

**P.D.R.L.R.A**

**2010**

# 44<sup>th</sup> Annual Report & Financial Statement





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## **BOARD OF MANAGEMENT AND CORPORATE GOVERNANCE**

### **EXECUTIVE COMMITTEE**

<b>President:</b>	Mr. Fred Lucas (Life Member)
<b>Vice President:</b>	Mr. Brett Lynch (Life Member)
<b>Executive Officer:</b>	Mr. Stephen Alexander
<b>Director of Finance and Sponsorship:</b>	Mr. Tom Aylett (Life Member)
<b>Coordinator:</b>	Mr. Luke Evens (Life Member)

### **BOARD OF MANAGEMENT (Inclusive of Executive Committee)**

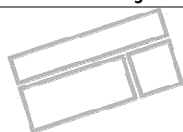
Mr. Don Courts (Founding and Life Member)
Mr. Colin Potts (Minute Secretary)
Mr. Colin Smith (Penrith Jr. League Delegate)
Mr. Luke Parker (NSWRLRA member and Social Secretary)
Mr. Casey Wouters (NRSA Provider)

### **ANCILLARY POSTIONS & COMMITTEE'S**

<b>Assistant to the Director of Finance:</b>	Mrs. Sarah Harpley
<b>Internal Auditors:</b>	Mr. John Nematalla, Mr. Josh Burton & Miss Kristy – Lee Heinemeyer
<b>Life Member:</b>	Mr. Tom Aylett
<b>Appointment Board:</b>	Mr. Luke Evans, Mr. Casey Wouters, Barry Beveridge, Mr. John Jordan, Jim Kelly, Mr. Matt Sosimenko & Mr. Brett McDonald
<b>Advisory Board:</b>	Mr. Phil Johnson, Miss. Sarah Harpley, Mr. Brian Zammit, Mr. Curtis Lucas, Mr. Josh Burton & Mr. James Davidson.
<b>Merit Award Committee:</b>	Mr. Tom Aylett, Mr. Rohan Best & Mr. Luke Evans
<b>Life Members Committee:</b>	Mr. Fred Lucas, Mr. Don Courts & Mr. Peter Browne
<b>Delegate &amp; Proxy to NSWRLRA:</b>	Mr. Luke Parker & Mr. Daniel Olford
<b>Social Committee:</b>	Mr. Luke Parker, Mr. Luke Evans, Mr. Daniel Olford, Miss. Cassie Bailey, Mr. Brett McDonald, Mr. John Woods & Mr. Jim Kelly
<b>Judiciary Representative:</b>	Mr. Peter Browne
<b>Disciplinary Committee:</b>	Mr. John Robinson (Chairperson), Mr. Don Courts & Mr. Peter Browne
<b>Welfare Officer:</b>	Mr. Casey Wouters
<b>Gear Steward:</b>	Mr. Dave Sullivan

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## 2010 Patrons Report – Mr. Gary Haines

On behalf of my fellow Patrons, I am pleased to submit the Patron's Report for 2010.

One of the most significant changes the Association has undergone since 1966 is the transformation from a small group of hard working volunteers administering our affairs to become the largest referees' association managing a turnover in excess of \$240,000 annually. In the private sector, we would be considered a small **business** with a solid membership base, a reasonable structure and a sound future.

The keyword here is business and it makes good business sense for the Association to look to secure its future by preparing a five year Strategic Plan. I recall that some preliminary work was done a few years back and I would strongly encourage the upcoming Board of Management to make this a high priority in 2011.

I congratulate all office bearers for giving their time to the Association and its members over the past 12 months. The work undertaken by our outgoing Director of Finance and Sponsorship during his tenure of three years deserves special mention. Well done to Tom Aylett who was also a worthy recipient of Life Membership in 2010.

The Association will remain strong provided members support each other on and off the field. Your only real friends are referees, so remember that at all times and in all places.

On the field, our members excelled at all levels from Gala Days to grand finals to grade fixtures

and the NRL. On a personal note, Rickey McFarlane's performances as a "touchie" in the NRL and James Davidson's A Grade grand final appointment made a former Referees' Coordinator very happy. Congratulations to ALL members who officiated in 2010.

Financially, we are on a very sound footing with revenue locked in through sponsorships, opportunities with grants and of course match fees. Prudent expenditure and continuing to explore options to maintain and increase our revenue stream must remain a top priority.

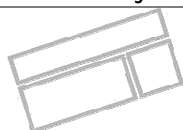
Food for thought in the years ahead:

- Develop and implement a five year Strategic Plan
- Increased support for sponsors and Life Members
- Planning for our Golden Jubilee in August 2016

On behalf of my fellow Patrons, best wishes to all members and their families for a safe and happy Christmas and a prosperous, enjoyable and injury free 2011.

Patron & Life Member

**Gary Haines.**





## Presidents Reports – Mr. Fred Lucas

The 2010 Season has been both very challenging and rewarding for the Association.

The Association was financially secure this season and will be for the next two years and hopefully beyond with more sponsorship coming forward as the hard work and long hours have paid off from our sponsorship committee. The Committee consisting of Steve Alexander, myself and our hard working sponsorship chairman Thomas Aylett. With the gained sponsorship the association can continue to subsidise gear, equipment and functions for all our Associations' members and a lot more of a financial input for coaching and development and retention of referees.

Once again our recruitment programs have been extremely successful, even though there was a reduced number of participants at our level one courses, twenty nine candidates sat for the level one exam's and all of the candidates remained active and refereed all season. This is a success rate of one hundred percent. This success was achieved by our professional and experienced coaching staff led by Barry Beverage our Senior N.R.A.S provider.

In 2010 we welcomed on board for the first time new executive board members. We welcomed Luke Evans our referees co-ordinator in which the position was heavily debated, despite the reservations of some senior association members however we believe this year's results and success speaks volumes for its self. Steve Alexander to his credit stepped into the role of the executive officer and successfully fulfilled the previous outstanding matters of 2009. Considering the difficulties Steve faced, he moved throughout the year adopting smoothness to his administration duties and successfully fulfilled his role.

I would like to thank the Executive Board and Board of Management for all their effort, hard work and generosity of their time throughout the year for the association, as you have achieved great success on and off the field. I would also like to extend the thank you our other boards and committees for their hard work throughout the year.

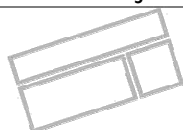
To Thomas Aylett congratulations on being awarded the life membership for year 2010.

Congratulations Daniel Olford and Lawrence McDonald who were graded for this year 2010.

Congratulations to all our graded members for their appointments this season, to our member who officiated in Saturday semi finals and grand finals and Sunday referees for semis, finals and grand finals.

Congratulations to James Davidson for refereeing the A Grade Division one grand final, Shane Denning tier B A Grade Grand final referee, Colin Potts second division A Grade Grand final referee.

I would like to Thank NSWRA for their support and aid, especially Tony Danks for all the extended phone calls and sharing his wealth of knowledge and experience with me as a previous president of our Association. Thank you to Doug Keen for his ongoing support and hours dedicated to our Association.



# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



Thank you to the Penrith Junior Rugby League, Don Feltis, Yvonne Purtell and John Mergan who was the chairman at the beginning of the season and has retired from office early on. Tom Fink did a great job of fulfilling the role of the Chairman this year and will continue on for the remainder of the term.

Thank you for the hard fought yards we gained over the year and a great collaboration in joining together to grow our district to even stronger heights.

In Season 2010 we have bought the biggest Refereeing Association in Australia into the twenty first century. With our renewed and new sponsorship, it will allow the association to continue to grow and support its members with new and improved coaching and development, gear and facilities. It is fantastic to see the Association grow from strength to strengths with its young board and committees donating their time and energy and only having the best interest of the Association at heart. For those who have their own agendas and own interests at heart should channel

their efforts into the growth of the Association instead of challenging the forward momentum.

A big thank you to all those grandparents, parents and siblings who help and assist our young referees attend game days, meetings and functions.

May I also take this opportunity to thank my beautiful wife Sharon and my family who throughout the years and hours spent in the association have shown me great love and support.

Lastly I extend best wishes to all members for the off season and enjoy a merry and safe Christmas and see you all for the 2011 season.

Hon. President

**Fred Lucas.**



## Vice Presidents Report – Mr. Brett Lynch

The 2010 season was a season of challenge for our Association both in on field performances and off field management. We are fortunate to have passionate people both in the Board of Management as well as those who “keep the BOM honest” at meetings. It is this passion that will continue to drive our Association forward into the future.

Our on field performances are a credit to every member involved, from under 6's to NRL, our members performed with distinction. The Coordinator and his Appointment and Advisory Boards can take great credit in the performances of our Referees. Credit must also go to past Coordinators and Appointments/Advisory Boards as Referees they mentored many years ago have matured.

