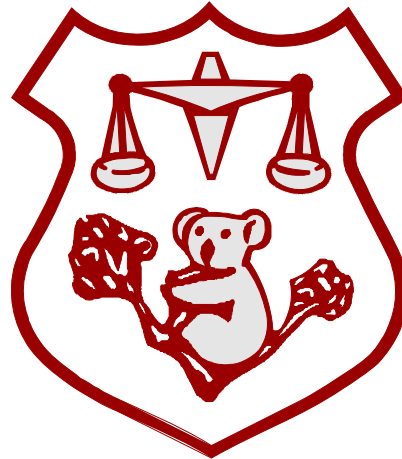


**Queensland Rugby Referees Association
(Brisbane) Inc.**



QRRRA (Brisbane) Inc.

Annual Report

Season 2008



The Management Committee and members of the Queensland Rugby Referees Association (Brisbane) Inc. gratefully acknowledge the support of the following sponsors during the 2008 season.



Coopers Plains
Dental Surgery



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Office Bearers

2008

President	Neill McCann
Vice – President	Barry Leask
Secretary	Mark Hogan
Treasurer	Dan Sheahan
Committee	Rodd Brockett
	John Christophersen
	Paul Daly
	Rob McAfee
Executive Officer	Paul Heath

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Life Members

Fred Crawford

Kevin Crowe (OAM)

Don Duffell

John Forbes

Phillip Jones

Barry Leask

John Meehan

Frank Meek

Chris Oxenford

Geoff Pegg

Ian Scotney

Graham Sheehan (OAM)

Colin Waldron

President's Report

PRESIDENT'S REPORT – 2008

The 2007 season was one for building credibility and stability for the Association in the eyes of both members and the rugby community, providing the Management Committee with confidence and belief in the direction that the Association was heading as best illustrated by the fact that the entire committee was elected unopposed for the 2008 season with only a minor change from the prior year. This vote of confidence by members indicating that the balanced leadership philosophy with representation for all sectors of the Association was not just a quality to which members could relate to and should be continued in 2008 to enable the Association to continue to build a genuine and respected presence in the wider rugby community. In real terms, this means that the Association is now in the optimal position to be able to control its own destiny, ready to meet any changes in stakeholders' requirements and the external environment. Change is inevitable – we must be ready to adapt to it, but at the same time, there are some things that need to be retained, or we will lose our own identity and independence.

First and foremost, our core business is to provide refereeing services on a weekly basis to our various stakeholders such as QRU grade competitions, school based competitions (GPS, AIC and TAS), as well as the BJRU junior competitions and the QJRU championships, as well as the various subsidiary games and tournaments that seek our services throughout the current season, which now can extend from late January to November. Whether we like it or not, the fact that we are now paid for our services means that the rugby community now has higher standards and judges the Association and its representatives us more harshly than in the past. While no shows have traditionally been our "Achilles Heel", referee performance on the paddock is now also being more closely evaluated in terms of "value for money" and will continue to do so. I can report that our members have not let the Association down in 2008, best evidenced by the fact that the level of complaints have been at a record low and more importantly, if there has been a complaint, the Appointments Board has acted promptly to address any shortcoming and the rugby community has endorsed any action taken. This fully supports the approach taken by our Appointments Board to ensure appropriate referees are appointed to the "right" games. Regardless, the bottom line is that we must ensure that we continue to meet our core requirements.

The second aspect of our core operations is to ensure that we are prepared and ready for the future. Like any business, talent identification and specific development programs are put in place as our investment in the future. Selecting participants for these programs is not an exact science with both success stories as well as the inevitable letdowns of those who don't kick on. But that does not make these referees any more valuable than other members. A quick review of the appointments shows the value all members make towards meeting our core business. Experienced hands are doing games of the same standing as squad members for the simple reason that both are the most suitable appointment. Equally, all members will have times when they may feel they are not appointed to games they believe they deserve - this is like other aspects of life experiences and provides us with coping skills and to appreciate the better games we get. I thank all members for the contribution they make in meeting the business requirements of the Association.

