins, Hayden	102	Pritchard, Julian	15	Rowson, Harrison	9
Petchhassett, Elizabeth	6	Purcell, Shannon	1	Rubendra, Nicholas	5
Petch-Hassett, Nicholas	2	Purvissmith, Brayden	15	Rudge, Scott	15
Petersen, Robin	177	Quinn, Joe	1	Rumble, Stephen	207
Petrie, Sean	20	Quirke, Sam	41	Rush, Michael	115
Pettit, Geoff	27	Rahilly, Ben	8	Ryan, Marty	2
Phair, Stuart	36	Rahilly, Michael	60	Sainsbury, Alex	18
Phelan, Conor	12	Rakic, Jake	13	Sampson, Harry	4
Phemister, Al	22	Ramasundara, Vathsala	84	Sandwell, James	18
Phillipps, Jim	45	Rath, Jake	77	Sandy, Nathan	40
Phillips, Jack	46	Rath, Will	7	Saphin, Gregory	45
Piazza, Glen	10	Reading-Thompson, Ben	15	Saunders, Nicholas	3
Pikari, Gase	13	Reedy, Ben	184	Scharner, Michael	10
Pilkinton, Stuart	87	Richards, Peter	60	Schoeman, Marius	44

# ACT Rugby Referees Association



Scholes, Gary	1	Smith, David	30	Stone, Alexander	69
Scholtens, James	58	Smith, James	600	Stone, Jeffrey	114
Scholtens, Paul	500	Smith, Jarrod	25	Stone, Jordanna	17
Schou, Steven	16	Smith, Lachlan	24	Storen, Trent	3
Sedour, Karim	11	Smith, Louise	262	Sutherland, Nicholas	32
Shannon, Nick	8	Smith, Seamus	33	Szabo, Noah	12
Shean, Chris	64	Smith, Jacques	40	Tai, Siuta	3
Shelley, Andrew	123	Snell, Christian	33	Tanton, Riley	10
Shepherd, Ted	13	Snell, John	65	Tanzer, Michael	14
Sheridan, Ethan	18	Snell, Scott	113	Taylor, Cole	10
Sheville, Bernie	117	Snow, Mark	167	Taylor, Thomas	1
Shorney, Brian	24	Soulsby, Patrick	6	Taylor, Robbie	3
Sides, Henry	10	Spurrett, Oscar	9	Teece, Angus	46
Siggee, Norm	3	Staib, Lachlan	2	Teece, Bill	87
Sim, Hamish	18	Starmer, Oscar	9	Theron, Nate	6
Simmons, Daniel	36	Stephen, Sylvian	233	Thomas, Greg	231
Simpson, Jarrod	1	Stevens, Ian	2	Thomas, Phil	19
Sisson, Edward	9	Stewart, David	1	Thompson, Jordan	1
Skrbinsek, Oscar	5	Stirzaker, Dominic	14	Thorpe, Cameron	12
Slater, Owen	12	Stirzaker, Oliver	15	Thrum, Owen	1
Smith, Brad	1	Stoker, Emily	7	Thurbon, Aidan	1
Smith, Carlton	62	Stoker, Nick	88	Todd, Hamish	9
Smith, Darcy	13	Stoker, Thomas	7	Todd, Michael	23

# ACT Rugby Referees Association



Toetu,Dolvin	61	Ward, Gregory	19	Willemsen, James	247
Toirkens, Michael	139	Ward, Matthew	21	Williams, Don	24
Toms, William	3	Waterman, Jordan	2	Williams,Nic	33
Tonkin, Joseph	16	Waterman, Samuel	18	Williamson, Thomas	27
Toohey, Brian	3	Watkins, Philip	54	Wills, Timothy	2
Tran, Nhat	62	Watson, Patrick	9	Wilson,Alistair	16
Trill, Dave	54	Webber, Simon	59	Wilson,Jamie	7
Trudgen, Brenden	16	Webster, Bede	75	Winchester,Josh	26
Trudgen, Sean	15	Wentzel,Cobus	12	Woodfield, John	38
Tsipiras, James	3	Weston, Damien	16	Woodfield, Matthew	1
Tummers, Mitchell	163	Wheadon, Angus	9	Woods, Dylan	1
Turner, Bob	18	Whitfeld, Hugh	1	Woods, Pat	6
Turner, Sebastian	2	Whittle, Andrew	15	Wright, Graham	8
Van Aswegen, Petrus	42	Whittle, Angus	67	Wright,Rebecca	2
Van Dyk, C (SIRU)	1	Whittle, Hamish	52	Wunsch, Jack	19
Vest, Bert	67	Whittle, Sam	255	Wyche, Campbell	24
Vest, Wally	2	Whyte, Joseph	138	Yates, Declan	9
Vidaic Ryan	1	Whyte, Robert	190	Young, Matthew	2
Waddington, James	158	Whyte, Thomas	94	Young, Michael	1
Walker, Sam	3	Wicks, Morgan	17	Zissler, Ethan	2
Wallace, Bob	26	Willcott, Ryan	7	Zucchetto, Glenn	106
Walsh, Patrick	5	Willcott, Wesley	45	Zvekic, Nicolas	20
Warcaba, Liam	27	Willemsen, Isaac	22		