You can't create top flight Referees out of thin air instantly, this takes many years of dedication from a great many people. Refereeing is the rarest of professions, on your first day in the job, you are expected to be perfect, and then get better. Take heed of all the advice you are given, it will serve you well into the future.

Some advice for all new (and not so new) members about the use of “face book” (and similar). Whilst it might be your right to say what you think, it is worth remembering that every level of the game

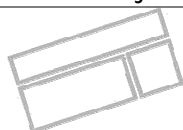
above district football (Junior Representative, NSW Cup, Toyota Cup, etc) is controlled directly by the NRL. If you wish to use social network sites to criticize either the NRL or the NRL Referees, you remove yourself from those people eligible to officiate at that level. This year, that has affected several Referees from district associations, including a few from Penrith. “Escaping” with a warning from the BOM or disciplinary committee doesn't change your eligibility at the next level. You will be surprised at how far and wide news travels, even if it's from a “private” wall.

I would like to congratulate all grand final Referees this year, I was able to get to many Grand Finals, and the performances in the main were from the top shelf.

Lastly I would like to thank all members for their commitment during a long season, enjoy the off season and Christmas break, the 2011 season will be here before you know it.

Hon. Vice President

**Brett Lynch.**





**Executive Officers Report – Mr. Stephen Alexander**

After another successful year I would like to thank the Penrith Jr. League for their help and support throughout the 2010 seasons.

Special thanks should also be extending to Yvonne Purteil, Billy Demanuele and Frank Webber for the effort and time that each of you put into the district and support you have provided me and the referees association.

Over all; memberships were down in 2010 against the number of active members in the 2009 season, reduction of active members is contributed to a number of different reasons a primary reason is the negative media converge in which the sport has had this season. This with additional commitments our members now face with school and work life, which is now been placed upon them due to the social and economic landscape.

A secondary factor is that the association has continued its proud role of providing top class referees to the New South Wales grade squad with Daniel Olford and Lawrence McDonnell being graded. The association also had a total of 9 members train on for the New South Wales Jr. Rep team in 2010 with 4 members being selected.

Further more to the association's ability to produce top class referee's Chris Catlin also represented the association and New South Wales as one of 7 referees who took part in the Under 12 National School Boy Knock-Out's in South Aust.

I would like to also take opportunity to extend my congratulations to Ricky McFarlane for being awarded the NRL Rookie of the year, knowing Ricky for some years (even playing together as teenager's; well before coming becoming a referee) and understanding the hardship's that Ricky faced at the start of the 2010 season this award is a true reflection on the character of the person that Ricky

McFarlane is, this should be used as an example and lesson to all the Jr. members. Well done mate and good luck moving forward.

The pre seasons training started in early November 2009 and carried right through to the start of the season in 2010, with the district's elite summer squad team. The elite group consists of the 20 top ranked referees in the Penrith District and is the only program in the whole of Aust. currently running to provide a stepping stone into a NSW Jr. Rep. Squad.

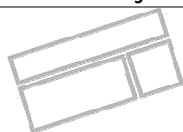
Active season training was held over two nights, Tuesday and Wednesday the training was developed and created to set a standard in which the core skills and set requirements, that each member of the association must display to fulfill a role as an active referee at any level of the game.

The training program was not only skills based, but was also heavily targeted at attitude and communication towards players and club officials which was under pinned, to ensure the culture of the Penrith Referees Association is matured and maintained. A total of 60 to 75 members took part across the two nights in any one week, ensuring the status and readiness of our active members was kept at a high standard.

The referees association has been able to attract and recruit an additional 29 new referees and a large number of our new members held positions in the mini & mod final series in 2010.

Three level one courses were held this year and in addition the Referees Association with help from the Jr. League also conducted an under 6 Mini ticket course which a total of 41 people attended and a follow on was an unofficial touch judge course which was also conducted. This with the continued support from the Jr. League and the

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association may be able to provide official referees to all under six games in the coming seasons.

An ongoing problem this season was the number of members that were verbally abused and this will be the number one area of concern for the association moving forward in the 2011. A detailed debrief and action plan is being drafted by the current Board of Management via my office in the coming weeks looking at how to tackle this matter moving forward and will continue to work very closely with the Jr. League to address it in the 2011 season.

After a careful and detailed analysis of the challenges within the district and what the association face's in the forth coming 2011 season, I have set down an operational plan to be looked at by the 2011 incoming Board of Management. Through the analysis; 4 key areas in which the association has found to be weak and would require additional resources to strengthen its current method and program for the 2011 season to remove the current gap's in the association's outlook.

1. **Development of Members** – Providing a complete training program which will incorporate all the areas of core compliance in which a member must display to fulfill the role of an active referee at any level.
2. **Communication** – Providing members with the correct communications to disarm any possible conflict or problem.
3. **Laws of the game** – Ensure all our members have the correct understanding and core knowledge of the laws of the game.
4. **Retaining and Recruitment**

The major outcome of the analysis was in the above core areas of the association where I am of

the understanding that the association is not providing enough support not only to the association member and share holder, but also our major customer base; that being the players and district clubs.

In return a different approach has been investigated and I have drafted documents including an action plan that will be provided to the 2011 incoming Board of Management, brief outline of the action plan is listed below.

## 1. Development of Members.

A long standing tradition of the elite summer program has been revised and additional funding has been allocated to the program this will ensure the association development of its elite members and ongoing ability to be able to provide our members the next step and also gives the NSW RLRA with the best quality of referees from the Penrith District.

This year the Board of Management allocated the below capital investment in the elite program and this trend should be encouraged for the 2011 season.

- \$1200.00 on development activates looking at fitness, communication and laws of the game.
- \$1000.00 on gear for the program.
- \$1000.00 on training clothing
- And sort a sponsorship of 20 Gold Member Gym memberships in lue of capital investment. Market value at \$750.00 each.
- \$750.00 of group dinners and group bonding sessions.
- Cover the cost of members undergoing level 2 courses
- Cover the cost of members looking to undergo CMO course.

In addition the coaching staff should take the next step and start on top of the normal night's training and fitness program an additional training program



every Wednesday night. This can be under taken in the form of conference seminars looking to address the core areas to becoming a referee.

All our active members should be encouraged to attend with special key note speakers addressing a wide range of topics from the correct manner to officiate as a touch judge with Mr. Russell Turner, to the benefits of strong clear communication on game day.

The nights can be targeted at different levels of the game and focused on the different levels and abilities of the all active members. The cost to the association would be a total of \$1500.00 for the year with an outcome that could not be measured in a dollar form.

In line with the ongoing development of our active members the board management should extend the resource pools within the coaching ranks and invest in laptops and training material for coaching courses to the capital outlay of \$2000.00 for season 2011.

With this new equipment the coaching development team will be able to conduct –

- 3 Level One Course - \$500.00
- 2 Level Two Course - \$2700.00 (Which is opened to all our kindred Associations)
- An unofficial mini ticket course (As requested by the Jr. League)
- An unofficial Touch Judge course (As requested by the Jr. League)
- Continued video recordings of high ranking games and debrief.
- Communication sessions with the local Jr. League Clubs
- And training & laws sessions with the local first division A grade teams.

This additional investment and an increased program looking at skill base training with special key note speakers and specialized training sessions with the current NSWRLRA Development Squad & Graded members with tailored training and

development coaching will again place the association in a good position for the up and coming 2011 season.

## 2. Communication.

The board of management in line with appointments, coaching and development boards have taken a key focus on communication in 2010 and will need to continue this lead and provide strong and correct communication on and off the field to all our members.

I am off the understanding that at any level of the game in which you control as the centre match official or side line official, that the communication of a member towards the playing personnel is the number one tool and factor to removing and disarming any on field conflict with players this will also provide a additional weapon in relation to off field problems as well.

After speaking to the Penrith Jr. League and a number of the local district clubs I was able to see and come to the understanding that a great number of problems referee's face during the weekend were driven from bad communication, miss understanding of details and or just miss communication and this then leads to frustration then conflict.

A fortnightly program incorporating within the Wednesday nights seminars with the goal in mind to increase the skill levels and understanding on correct and effective communication at all levels from on field signals, taking players out of penalties, address players and coaching staff to dealing with conflict the fortnightly session's should be an ongoing program addressing all aspects of communications including report writing.

Moving into 2011 and as new members join the ranks the communication base program would become a standard training requirement and



furthermore this program could also used to build onto the skill set of our current active members. Cost of the program would require the capital investment of \$750.00 for the full season with the benefits being measured by the various different management teams within the association and from the market and our key customer base being the Jr. League and District Clubs via a annual survey.

A second stream of communication in both training and effective match control would be the increase use of our on field electronic communication equipment which is currently being used from under 19 games right through to all A. grade games across the weekend. I would encourage and recommended the association to increase the number of active electronic on field gear in the 2011 with a CAPEX being drafted to ensure we are able to secure and purchase addition equipment.