Preparing for the future also means that we must have programs and pathways in place to bring through the referees of tomorrow. As indicated previously, players have two entry pathways – through club and school based systems. This third element of our core business was further expanded with the implementation of the school based referee program, complementing the club based program we run in conjunction with the BJRU. Under this new program, QRRR ran accreditation programs in both AIC and GPS schools for 102 participants, predominantly students, who then joined as Associate members. This program has already borne success with 6 referees now refereeing junior games. I would like to thank the GPS Sports Association for the purchase of the jersey used in the program, complemented by Association shorts and socks. Thanks must go to our Executive Officer, Paul Heath for the work he put into this program. Apart from this program, we have 33 new referees commence with the Association this year, the largest number in many years. We are currently working on an induction program to smooth the path for new referees from when they initially register interest, through completing their accreditation to getting them onto the paddock and then to monitor and track their progress. The initial programs will commence in early December.

The last element of our core business relates to the administration and accreditation requirements for the Association. There can be no doubt that the appointment of Paul Heath to the role of Executive Officer has seen these matters managed in a most professional manner. These requirements are not just the whim of the IRB, ARU or QRU – the responsibilities come from government legislation and guidelines (eg workplace health and safety, duty of care) and others we have adopted voluntarily such as Bluecards, ensuring our standards are at least at the same level as the rest of the rugby community. The lines of communication to the QRU accreditation area are now much clearer and we have jointly implemented some initiatives to make this smoother. A good example of this is that Level 2 referees can now complete field reviews for accreditation purposes of any level 1 referee – meaning we no longer have to tie up referee coach resources on accreditation tasks. In coming seasons, these requirements can be completed easily on a weekly basis with the assistance of our own referees.

Referee remuneration has been a personal passion, having been involved since its inception as part of the initial remuneration enquiry committee in 2002, through being the first Treasurer to make the initial payments to referees and approving subsequent payments. Two very important milestones were established in 2008, which have meant that we have been able to increase the amount of remuneration to members by almost 20% for this season:

- At our instigation, the QRU Board recognised that the contribution from each team be increased to more realistically reflect the cost of referee services, with indexed increases each year.
- Agreements were reached with all other competitions to directly tie their service fee charging arrangements to the very same basis (ie per team contribution scaled to the length of their season). This means that when the QRU changes the amount of remuneration, it will automatically flow through to other competitions.

The most important aspect of this is that it secures the funding going forward, ensuring our referees will continue to be paid for the services – the importance of the security of these revenue streams cannot be understated, providing certainty that the Association will remain an ongoing business concern, able to meet its members' requirements. We must also be cognisant that the vast bulk of rugby played at the community level is unpaid with minimal if any sponsorship meaning that funding the referee levy comes from the players themselves, who are more than willing to do so to ensure they get a game, but, there is a limit as to how much they are willing to pay before they just walk away from the game. The challenge is to maintain this delicate balance, ensuring that the needs of both parties are met sufficiently. A last important point needs to be made in relation to remuneration. There has been a push by some to scale payments based on the grade of game (ie higher payments for higher level games) with these proponents believing that this could attract a higher calibre of referee. There are a number of very good reasons why this is not feasible. Firstly, the QRU has a set levy that each team pays regardless of the grade or calibre. Secondly, members do not control where they are appointed – in such an environment, pull outs or moving referees to lower paid games to meet game requirements would be extremely difficult. Lastly, remuneration represents reimbursement of expenses under taxation guidelines (why it is tax free) – the cost to travel to a ground is the same regardless of what grade that is being refereed.

In terms of financial stability, the Association is really bearing the fruit of diligent work of previous committees. You will recall that last year our administrative grant was cut by a third and this year, our major sponsor, the QRU Club was forced to reduce their sponsorship in the current environment due to their commitment to the Rugby Quay development with the specific intent of this to return to the same levels once the development is complete. The Club remains committed to the Association and was disappointed that this action was necessary. We have been able to replenish this with an additional sponsor, BlueScope Steel – thank you to Ben Henry for organising this. Genworth Financial are in the 2nd year of their shorts sponsorship and have indicated that they are looking to further extend. Cooper's Plains Dental Surgery have returned for a further season and next year will mark their 10th with the Association and we are grateful for your longstanding support. The contribution and on going support of our sponsors cannot be underestimated.