# ACT Rugby Referees Association



## Audited Financial Report

**ACT RUGBY REFEREES ASSOCIATION INCORPORATED**

**ANNUAL AUDITED FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 30TH SEPTEMBER 2024**

# ACT RUGBY REFEREES ASSOCIATION INCORPORATED

## REPORT OF THE MANAGEMENT COMMITTEE

Your Management Committee present their report on the financial statements of the Association for the year ended 30 September 2024.

### Management Committee

The names of members of the Management Committee at the date of this report and at any time since the beginning of the year were:

President	Nicholas Stoker
Vice President	Nathan Mass
Secretary	Ivan Gavazov
Assistant Secretary	Damian McGrath
Treasurer	Peter Langford

### Principal Activities


The principal activity of the Association during the period was to administer and co-ordinate rugby union referees in the ACT.

There was no change in the nature of this activity during the period.

### Results

The operating Surplus /(Deficit) of the Association for the year was (\$2,217).

Signed in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:



Nicholas Stoker  
President



Peter Langford  
Treasurer

1 October 2024

**INDEPENDENT AUDIT REPORT  
TO THE MEMBERS OF  
ACT RUGBY REFEREES ASSOCIATION INCORPORATED**

**Scope**

We have audited the financial statements of the ACT Rugby Referees Association Incorporated, being the Income & Expenditure Statement and Balance Sheet for the year ended **30 September 2024**, showing an **Operating Deficit of \$2,217** and **Total Members Funds of \$73,990** (excludes **Will Boyle Memorial Fund of \$6,349** and **Peter Conway Junior Trust Fund of \$2,060**). The Committee is responsible for the preparation and presentation of the financial statements and the information they contain. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members.


Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with the accounting policies described in the notes to the accounts and relevant statutory requirements as outlined in the *Associations Incorporation Act 1991 (ACT)* as to present a view of the entity which is consistent with our understanding of its financial position and the results of its operations and cash flows.

**Qualification**

As is common for organizations of this type, it is not practicable for ACT Rugby Referees Association Incorporated to maintain an effective system of internal control over all cash receipts until their initial entry in the accounting records. Accordingly, our audit in relation to receipts was limited to amounts recorded.

**Audit Opinion**

In our opinion, the financial statements are in accordance with s 72 of the *Associations Incorporation Act 1991 (ACT)* and present a true and fair view of the financial position of the ACT Rugby Referees Association Incorporated as at **30 September 2024** and the results of its operations for the year then ended.



**Bryce Gorrell**  
Partner

**5 November 2024**

**ACT RUGBY REFEREES ASSOCIATION INCORPORATED**  
**STATEMENT OF REVENUE AND EXPENDITURE**  
**FOR THE YEAR ENDED 30TH SEPTEMBER 2024**

	NOTE	2024 \$	2023 \$
<b>REVENUE</b>			
Transition funds	15	2,500	
Donations, sales & Sponsorship	3	45,649	42,613
Interest		882	651
		<u>\$49,031</u>	<u>\$43,264</u>
 <b>EXPENDITURE</b>			
Administration	4	1,262	3,158
Presentation Dinners	5	5,362	3,129
Exchange and Development	6	30,932	15,934
Trophies and Presentations	7	2,453	2,768
Members Clothing	8	11,240	23,488
		<u>\$51,248</u>	<u>\$48,476</u>
 <b>Operating Surplus (Deficit) for the year</b>		 <u>-\$2,217</u>	 <u>-\$5,213</u>
 Members funds at the beginning of the year		 76,207	 81420
 <b>Members funds at the end of the year</b>		 <u><u>\$73,990</u></u>	 <u><u>\$76,207</u></u>
 <b>Will Boyle Memorial Fund</b>	11	 6,349	 6348
<b>Peter Conway Junior Trust Fund</b>	12	2,060	2060
 <b>Total Funds at Year End</b>		 <u><u>\$82,399</u></u>	 <u><u>\$84,615</u></u>