### 3. Laws of the Game.

Result of market research and analyses lead me to the hard but real fact that a number of members are still unsure of the laws and interpretations of some laws of the game. This is our bread and butter and we cannot afford to get in worry on the day. Law sessions were set up by the appointments board and were conducted during the active fitness sessions with targeted members attending Wednesday nights one on one session.

Through the coaching co-ordinator and coaching match official's different ways and means were tested to ensure that the right method of training and learning style was provided within these sessions to each person to guarantee that the information was reaching its target and ensuring we get the right call on the day, with set computer programs and text materials the cost to the association was only \$250.00 for the season.

The additional coaching has been noticed with comments being passed on by the Jr. League to myself and appointment board members on how well our members performed during the 2010 final

series. Special comments were made on how effective in decision making our new members were during the under 6 gala days and mini and mod finals this season. I would encourage this to continue in 2011.

### 4. Retaining and Recruitment.

With the ongoing and increased negative media coverage the sport has undergone this season a must win battle plan will need to be established to address the associations ability to retain and recruit new members for the up and coming 2011 season.

The key points and solutions are -

1. Ensure parents are of the understanding their children will be safe. Parents should be invited to attend our communication and training sessions.
2. Open up additional market areas in which to recruit referees. Local school newsletters, local clubs and other sporting associations.
3. Survey members who have departed the association and look to build a database to get a trend and understanding why members leave.
4. Stay in touch with the member base, via open and transparent communication lines to understand the problems in the operational field and look to provide active solutions.

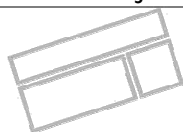
The Board of Management strives to provide the highest quality of product to the market place and to ensure that our proud tradition and support to the NSWRLRA with referees from the Penrith District and to continue our long history of producing the best product to the game.

Kind Regards,

Executive Officer

**Stephen Alexander.**

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**Director of Finance & Sponsorship Report – Mr. Thomas Aylett**

It gives me great pleasure and some sadness to present to you my third and final report as the Director of Finance and Sponsorship. I am stepping down after three years due to work commitments. Most of you may not have known that I live in Newcastle and have done so since before taking on this position. I have now obtained a temporary transfer to the Newcastle area with work, to which I hope will become permanent. Given this, I would not be able to commit my time to this position as to what is required.

This season started with a name change, I went from the Treasurer to the Director of Finance and Sponsorship. This was a change required because the association needed an Executive member to be directly responsible for all aspects of sponsorship, including ensuring sponsorship agreements are adhered to and the best outcomes for both the Sponsors and our Association are achieved.

This season has been extremely successful in terms of finances. I was proud announcing the resigning of Watts Commercial Furniture for another three years as our Major Sponsors. A lot of hard work also went into signing Penrith RSL as our sleeve sponsor and New Dimension Gyms as our short sponsors. To sign all of our sponsors in one off season all for three years means our Association is in the best financial position compared to any other association; we really do have it good and thanks needs to go to our sponsors for their fantastic support for grass roots referees.

Each year that I have completed a report in this position I have suggested a direction the association needs to go; this year will be no different. I believe the Executive, in particular the Director of Finance and Sponsorship needs to closely consider the following:

- Membership fees – Our association is at a financial disadvantage to other associations due to fees members are charged. I believe a 'set' fee for juniors and seniors should be implemented, this will help increase referee retention. This may be an option to encourage members to participate in all the trials.
- Trials – Members need to be paid for trials, at 50% the normal game fee. The loss in income would be offset my charging full price for gear when it is required. It would be a minimal cost offset and would encourage the availability of members to participate in the trials.
- Pre season camp – needs to be reintroduced. This should be funded totally by the association at no cost to members. This is a great training and development tool.
- Fund raising – I appeal to the Board of Management for 2011 to focus on fund raising at the grand finals and BBQ's at Bunning's etc to increase revenue to allow more to be returned to members at no cost.
- Development Squad – This year I pressed the Board of Management to significantly increase the development squad budget. At \$5000 a season I feel the development squad need to be funded appropriately to ensure the flow of members progressing to Junior Reps continues.
- Financial constraint – The Director of Finance and Sponsorship must ensure the association does not run at a loss. The time where the association may run at a loss in one year and recover that loss in another year is gone. The association is a nonprofit organization however financial year losses

# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



at a time of such financial prosperity cannot be accepted.

Over my time as the Director of Finance and Sponsorship (Treasurer) we have achieved numerous successes:

- Continual growth – the association has made a net profit since 2008
- Being allowed to run grand final day raffles by the junior league
- Changes to methods of tallying of membership fees
- Improved relationship with the junior league and NSWRLRA
- Continuing sponsorship by Watts Commercial Furniture
- Attaining new sponsorship by Penrith RSL and New Dimensions
- Introduction of the new website
- Advertising of the association through external means (Big screen ad at Penrith Stadium)

To any person considering taking on my position next season; I can assure you it is very rewarding one and a great feeling to really contribute to the biggest and best association in the country. However you need to take on the following: You will send over 1500 emails, receive almost the same amount. You will need to spend 10-15 hrs a week on this job which is not only about paying

bills and members; it is now about sponsorship which falls directly on your shoulders. This job is more than simply being a Treasurer, you run the association with the President and Executive Officer. Get ready!

Finally I would like to offer many thanks. Firstly to my close colleagues Fred, Luke, Steve, Col Smith, Col Potts and Casey. Your support has been faultless and it is a testament to your capability as board members that I have been able to succeed in my position.

Lastly, but by far most importantly I need to thank my gorgeous wife Kylie and our daughter Mia. Your support over my period in this position is what allowed me to enjoy doing what I have done. I love you both very much.

Members, it has been an absolute delight to be elected by you on the Board of Management or Executive for the past seven years. Although I won't be on the board next season, I will seek to contribute to the association in other non board of management committees and I will still see you all at meetings and throughout the year. Best wishes and compliments of the season to you all.

Sincerely,

Director of Finance and Sponsorship

**Tom Aylett.**

# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



## Period Ending 31<sup>st</sup> October 2010 - Financial Statement

	Nov '2009 - Oct 2010		
<b>Income</b>		<b>NRAS Course Supplies</b>	2,866.91
Bank Interest	2,234.75	<b>Promotion and Advertising</b>	
Club Fees	140,139.29	Production costs	150.00
Final Series Fees	24,847.38	Website	711.90
Gear Sales	7,516.50	<b>Total Promotion and Advertising</b>	861.90
Grants	20,590.91	<b>Secretary Costs</b>	
Ladies Night	8,150.00	Admin	195.15
Membership Levies	15,956.92	Annual Report	2,600.00
NRAS Courses	416.82	External meetings	614.58
Raffles	3,131.00	Golf Day expenses	190.91
School Football	1,590.00	Mobile Phone	4,325.44
Sponsorship	16,000.00	Postage	44.91
Tax Refund	1,686.73	Stationary	312.44
Trial Fees	5,600.00	<b>Total Secretary Costs</b>	8,283.43
<b>Total Income</b>	247,860.30	<b>Social Costs</b>	
<b>Expense</b>		Ladies Night	12,269.37
Affiliation Fees	1,158.18	Life members reunion	1,988.36
Audit Fees	2,500.00	Meetings	1,232.63
Bank Fees	42.71	Presentation Day	722.62
Capital Purchases	1,252.82	Raffles	1,643.10
<b>Co-ordinate Costs</b>		<b>Total Social Costs</b>	17,856.08
Development Squad	1,147.67	<b>Tax Bill</b>	15,398.00
Grant	3,181.82	<b>Treasurer Costs</b>	
Internet	352.71	Administration	185.62
Printing	767.27	Internet	90.00
Stationary	301.36	Sponsorship Costs	811.45
Training	272.91	<b>Total Treasurer Costs</b>	1,087.07
<b>Total Co-ordinate Costs</b>	6,023.74	<b>Total Expense</b>	247,746.67
Gear	25,540.27	<b>Net Income</b>	113.63
Gifts & Donations	441.62		
Match Fees	164,433.94		

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**Referees Coordinator Report – Mr. Luke Evans**

Dear members,

The start of the 2010 season was a hectic start to the year, with members covering unofficial trials and the official trials which were played in very hot conditions.

It was pleasing to the appointments board that members who were moved up a grade or division on Saturday or Sunday took the opportunity and excelled themselves.

Would like to take this opportunity to thank Barry and Casey for their assistance with Saturday appointments and Casey for looking after Saturday changes.

Thank you to all appointments board members for their efforts throughout the year, and to those board members who filled in for games thank you. Thanks to Brett Lynch and Fred Lucas for their assistance during the final series.

To those members who fulfilled their role on the advisory board, your contribution to the development of our junior is greatly appreciated.

Congratulations to members who made summer squad for 2010 and 2011 your dedication to the association have rewarded you.

Again this year, the Tuesday and Wednesday training system was very successful. Thanks to Mark and other senior members for running Tuesday and to Daniel, JD and Casey for Wednesday. Thanks to the graded members for their valuable knowledge and information they provided to the members.