The Committee has continued to build and maintain credible and productive relationships with the other stakeholders in the rugby community and we are grateful to them for their assistance and guidance to enable our Association to be recognised as the respected peak body for refereeing in Queensland.

- QRU and its affiliate bodies

We would thank QRU staff members, Ken Freer, Simon Taylor, Michael Backstrom, David Hanham, Mark Melrose and Scott Walllis for their contributions. I would also like to welcome Michael Glover, QRU Board Member, who has taken on referees as part of his portfolio. He has commenced his term with enthusiasm, showing that he will not be a passive representative – he will provide a voice for referees at the highest level.

We would also like to acknowledge the strong support provided to referees by the QRU Judiciaries (senior and junior), and in particular Chairman, Harold Shand.

The QRU has restructured its advisory committees and invited QRRA to be represented on the Community Rugby Advisory Board (CRAB) along with the Chairman of the SRC meaning a strong voice for referees through to the QRU at Board level. We also have representation on the President's committee, Sub Districts and Premier Committees as well as the BJRU and QJRU at Board level. Refereeing is now viewed as an integral part of the planning and operational requirements of the rugby community and not just as a perceived afterthought

- State Referee Committee

Last year, I outlined in my report what the role of the SRC and how this operated in a complementary fashion to QRRA operations. Its function is to oversee the development of referees throughout the State as well as appointing to Premier and Representative fixtures. With our Association having the largest number of members and higher standard of rugby in Brisbane, we are over represented in the squads compared to other Associations. This year has seen the relationship with this committee become further entrenched. Perhaps this can be best illustrated through fitness training and testing. Members are broken into specific training and testing groups based purely on their fitness levels, regardless of whether squad membership, with the SRC running the sprint elements and QRRA the beep test. In the coming year, we will continue to work closely with this committee and in 2009, we will look to leverage development and education requirements, particularly if ELVs are to be rolled out. Should this occur, a joint hosted state referee's conference will be conducted prior to the start of next season.

- Schools

As indicated earlier in this report, the rollout of the school based accreditation program was a major initiative which has further cemented the relationships and enhanced our reputation with these groups with an unexpected by-product of much reduced level of complaints. One further initiative that also assisted was the Appointment Board's policy of neutrality in the senior grades. The feedback from the School Associations was that this removed grounds for complaints by eliminating any ill founded perceptions. The cooperation of the Gold Coast and Darling Downs Associations was much appreciated.

- Other Referee Associations

It is well known that the referee association within our state all operate independently, but our near neighbours not only look to QRRA (Brisbane) for leadership and guidance (eg camp attendance), they also realise that our Association can provide a higher standard of rugby. We are co-operating with these Associations to enable their developing referees to access games in Brisbane whilst retaining local membership.

The QJRU state championships provided opportunities for junior country referees to be exposed to higher levels of playing and refereeing. A visit by the evening's test match referees enhanced the experience. This along with the annual internal exchange program has enhanced the relationship with these Associations.

- Visiting Referees

Queensland refereeing continued to enjoy strong reputations around the world with this being built further in 2008 by providing fellowship to the visiting referees for Test and Super 14 Matches in Brisbane.

The successes and achievements of this season are again highlighted with further test match and Super 14 appointments for Paul Marks. Geoff Acton was again appointed to Touch Judge and

TMO duties in Super 14 along with Steve Leszczynski as a TMO and Simon Moore as a TJ at this level. Our senior referees have not forgotten their roots and have shown great leadership within the Association for which I am extremely grateful. Other highlights include:

- Representative appointments for John Christophersen, Andrew Coorey Paul Haydock, Stephen Hill, Craig Hills, Lucas Hogarth, Jason Lees, Cameron Stanfield, Paul Twomey
- Championships for Paul Haydock, Stephen Hill and Andrew Cole (Schools Div 1), Neill McCann (Schools Div 2), John Christophersen, Andrew Coorey, Matt O'Brien, Paul Marks and Terry O'Connor (Under 16) and Geoff Pegg and Geoff Acton (Women's).
- Premier Grade debuts for Paul Haydock, Jason Lees and Darren Rees
- Representative coaching and assessment appointments for Ian Scotney, Andrew Cole, Scott Young, Geoff Pegg, Terry O'Connor, Greg Hinton and Peter Gofton
- Tom Ryan as Referee Liaison Officer for Test Matches, Super 14 and ARC matches.
- All semi and grand finals referees on your appointment and for setting high standards throughout the finals, making the job of selection difficult for our referee coaches.