**ACT RUGBY REFEREES ASSOCIATION INCORPORATED**  
**BALANCE SHEET**  
**AS AT 30TH SEPTEMBER 2024**

	NOTE	2024	2023
		\$	\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Debtors	15	2,500	
Cash	9	28,357	28,363
Clothing Stock	8	15,695	23,397
Interest Bearing Deposit	13	21,564	20,682
		68,116	\$72,442
<b>NON CURRENT ASSETS</b>			
Equipment	10	5,874	8,265
<b>TOTAL ASSETS</b>		\$73,990	\$80,707
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Prepaid sponsorship	14	-	\$4,500.00
<b>TOTAL LIABILITIES</b>		-	\$4,500.00
<b>NET ASSETS</b>		\$73,990	\$76,207
<b>MEMBERS FUNDS</b>		\$73,990	\$76,207

**ACT RUGBY REFEREES ASSOCIATION INCORPORATED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30TH SEPTEMBER 2024**

**NOTE 1 - ACCOUNTING POLICIES**

The financial statements have been prepared on an accrual basis and are in accordance with Generally Accepted Accounting Principles.

**NOTE 2 - INCOME TAX**

The Association is exempt from income tax under Section 50-45 of the Income Tax Assessment Act 1997.

	<b>2024</b>	<b>2023</b>
	\$	\$
<b>NOTE 3 - DONATIONS/SPONSORSHIP/SALES</b>		
Canberra Consulting	15,000	15,000
Waitt Services Australia	5,000	5,000
Omni Executive	10,000	10,000
The RUC	5,000	10,000
Donations	10,224	2,603
Sales	425	10
	<b>\$45,649</b>	<b>\$42,613</b>
	<b>\$45,649</b>	<b>\$42,613</b>

**NOTE 4 - ADMINISTRATION**

Fees - Website, MYOB, Marketing & Miscellaneous	\$1,262	\$3,158
	<b>\$1,262</b>	<b>\$3,158</b>

**NOTE 5 - PRESENTATION DINNERS - Expenses**

Presentation Dinners	\$5,362	\$3,129
	<b>\$5,362</b>	<b>\$3,129</b>

**NOTE 6 - EXCHANGE & DEVELOPMENT**

Exchange Expenses	7,191	1,513
Fitness Training	3,540	1,740
Courses, Dev Nights, Catering finals & Accommodation	1,417	3,155
Referee & Coach Payments	11,485	3,920
Equipment - Comms Amortization	4,332	4,218
Recruiting	2,967	1,388
	<b>\$30,932</b>	<b>\$15,934</b>
	<b>\$30,932</b>	<b>\$15,934</b>

**NOTE 7 - TROPHIES & PRESENTATIONS**

Trophies & Sponsor Gifts	\$2,453	\$2,768
	<b>\$2,453</b>	<b>\$2,768</b>

**ACT RUGBY REFEREES ASSOCIATION INCORPORATED**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30TH SEPTEMBER 2024**

	<b>2024</b>	<b>2023</b>
	\$	\$
<b>NOTE 8 - CLOTHING - at cost</b>		
Opening Stock	23,397	1,197
Purchases	3,538	45,688
Less: Closing Stock	15,695	23,397
Members Clothing Costs	<u>\$11,240</u>	<u>\$23,488</u>
<b>NOTE 9 - CASH</b>		
WESTPAC Cheque Account-0375	<u>\$28,357</u>	<u>\$28,363</u>
<b>NOTE 10 - EQUIPMENT</b>		
Communication Kits - at cost	17,456	16,873
Amortization - Over 4 years	12,894	8,608
	<u>4,563</u>	<u>8,265</u>
Banners- at cost	1,358	
Amortized over 5 years	47	
	<u>1,311</u>	
Amortized Balance remaining	<u>\$5,874</u>	<u>\$8,265</u>
<b>NOTE 11 - WILL BOYLE MEMORIAL FUND - Started November 2011</b>		
Brought forward balance	6,348	6,919
Less Exchange costs		572
Interest	1	1
Net funds available	<u>\$6,349</u>	<u>\$6,348</u>
<b>NOTE 12 - PETER CONWAY FUND (Junior Referees) - Started September 2018</b>		
Brought forward balance	2,060	3,001
Interest		1
Less Exchange costs		942
Net funds available	<u>\$2,060</u>	<u>\$2,060</u>
<b>NOTE 13 INTEREST BEARING DEPOSIT- started January 2022</b>		
Westpac Account	20,682	20,031
Interest	881	651
Closing balance	<u>\$21,564</u>	<u>\$20,682</u>
<b>NOTE 14 PREPAID SPONSORSHIP</b>		
WAIDT Services Australia	-	<u>\$4,500</u>
<b>NOTE 15 DEBTORS</b>		
This represents money due from Rugby Australia as part of the Transition programme for 18 to 22 year olds	<u>\$2,500</u>	