Congratulations to Laurie for getting graded this year.

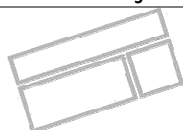
Congratulations to all members who refereed or Touch Judge during the final series, this was your reward for the hard work and effort during the year.

Thanks to my fellow executive members and BOM for their support during the year.

In Closing would like thank my family for their support and patience during a hectic year.

Yours in Sport

**Luke Evans.**





**Welfare Officers Report – Mr. Casey Wouters**

It seems just like yesterday when I submitted my last report. Once again it has been a year full of incidents, involving members and their relatives. There were over 50 reports via phone & electronic means. Referees who have had difficulties during a long season.

Please get better and fit for the 2011 season.

As well as referees going through many personal problems, which would be better left unsaid. Those referees concerned know who they are, please push on and do not look back. Always remember every cloud has a silver lining. If you are around cheerful people, you will always feel cheerful. If things get too much you always have friends in the association you can turn too.

This year is no exemption from last year. We had several fellow members' loose loved ones. Too those people, once again please accept my and

the Board of Managements.  
MOST SINCERE CONDOLANCES.

We have had engagements, new babies on the way, plus a few births. Too all concerned congratulations from all.

On a personal note, I have to thank my dear wife VERA.

Without her strength, patience and love. This and all my other roles in the association would become intolerable at times. She always manages to make me focus on the bigger picture, that being our junior referees. They are our future in the long term?

VERA AND I. wish all, a joyous Christmas and New Year.

**CASEY WOUTERS.**



**Merit Committee Report – Mr. Rohan Best**

The Merit Award Committee is comprised of three members, elected by the general membership at the Annual General Meeting of the Association. It is then the responsibility of these three members to collaborate and ultimately determine the two members, being one senior and one junior member, who are the most deserving of receiving the respective merit award. The Penrith District Rugby League Referees Association has only two merit-based awards available and in 2010 the members elected to adjudicate on the worthy recipients were; Thomas Aylett, Luke Evans and myself.

The first of the two awards is the Jack Harris Merit Award. Jack Harris was the first Recipient of Life Membership of the Penrith Referees Association. He was the inaugural President in 1967 and held that post until 1967. He was again president in 1971-1973, 1978 and 1983-1984. During his time with the association, Jack was not only a first grade Referee, but was active in many “support” roles within the Association such as Coaching and Development (many years before that role was adopted at higher levels of the game), Appointments Board, Association Trainer, the Association “Santa Claus” at the Christmas Function as well as numerous others. It is only fitting that the Merit Award is named in honour of one of the Associations original “work horse”. When the award was instituted in 1972, the following was written about the new award;

“1972 saw the first award of the Jack Harris Trophy. This trophy was introduced for the first time this season and is conducted along the following lines. Any member in the Association, who, in the opinion of the Merit Awards Committee, having carried out

outstanding and meritorious service within the Association during the current Rugby League Season, becomes eligible for the Merit Award. Each member is awarded points for various acts, such as attendance at meetings, standing and working in the various Association positions and on Committees, attendance at social functions, refereeing ability, dress and bearing.”

In 2010, the recipient of the Jack Harris Merit Award is Brett McDonald. Brett has displayed high levels of dedication and leadership, not only in the 2010 season, but throughout his entire tenure with the Association. As well as being an active referee and a member of the appointments board, Brett has also been responsible for the appointment of match officials to school football. In this role, Brett has implemented new, innovative strategies to ease the process of the appointment and payment of officials to these games. This has also gone towards strengthening the Associations ties with external rugby league organizations. The Merit Award Committee is proud to present Brett with the Jack Harris Merit Award.

The second of the two awards is the Michael Grady Junior Merit Award. The Michael Grady Merit Award was initiated in 1976 to acknowledge the efforts of the junior member who has gone out of their way for the betterment of the Association, and in particular the juniors.

The award was named after Michael Grady who was the first Member of the Penrith Referees Association Junior Branch to make the graded ranks. The award is not meant to reflect “on-field” accomplishments. While individual accomplishments are exciting, rewarding, and indeed, necessary, it is most important that we recognize those members, both junior and senior,



who work towards the betterment of the Association and its members.

In 2010, the recipient of Michael Grady Junior Merit Award is Tom Stindl. Tom has continued on from a strong 2009 season, a year which saw him receive another prestigious award, being the Reg Newsome Trophy for the most improved junior. Tom has been a leader among junior members in 2010 and has always been willing to do whatever he can to

help out the Association and his fellow referees. The Merit Award Committee is proud to present Tom with the Michael Grady Junior Merit Award.

Merit Award Committee

**Rohan Best.**

### **NRSA Report – Mr. Barry Beveridge**

Once again the three coaching courses level-1 were very successful gaining for the association a total of 29, level-1 referees in training, and at the time of this report

The 29 referees are now classed as fully accredited level-1 referees a big thank you to all members of the coaching unit who were responsible for 1 assistance at the courses and 2 assessing referees on a weekly basis during the season,

As your head provider I am very disturbed at the action of a minority of members who believe that short cuts can be taken to hurry along accreditation particularly

At level-2 the set of criteria at present being used is relevant to all associations, and any alteration from this will only lessen the knowledge of the young referee

That they are trying to push through, that will adversely affect their chances at inter-district level so who ever becomes head provider in the future if you run the

Courses to the correct criteria at all times it ultimately benefits everyone, As you know I will be standing down from the position of head provider

as of January 2011 I hope to be still involved with the level-1 courses at Penrith and I would be remiss if I did not thank the following persons 1 My fellow providers, apart from a few hiccups from time to time I has been a pleasure to work with you.

2 The district club and junior league, Don Feltis and his board, Yvonne, Jenny, Fred Luke and all other referees who I regard with respect, thank you for just on 39 years.

Of friendship, I haven't gone just stepping into the background for a while

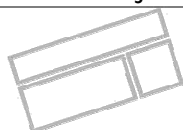
Last but not least my wife Yvonne for her support and encouragement over the years

May All Referees and their families have a safe and happy festive season.

Sincerely

Head Provider Penrith.

**Barry Beveridge.**





### Social Secretary Report – Mr. Luke Parker

The social committee and secretary had their work cut out for them during the 2010 season – as there was a busy social calendar this year.

I would like to thank the social committee for their help throughout the season, which included; Luke Evans, Daniel Olford, Cassie Bailey, Brett McDonald, John Woods and Jim Kelly

I would also like to extend my thanks to the Board of Management, Executive Committee and Ms Sarah Harpley for their assistance throughout the season. Thank you so much for answering my countless questions!

One of the major events that were held this year was the bi-annual Life Members Reunion at Penrith RSL Club. This event allows Life Members to come together and be reunited with other members of the Association. It also allows for junior members to meet and talk with the Life Members – it is extremely important that this link be maintained as the Life Members have put an enormous amount of time and energy into the Association to make it what it is today.

Life Members Presentation Night this year saw a change in routine for the Association with the night being held in the Lawson Room at the Penrith RSL Club. Congratulations to Thomas Aylett on receiving his Life Membership this year, a truly well deserved honour as Tom has, and continues to put a lot of time and effort back into the Association.

The night was a great success, with 180 people in attendance, an amazing array of food available and a slideshow showing pictures from the 2010 season.

To Brett & Dale Lynch for their help with organizing the table arrangements, name cards and slideshow for the Life Members Presentation Night, it was with

your help that I managed to find the presents for the partners on that big night – thank you.

A number of BBQ's were held throughout the year at both Tuesday and Wednesday night training in recognition of the member's commitment to training. I would like to thank Grahame Catlin and John Shepherd for their assistance with cooking, providing BBQ tools and generally keeping me sane while cooking sausages on an old, slow burning BBQ! Unfortunately due to the weather, we were unable to hold the Penrith-Parramatta challenge this season, but plans are already in the pipeline to ensure this goes ahead in 2011.

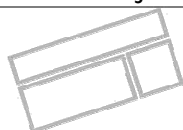
The Penrith Referees' Association was given the raffles for the Grand Final days and I would like to thank the people involved in selling raffle tickets throughout the two days. In particular I would like to thank Mrs. Fitzgerald and Mrs. Stubbs for their help with selling the main raffle tickets at the front gate. A big thank you to John Woods and Jay Farlow for your contributions to the raffle baskets.

The annual junior v senior match and BBQ were held at Hickey's Lane with the game played in the right spirit throughout the whole match. Congratulations to the seniors for taking out the honours this year.

Thanks to Brett Lynch and Russell Turner for doing an outstanding job refereeing two teams of referees!

Thank you to the Brothers JRL Club for the use of the field and facilities.

The presentation of the awards was held at the Penrith RSL Club after the game – congratulations to all members who received awards in the different categories. Well done on the hard work





that is required both on and off the field to receive these prestigious awards.

Looking forward, and the 2011 season has a number of social and fund raising events that are currently being organized to ensure the Association continues to thrive socially and financially. I introduced social nights through the season for members to come together to see each other outside of games and training. While the turn out for these nights was small, I hope that whoever is voted into this position next season continues to promote and expand upon this idea.

I would like to thank all members for your patience and understanding as I worked my way through my first year as Social Secretary.

To all members and families, enjoy the off season, stay fit and happy over Christmas and New Year and get ready, because we do it all again next year!

Social Secretary

**Luke Parker.**

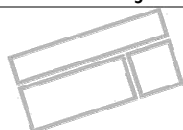
## 28.7 – Adjustment to Constitution / New By-Law 28.9 Mass Information Media

### 28.9 Mass Information Media

Mass Information Media (including, but not limited to, Facebook, Youtube, Twitter, etc) has the ability for members to either deliberately or inadvertently criticise other members or stakeholders (including, but not limited to, Penrith DRL, NRL, NSWRLRA, etc).

In the event that such criticism is brought to the attention of the entire Board of Management, the member responsible shall be stood down immediately from all Association duties and referred to the Disciplinary Committee (a process which can take two weeks or more).

At the Disciplinary Committee Hearing, the onus shall be on the member to prove the criticism he/she directed at another member/stakeholder, was not done so because of their position within or their membership of the association.





**NSWRLRA Delegate 2010 Report – Mr. Luke Parker & Daniel Olford**

The 2010 season has come to an end, but what a season it has been! A lot has been happening within the NSWRL and NRL competitions this year, with another strong performance by Penrith members.

The NSWRL Junior Representative Referee Squad started training early in the year with a large number of Penrith Referees trialing for a position within the squad. The following members were selected for the Squad – Mark Bohan, Daniel Olford, Luke Parker, Tim Hannon, Lawrence McDonald,

Following on from strong performances over the past number of years, Daniel Olford and Lawrence McDonnell were graded during the season, joining a large number of Penrith members within the squad. Success for the Penrith members continued with the graded members, with John Woods being appointed as side line official during the Residents Origin game in Sydney.

Penrith referees within the NRL squad continue to perform above and beyond expectations – with Ricky McFarlane, Grant Atkins, Jason Robinson, Russell Turner and Haines refereeing consistently throughout the season.

It was good to see the graded and NRL members return to the Penrith Association for a number of training nights throughout the year. The referees and sideline officials provided valuable advice on fitness and general refereeing to all members that attended the training sessions.

At the business end of the season all of our Junior Reps, Graded and NRL members performed exceptionally well with Ricky McFarlane & Russell Turner officiating as a side line officials during the NRL final series with Grant Atkins being appointed as a stand by side line official and Jason Robinson as a stand by Referee.

In the graded ranks, David Ryan was appointed to the NSW Cup Grand Final as a side line official, Peter Sciberras was appointed as a side line official in the NSW Cup semi-finals, Jay Farlow to the Bundy Red Cup Grand Final as a side line official and John Woods to the Bundy Red Cup Grand Final as a stand by sideline official. Lawrence McDonnell was appointed as a NSW Cup in-goal judge in the first round of semi-finals with Daniel Olford joining him as a side line official in the NSW Cup semi-finals.

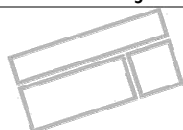
In the Junior Reps, Lawrence McDonnell was appointed to the S.G. Ball Grand Final, ensuring a Penrith referee took out the top honours for a second year running. To round out the finals series, Mark Bohan was appointed to a Harold Matt's Final as a sideline official.

Congratulations to all of our NRL, Graded and Junior Rep Referees and side line officials for the above mention achievements and many more throughout the 2010 season.

Yours in Sport,

NSW Delegates for 2010

**Luke Parker & Daniel Olford.**





## Honour Roll - 2010

### Honorary Life Members

Steve Carey (Dec)  
Frank Walsh (Dec)  
Cyril Wigzell (Dec)  
Mavis Kandelas (Dec)

### Honorary Members

Rosemary Wilkinson  
Ian McCall

### Life Members

1970	Jack Harris OAM	1984	Not Awarded	1998	Tony Danks
1971	Les Brennan	1985	Noel Cahill	1998	John Mewett
1972	Jack Turner	1986	Graeme King	1999	Graeme Priest
1973	Don Courts	1987	Reg Newsome	2000	John Skinner
1974	Merv Edwards	1988	Joe Beacroft	2001	John Robinson
1975	Bob Kandelas	1989	Len Manuel	2002	Tony Butler
1976	Barrie Kendall	1990	Peter Filmer	2003	Fred Lucas
1977	Keith French	1991	Gary Haines	2004	Jason Robinson
1978	Trevor Murphy	1992	Peter Browne	2005	Russell Turner
1979	Phil Sanders	1993	Peter Kerr	2006	Brett Lynch
1980	Bert Reedy	1994	Barry Beveridge	2007	Chris Heinemeyer
1981	Not Awarded	1995	Peter Butler	2008	Luke Evans
1982	Not Awarded	1996	John Jordan	2009	Greg Yates
1983	Herbert Creighton	1997	Ray Steele	2010	Thomas Aylett

### Bob Kandelas Referees Referee

1980	Barry Izzard	1991	Ken Evans	2002	Greg Yates
1981	Len Davis	1992	Ray Steele	2003	Jay Farlow
1982	Keith Hogan	1993	Steve McFarlane	2004	Jay Farlow
1983	Peter Filmer	1994	Steve McFarlane	2005	Grant Atkins
1984	Kevin Russell	1995	Aaron Jones	2006	Daniel Olford
1985	Michael Quinn	1996	Jason Robinson	2007	Daniel Olford
1986	Tony Butler	1997	Jason Robinson	2008	Lawrence McDonnell
1987	Gary Haines	1998	Peter Sciberras	2009	Mark Bohan
1988	Tom Peet	1999	Jennifer Robinson	2010	James Davidson
1989	Tom Peet	2000	Fred Lucas		
1990	Graeme Priest	2001	Fred Lucas		

### Jack Harris Merit Award

1972	Bob Kandelas	1986	Reg Newsome	2000	Peter Browne
1973	Herbert Creighton	1987	Peter Butler	2001	Allan Farlow
1974	Trevor Murphy	1988	John Jordan	2002	Barry Beveridge
1975	Arthur North	1989	Peter Browne	2003	Brett Lynch
1976	Ron Beetson	1990	John Jordan	2004	Fred Lucas
1977	Barry Beveridge	1991	Gary Haines	2005	Colin Smith
1978	Bert Reedy	1992	John Skinner	2006	Casey Wouters

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# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



1979	John Bryant	1993	John Mewett	2007	Daniel Olford
1980	Reg Newsome	1994	Peter Browne	2008	Sarah Harpley
1981	Graeme King	1995	Trevor Sperring	2009	Sarah Harpley
1982	Brian Kidd	1996	Jennifer Yates	2010	Brett McDonald
1983	John Skinner	1997	John Robinson		
1984	Brett Cowan	1998	Matthew Pritchard		
1985	Peter Shaw	1999	Phillip Haines		

## Michael Grady Junior Merit Award

1976	Steve Tyrell	1988	John MacDonald	2000	Jay Farlow
1977	John Birrell	1989	Russell Turner	2001	Thomas Aylett
1978	Brad McGarry	1990	Jason Robinson	2002	Thomas Aylett
1979	Dean Parkin	1991	Greg Banks	2003	Joel Whilesmith
1980	Peter Sutherland	1992	Matthew Brennan	2004	Rohan Best
1981	Paul Quinn	1993	Paul Carter	2005	Mitchell Lucas
1982	Tom Peet	1995	Shannon Lewis	2006	Courtney Goldsmith
1983	Tony Crane	1995	Lisa Natrass	2007	Alex Organ
1984	Chris Kolkman	1996	Lisa Natrass	2009	Cameron Turner
1985	Brett Wright	1997	Adam Dengate	2009	Josh Tolley
1986	David Quinn	1998	Joel Edwards	2010	Tom Stindl
1987	Jason Robinson	1999	Kristy-Lee Heinemeyer		

## Reg Newsome Trophy (Most Improved Junior Referee)

1982	Chris Green	1996	James Whitney	2010	TBA
1983	Paul Blunt	1997	Grant Atkins		
1984	David Quinn	1998	Rebecca Van de Pol		
1985	Brett Wright	1999	John Woods		
1986	David Bonham	2000	Robbie Hulston		
1987	Jason Robinson	2001	Daniel Olford		
1988	Sarelle Woodward	2002	Brad Filmer		
1989	Brett Gainsford	2003	Mitchell Peachey		
1990	Greg Banks	2004	Ricky Heinemeyer		
1991	Brendan Egan	2005	Ryan Tucker		
1992	Troy Priest	2006	Matthew Harpley		
1993	Rickey McFarlane	2007	Tim Hannon		
1994	Brett Harding	2008	Jesse Kingston		
1995	Rebecca Lea	2009	Tom Stindl		

## Joe Beacroft Memorial Trophy (A Grade Division One Grand Final Referee)

1989	Gary Haines	2000	Martin Duncan
1990	Gary Haines	2001	Phillip Haines
1991	Ken Evans	2002	Phillip Haines
1992	Ken Evans	2003	Rickey McFarlane
1993	Brett Lynch	2004	Grant Atkins
1994	Brett Lynch	2005	Grant Atkins
1995	Ray Steele	2006	Jay Farlow
1996	Gary Haines	2007	Daniel Olford
1997	Jason Robinson	2008	Daniel Olford
1998	Jason Robinson	2009	Daniel Olford
1999	Jennifer Robinson	2010	James Davidson

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**Ray Steele Memorial Trophy (A Grade Division Two Grand Final Referee)**

1996	Steve McFarlane	2007	Jay Farlow
1997	Malcolm Brown	2008	John Woods
1998	Jennifer Robinson	2009	Mark Bohan
1999	Chris Heinemeyer	2010	Shane Denning
2000	Fred Lucas		
2001	Chris Heinemeyer		
2002	Fred Lucas		
2003	Not Awarded		
2004	Brett Windon		
2005	Tristan K'Nell		
2006	Shannon Lewis		

**Don Courts Award (A Grade Division Three Grand Final Referee)**

2005	Greg Yates
2006	Brett Windon
2007	Rickey Heinemeyer
2008	Luke Parker
2009	Luke Parker
2010	Col Potts

**Phil Sanders Memorial Award (Leading Saturday Referee)**

2006	Ricky Heinemeyer
2007	Josh Burton
2008	Ryan Thomas
2009	Josh Vernon
2010	Cameron Turner

**Len Manuel Award (Rookie of the Year)**

2004	Dave Ryan
2005	Rhyss Harwood
2006	Scott Filmer
2007	Thomas Stindl
2008	Steve McLean
2009	Cassandra Bailey
2010	Kieran Stubbs

**Barry Beveridge Award Highest (Mod-Footy Grand Final)**

2006	Luke Burton
2007	Scott Filmer
2008	Jesse Kingston
2009	Aaron Wallace
2010	Amber Fitzgerald

**Peter Browne Award (Highest Mini-Footy Grand Final)**

2006	Steve Reinicke
2007	Thomas Stindl
2008	Steve Mclean
2009	Nicholas Byrne
2010	Mitchell Shearer

# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



## A Grade Division One Grand Final Referees

1967	Don Courts	1982	John Mewett	1997	Jason Robinson
1968	Don Courts	1983	Michael Bunnage	1998	Jason Robinson
1969	Don Courts	1984	Peter Filmer	1999	Jennifer Robinson
1970	Michael Beacroft	1985	Tony Butler	2000	Martin Duncan
1971	Bob Kandelas	1986	Michael Bunnage	2001	Phillip Haines
1972	Barrie Kendall	1987	Gary Haines	2002	Phillip Haines
1973	Keith French	1988	Gary Haines	2003	Rickey McFarlane
1974	Keith French	1989	Gary Haines	2004	Grant Atkins
1975	Noel Cahill	1990	Gary Haines	2005	Grant Atkins
1976	Trevor Murphy	1991	Ken Evans	2006	Jay Farlow
1977	Barry Izzard	1992	Ken Evans	2007	Daniel Olford
1978	Keith Hogan	1993	Brett Lynch	2008	Daniel Olford
1979	Barry Izzard	1994	Brett Lynch	2009	Daniel Olford
1980	Keith Hogan	1995	Ray Steele	2010	James Davidson
1981	Keith Hogan	1996	Gary Haines		

## 2011 Association Meeting Calendar

- 29<sup>th</sup> November 2010 – Annual General Meeting
- 14<sup>th</sup> February 2011 – Adjourned Annual General Meeting
- 14<sup>th</sup> March 2011 – General Meeting
- 11<sup>th</sup> April 2011 – General Meeting
- 10<sup>th</sup> May 2011 – General Meeting
- 13<sup>th</sup> June 2011 – General Meeting
- 11<sup>th</sup> July 2011 – General Meeting
- 08<sup>th</sup> August 2011 – General Meeting
- 12<sup>th</sup> September 2011 – General Meeting
- 28<sup>th</sup> November 2011 – Annual General Meeting



**2010 Grand final Appointments**  
**Mini / Mod Grand Final Appointments**

AGE / DIVISION	REFEREE	T/JUDGE	T/JUDGE
2010 UNDER 7 DIVISION 6	L.AUSTIN	J.JORDAN	M.GHAZAL
2010 UNDER 7 DIVISION 5	M.GHAZAL	J.JORDAN	L.AUSTIN
2010 UNDER 7 DIVISION 4	J.FYFE	B.LAMB	M.GHAZAL
2010 UNDER 7 DIVISION 3	B.LAMB	J.FYFE	S.CALLAGHAN
2010 UNDER 7 DIVISION 2	J.SAVAGE	S.CALLAGHAN	J.FYFE
2010 UNDER 7 DIVISION 1	S.CALLAGHAN	B.LAMB	J.SAVAGE
2010 UNDER 8 DIVISION 7	B.SHEPHERD	N.AIONO	T.TIANO
2010 UNDER 8 DIVISION 6	T.TIANO	B.SHEPHERD	M.LAMB
2010 UNDER 8 DIVISION 5	N.AIONO	D.QABLAWI	M.LAMB
2010 UNDER 8 DIVISION 4	D.QABLAWI	B.SHEPHERD	N.AIONO
2010 UNDER 8 DIVISION 3	K.BANTON	M.HALL	M.SHEARER
2010 UNDER 8 DIVISION 2	M.HALL	K.BANTON	M.SHEARER
2010 UNDER 8 DIVISION 1	M.SHEARER	M.HALL	K.BANTON
2010 UNDER 9 DIVISION 6	J.HAYES	T.HAYES	J.MURRAY
2010 UNDER 9 DIVISION 5	T.HAYES	J.DANIEL	J.HAYES
2010 UNDER 9 DIVISION 4	J.MURRAY	T.HAYES	J.HAYES
2010 UNDER 9 DIVISION 3	J.DANIEL	K.STUBBS	J.MURRAY
2010 UNDER 9 DIVISION 2	K.STUBBS	C.BAILEY	J.MURRAY
2010 UNDER 9 DIVISION 1	C.BAILEY	K.STUBBS	J.DANIEL
2010 UNDER 10 DIVISION 6	K.WOOD	T.TIANO	N.AIONO
2010 UNDER 10 DIVISION 5	D.WHITE	T.TIANO	N.AIONO
2010 UNDER 10 DIVISION 4	A.SIMONETTA	K.WOOD	D.WHITE
2010 UNDER 10 DIVISION 3	G.JARRETT	A.SIMONETTA	J.HUMPHRIES
2010 UNDER 10 DIVISION 2	J.HUMPHRIES	G.JARRETT	K.BARBER
2010 UNDER 10 DIVISION 1	K.BARBER	G.JARRETT	J.HUMPHRIES
2010 UNDER 11 DIVISION 6	N.JURY	D.QABLAWI	P.ROSS
2010 UNDER 11 DIVISION 5	P.ROSS	D.QABLAWI	N.JURY
2010 UNDER 11 DIVISION 4	K.THROUGHGOOD	L.SIMPSON	P.ROSS
2010 UNDER 11 DIVISION 3	L.SIMPSON	A.WALLACE	K.THROUGHGOOD
2010 UNDER 11 DIVISION 2	A.WALLACE	K.BANTON	A.McCORMACK
2010 UNDER 11 DIVISION 1	A.McCORMACK	K.BANTON	A.WALLACE
2010 UNDER 12 DIVISION 5	J.MIZZI	M.LAMB	B.LAMB
2010 UNDER 12 DIVISION 4	R.THOMSON	J.HAYES	T.HAYES
2010 UNDER 12 DIVISION 3	M.CAWLEY	B.SHEPHERD	J.MURRAY
2010 UNDER 12 DIVISION 2	N.BYRNE	K.BANTON	J.MURRAY
2010 UNDER 12 DIVISION 1	A.FITZGERALD	M.CAWLEY	N.BYRNE

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## 2010 Grand final Appointments

### Saturday International Grand Final Appointments

2010 UNDER 13 DIVISION 5	A.AZZOPRDI	J.MIZZI	E.MIZZI
2010 UNDER 13 DIVISION 4	E.MIZZI	K.McDONALD	R.THOMSON
2010 UNDER 13 DIVISION 3	S.HARPLEY	A.AZZOPARDI	R.BAILEY
2010 UNDER 13 DIVISION 2	L.JOHNSON	K.BARBER	R.BAILEY
2010 UNDER 13 DIVISION 1	K.McDONALD	K.BARBER	A.AZZOPARDI
2010 UNDER 14 DIVISION 6	D.FIDLER	J.DANIEL	C.BAILEY
2010 UNDER 14 DIVISION 5	S.WILES	J.DANIEL	C.BAILEY
2010 UNDER 14 DIVISION 4	B.PETERS	D.FIDLER	S.WILES
2010 UNDER 14 DIVISION 3	L.DICK	B.PETERS	J.NEMATALLA
2010 UNDER 14 DIVISION 2	C.CATLIN	J.NEMATALLA	S.BOURKE
2010 UNDER 14 DIVISION 1	S.BOURKE	C.CATLIN	L.DICK
2010 UNDER 15 DIVISION 4	C.KOLKMAN	K.BANTON	K.STUBBS
2010 UNDER 15 DIVISION 3	T.STINDL	J.TOLLEY	K.STUBBS
2010 UNDER 15 DIVISION 2	J.TOLLEY	N.BYRNE	C.KOLKMAN
2010 UNDER 15 DIVISION 1	C.TURNER	A.FITZGERALD	T.STINDL

### Sunday Division 2 Grand Final Appointments

2010 UNDER 16 DIVISION 2	R.THOMAS	M.DUMAS	A.FITZGERALD
2010 UNDER 17 DIVISION 2	R.BEST	B.PETERS	L.SIMPAON
2010 UNDER 19 DIVISION 2	S.ALEXANDER	J.NEMATALLA	D.WHITE
2010 UNDER A DIVISION 2	C.POTTS	C.TURNER	R.HARWOOD

### Sunday Division 1 Tier B Grand Final Appointments

2010 UNDER 19 DIVISION 1 B	J.BURTON	B.MILLER	J.MIZZI
2010 UNDER A RES DIVISION 1 B	C.LUCAS	L.PACKER	G.RABY
2011 UNDER A DIVISION 1 B	S.DENNING	S.HARPLEY	S.BOURKE

### Sunday Division 1 Tier A Grand Final Appointments

2010 UNDER 16 DIVISION 1 A	A.OKEEFE	A.McCORMICK	C.CATLIN
2010 UNDER 17 DIVISION 1 A	L/PARKER	T.STINDL	C.BAILEY
2010 UNDER 19 DIVISION 1 A	M.BOCHAN	J.TOLLEY	M.HARPLEY
2010 UNDER A RES DIVISION 1 A	P.JOHNSON	S.SMITH	T.WALKER
2011 UNDER A DIVISION 1 A	J.DAVIDSON	L.BURTON	S.TURNBULL



### 2010 Award Winners

▪ Joe Beacroft Memorial Trophy	(A Grade Division 1 Tier A Referee)	Mr. James Davidson
▪ Ray Steele Memorial Trophy	(A Grade Division 1 Tier B Referee)	Mr. Shane Denning
▪ Don Courts Trophy	(A Grade Division 2 Referee)	Mr. Col Potts
▪ Phil Sanders Memorial Trophy	(U15-1 Div 1 Referee)	Mr. Cameron Turner
▪ Barry Beveridge Award	(U12 Div 1 Referee)	Miss. Amber Fitzgerald
▪ Peter Browne Award	(U8 Div 1 Referee)	Mr. Mitchell Shearer
▪ Bob Kandelas Memorial Trophy	(Referees Referee)	Mr. James Davidson
▪ Jack Harris Merit Award	(Senior Merit Award)	Mr. Brett McDonald
▪ Michael Grady Merit Award	(Jr. Merit Award)	Mr. Tom Stindl
▪ Reg Newsome	(Most Improved Jr.)	Miss. Amber Fitzgerald
▪ Len Manual Memorial Award	(Rookie of the Year)	M. Kieran Stubbs

### Gear Steward Report – Mr. Dave Sullivan

Hi to all

First of all I would like to Congratulate all Penrith Referees on a great year and well done to all those that achieved their goal of Grand Finals for 2010.

All our new gear, Training, Dress and referee shirts look fantastic on everybody and very professional on and off the field. Our pink jerseys look real smart and I have had great feedback from many people on how great they look. Anyone still missing gear or referee bags please contact me by e-mail and I will contact you as soon as possible.

It has not been an easy year personally and I would like to thank those members who have given me their help and support as gear steward during some very tough months.

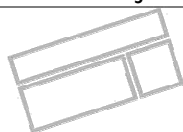
Gai and I would like to thank you all so very much for all your well wishes and friendship during Gai's illness. We hope things keep going well and we can be back with you all in full force next year.

Finally we wish you and all your families and loved ones a Merry Christmas and a very safe and Happy New Year, hope to see you all again in 2011 until then take care

Yours in Sport

2010 Gear Steward

**Dave Sullivan**





## Life Membership Report

The Life Membership Committee has submitted the names of the following members to be considered as the recipient for Life Membership in 2011. The members selected and their record of service is shown below.

### Jim Kelly - Joined the Association in 1983.

1990, 1998, 1999 Social Committee  
1991, 1995 - 1999 Coaching Director  
2010 Appointments Board

### Meeting Attendance

Jim has attended 59% of meetings as follows;

Year	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97
Meetings	6	14	15	17	15	14	16	10	10	8	9	10	9	8	9
Attended	6	6	11	11	8	13	12	10	7	0	0	5	8	7	9
Year	98	99	00	01	02	03	04	05	06	07	08	09	10	11	Total
Meetings	9	10	10	8	6	6	7	9	10	8	9	11	10	0	283
Attended	8	8	8	1	1	1	4	0	0	2	4	8	10	0	168

### Matt Sosimenko - Joined the Association in 1997.

1998 - 2000 Social Committees 2007 - 2008, 2010 Internal Auditor  
2008 - 2010 Appointments Board 2009 Hon. Secretary  
2000, 2009 Assistant Treasurer 2001 - 2002 Hon. Treasurer  
2007 Advisory Board

### Meeting Attendance

Matt has attended 70% of meetings as follows;

Year	97	98	99	00	01	02	03	04	05	06	07	08	09	10	11	Total
Meetings	9	9	10	10	8	6	6	7	9	10	8	9	11	10	0	104
Attended	6	9	10	10	8	6	1	0	2	7	5	5	10	5	0	73

# Penrith District Rugby League Referees Association 44th Annual Report and Financial Statement



## Brian Waiting - Joined the Association in .

2005	Level 1 Referee Coach	2006 – 2009	Appointments Board
2006	Level 2 Referee Coach	2004 – 2006	Social Committee
2008 – 2010	Coaching Director	2009 – 2010	NRSA Provider
2004 – 2005	Advisory Board		

## Meeting Attendance

Brain has attended 70% of meetings as follows;

Year	99	00	01	02	03	04	05	06	07	08	09	10	Tot
Meetings	10	10	8	6	6	7	9	10	8	9	11	10	104
Attended	6	2	6	4	4	5	7	10	6	9	9	5	73



## 2011 BOARD OF MANAGEMENT AND CORPORATE GOVERNANCE

### EXECUTIVE COMMITTEE

President: \_\_\_\_\_

Vice President: \_\_\_\_\_

Executive Officer: \_\_\_\_\_

Director of Finance and Sponsorship: \_\_\_\_\_

Coordinator: \_\_\_\_\_

### BOARD OF MANAGEMENT (Inclusive of Executive Committee)

1. Committee Member: \_\_\_\_\_

2. Committee Member: \_\_\_\_\_

3. Committee Member: \_\_\_\_\_

4. Committee Member: \_\_\_\_\_

5. Committee Member: \_\_\_\_\_

### ANCILLARY POSTIONS & COMMITTEE'S

Assistant to the Director of Finance: \_\_\_\_\_

Internal Auditors: \_\_\_\_\_

Life Member: \_\_\_\_\_

Appointment Board: \_\_\_\_\_

Advisory Board: \_\_\_\_\_

Merit Award Committee: \_\_\_\_\_

Life Members Committee: \_\_\_\_\_

Delegate & Proxy to NSWRLRA: \_\_\_\_\_

Social Committee: \_\_\_\_\_

Judiciary Representative: \_\_\_\_\_

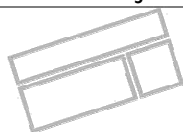
Disciplinary Committee: \_\_\_\_\_

Welfare Officer: \_\_\_\_\_

Gear Steward: \_\_\_\_\_

Major Sponsor

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**WATTS**  
commercial  
furniture





# **Annexure A –**

# **2011 Penrith**

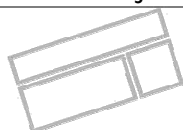
# **Referees Association**

# **Membership**

# **Application Form**

# **&**

# **Registration Form**





## Penrith District Rugby League Referees' Association Inc.

ABN: 60 123 939 512

### MEMBERSHIP APPLICATION AND REGISTRATION FORM

#### **PERSONAL DETAILS:**

MEMBERSHIP STATUS: (Please circle)

**Active**

/

**Non - Active**

SURNAME: \_\_\_\_\_

FIRST NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

STATE: \_\_\_\_\_ POSTCODE: \_\_\_\_\_

EMAIL: \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_/\_\_\_\_/19\_\_\_\_ YEAR OF JOINING: \_\_\_\_\_

NRAS LEVEL: \_\_\_\_\_ FOLIO NUMBER: \_\_\_\_\_

SEX: Male / Female

ETHNIC BACKGROUND: Polynesian / Indigenous

Please select either Yes or No (Circle correct response)

- I agree to my contact details being published in the Annual Report and other contact lists? (Yes / No)
- I am able to receive appointments and other correspondence via electronic mail? (Yes / No)
- Please distribute appointments and other correspondence via the postal service? (Yes / No)
- Do you or any member of your immediate family hold any affiliation with any Penrith District Junior Rugby League Club? (Yes / No)

#### **AVAILABILITY**

All active members are to provide a doctor's certificate stating that the member is healthy enough to participate in refereeing activities. Members are not permitted to take part in any activity associated with the Penrith Referees Association and will not be covered by the associations insurance unless the below documents have been provided within the correct time frame.

- |                              |                               |
|------------------------------|-------------------------------|
| ▪ DOCTORS CERTIFICATE        | YES / NO                      |
| ▪ PASS PORT PHOTOS (2)       | YES / NO                      |
| ▪ SATURDAY                   | MORNING / AFTERNOON / EVENING |
| ▪ SUNDAY                     | MORNING / AFTERNOON / EVENING |
| ▪ MID WEEK                   | MORNING / AFTERNOON / EVENING |
| ▪ ARLD - SCHOOL APPOINTMENTS | MORNING / AFTERNOON / EVENING |

## **DECLARATIONS**

### **Hobby Statement -**

- *I voluntarily participate in officiating in Rugby League matches within the Perth District Rugby League.*
- *I gain some income from this participation.*
- *This involvement is a hobby and I do not carry out this as a business.*
- *I retain any statements received for income tax purposes*

### **Member's terms & conditions -**

- *I acknowledge that parts of this form are legal requirements. As such I declare that all information contained herein is true and accurate to the best of my knowledge.*
- *I agree to adhere to the Codes of Conduct of the Association, the Association Constitution, and any procedures or instruction as advised by the Executive Committee of the Association.*
- *Should any of my contact, personal or other details change, I will notify The Executive Officer, in writing, within seven days of this change.*
- *When officiating, attending Association meetings, training, or other activities, or otherwise representing the Association, I will conduct myself in a manner that promotes a positive image of the Association and its members.*
- *To the best of my ability, I will participate in Association functions, meetings, fundraisers and other activities.*
- *I acknowledge that certain fees or charges may apply, including, but not limited to, membership levy, uniform purchases, Ladies Night and Life Member Presentation, insurance etc. I undertake to pay such levies, fees or charges as they apply, or if an active member, allow the Association to deduct such charges from my active referee payments.*
- *Unless indicated to the contrary in "PART ONE: PERSONAL DETAILS" above, I authorize the Association to publish my personal and/or contact details in the Annual Report, Member Contact Listings and other documents at the Associations discretion.*
- *I will support the Association, the Associations Sponsors, and the Junior League to help promote Rugby League, Officiating and the products, goods and services of the Associations Sponsors.*
- *I will allow my image and name to be used in publications, news articles and other media, that may be released to the public (via newspapers and other mass media) to promote the Junior League, the Association, their sponsors or supporters.*

### **Terms of Appointment -**

- *I undertake to fulfill all appointments as notified to me by the Referees' Coordinator or his appointed representative to the best of my ability.*
- *Should I be unable to officiate for any reason, I will advise the Referees' Coordinator or his appointed representative, in writing where practical, as soon as this becomes known to me.*
- *I will participate in development programs, including, but not limited to seminars, training activities, active referees meetings, mentor programs etc.*

- I will attend Judiciary, Conduct Review and other disciplinary or investigative committees as conducted by the Junior League where required.
- I will adhere to any directions or procedures as set out in the Associations Procedures Manual, or other such directions by the Referees Coordinator, Association Secretary or their appointed representatives.
- When officiating, I will wear the on-field uniform as authorized by the Association.
- When representing the Association at matches, judiciary, training and any other activity, I will dress, act and conduct myself in a manner that promotes a positive image of the Association and its members.

I, \_\_\_\_\_ of \_\_\_\_\_  
(Name) (Address)

*As an active or non active member of the Penrith Referees Associations Inc. acknowledge that I have read this Registration Form, & Membership Application Form and any text listed above associated with this document and its title. I agree that I understand and will abide by the terms enclosed. I agree that I have requested and have been provide the correct information and or explanation to any questions or miss understand I may have in regards to the above mentioned terms, the responses herein, and acknowledge that all information is correct and true to the best of my knowledge at the time and date of my listed signature below.*

**Name (Print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Day:** \_\_\_\_\_ **Month:** \_\_\_\_\_ **Year:** \_\_\_\_\_

**PARENTAL CONSENT:** *(Parent or guardian of members under eighteen years to complete)*

I, \_\_\_\_\_ (parent/guardian) of \_\_\_\_\_ (member)  
acknowledge that he/she is undertaking refereeing activities in matches as appointed by the authority of the Penrith District Rugby League Referees' Association Inc.

I have read this Registration Form and Membership Application and the responses herein, and acknowledge that all information is correct to the best of my knowledge.

**Name (Print):** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Day:** \_\_\_\_\_ **Month:** \_\_\_\_\_ **Year:** \_\_\_\_\_

## PROHIBITED EMPLOYMENT DECLARATION CHILD PROTECTION (PROHIBITED EMPLOYMENT) ACT 1998



The Child Protection (Prohibited Employment) Act 1998 makes it an offence for a person convicted of a serious sex offence (a prohibited person) or a Registrable Person under the Child Protection (Offenders Registration) Act 2000, to apply for, undertake or remain in, child-related employment. It does not apply if an order, from the Industrial Relations Commission or the Administrative Decision's Tribunal, declares that the Act does not apply to a particular person.

**Section 5 of the Child Protection (Prohibited Employment) Act 1998 defines a serious sex offence as an offence involving sexual activity or acts of indecency that was committed in NSW and that was punishable by penal servitude or imprisonment for 12 months or more even if the sentence was not served, or, an offence involving sexual activity or acts of indecency that was committed elsewhere and that would have been punishable by penal servitude or imprisonment for 12 months or more if it had been committed in NSW.**

*Child-related employment means any employment where at least one of the essential duties of the position, involves direct contact with children where that contact is not directly supervised. Section 1 of the Child Protection (Prohibited Employment) Act 1998 specifies that child-related employment is employment:*

- *involving the provision of child protection services*
- *in pre-schools, kindergartens and child care centres (including residential child care centres)*
- *in schools or other educational institutions (not including universities)*
- *in detention centres (within the meaning of the Children (Detention Centres) Act 1987)*
- *in refuges used by children*
- *in wards of public or private hospitals in which children are patients*
- *in clubs, associations or movements (including of a cultural, recreational or sporting nature) having a significant child membership*
- *in any religious organisation*
- *in any entertainment venues where the clientele is primarily children*
- *as a babysitter or childminder that is arranged by a commercial agency*
- *involving fostering or other child care*
- *involving regular provision of taxi services for the transport of children with a disability*
- *involving the private tuition of children*
- *involving the direct provision of health services*
- *involving the provision of counselling or other support services for children*
- *on school buses*
- *at overnight camps for children*

### Under this Act:

- it is an offence for a prohibited person to **apply for**, or **remain in** child related employment.
- employers must ask existing employees, both **paid** and **unpaid**, and preferred applicants for employment to declare if they are a prohibited person or not.
- All child-related employees **must** inform their employers if they are a "prohibited person" or remove themselves from child-related employment. A prohibited person is someone who has been convicted of a serious sexual offence or, who has had a finding for a charge of a serious sexual offence proven in court, even if a conviction was not recorded.
- penalties are imposed for non compliance.

**I am aware that I am ineligible to apply for, or remain in, child related employment if I have been convicted of a "serious sex offence" as defined in the Child Protection (Prohibited Employment) Act 1998 or if I am a "Registrable Person" under the Child Protection (Offenders Registration) Act 2000.**

**I have read and understood the above information in relation to the Child Protection (Prohibited Employment) Act 1998 and understand my responsibilities and obligations under this Act.**

**I declare that I am not a person prohibited by the Act from seeking, undertaking, or remaining in child related employment.**

Full Name (Block letters): \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Club: \_\_\_\_\_ District: \_\_\_\_\_ I D Number: \_\_\_\_\_

Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Note: This form should be returned to your employer / potential employer

CPD Ver 3 -02/03