Referee coaching continues to be an enigma for the Association. We have seen a great number of members complete their coaching accreditation and remuneration levels for coaches is more generous as for refereeing, but there is a reluctance to commit to doing it. We have removed some extraneous tasks such as accreditation. The number of coaches is as high as ever but it is the same coaches who continue to put in. There is no doubt that referee coaching got off the wrong foot at the start of the year with the coaching philosophy poorly articulated – the lesson has been learned but we also need to have our members with coaching accreditation to commit to this – even one report per month will increase our reach.

Our Association cannot function without the efforts of many volunteers and their families. I would like to thank the following for their dedicated efforts in 2008:

- The Appointments Board – Barry Leask, Brian O'Donnell, Peter Backstrom and Greg Cuthbert - thank you for dedicated service on this thankless task – the most visible of the Association. This group has forged close ties with the SRC particularly, Geoff Pegg, to ensure that appointments were completed in a timely and transparent manner.
- Geoff Gardiner, Greg Cuthbert, Mark Hogan, Peter Backstrom and Chris Newton for representing the Association at judicial hearings and appeals.
- Peter Gofton, Paul Evans, Greg Cuthbert and Coaching team including Michael Petrie, who now has completed testing on the new start of the art DVD camera – thank you for the assistance provided to our members.
- Michael Wallace, for the sterling work in managing the referee's room and gear.
- Our Executive Officer, Paul Heath has been a tireless worker for the Association – his contribution cannot be understated.

I again have been very privileged to work with a dedicated and loyal Management Committee this year who all deserve your thanks and praise. John Christophersen took responsibility for new members and organising the Camp, Rodd Brockett for organising meeting nights including catering, Rob McAfee for his stewardship of the interchange program and organising our kit, Paul Daly for taking on the arrangements for the Stuart Tasker Memorial Annual Dinner and Dan Sheahan, whose financial expertise and advice is much appreciated as is the astute and sage advice from Mark Hogan. Barry Leask is an unwavering loyal deputy, who I am indebted to him for his steadfast support and genuine mateship. Thank you John, Rob and Paul for your contribution to the management committee – you will be missed in 2009.

Finally, thank you to all our members for your support, camaraderie and friendship that you have provided this year. It has been a real privilege to lead this Association

Yours in Rugby

Neill McCann

President, Queensland Rugby Referees Association (Brisbane) Inc.

Statement of Financial Accounts
Period Ending 30 June 2008

Statement by Members of the Management Committee.

In the opinion of the Management Committee, the accompanying Financial Statements:

1. Present fairly the financial position of the Queensland Rugby Referees Association (Brisbane) Inc as at 30 June 2008 and the results of the Association for the period ended on that date.
2. At the date of this statement there are reasonable grounds to believe that Queensland Rugby Referees Association (Brisbane) Inc will be able to pay its debts as and when they fall due.

This statement is made in accordance with the resolution of the committee and is signed for and on behalf of the committee by:



Neill McCann
President



Dan Sheahan
Treasurer

Dated this 10th Day of October 2008

Dated this 10th Day of October 2008

Statement of Income and Expenditure.

	Note	30 June 2008	30 June 2007 \$
INCOME			
Administration Grants	2	29,090	25,346
Annual Dinner		3,658	4,405
GST Collected		1,229	
Interest	3	6,943	5,273
Referee Development	6	1,080	3,195
Refereeing Services	7	147,091	68,402
Sponsorship and Donations	8	30,558	32,564
Subscriptions	9	23,554	16,009
Total Income		243,203	155,194
EXPENDITURE			
Administration	2	28,557	20,663
Annual Dinner		11,234	11,755
Bank Fees and Charges		72	61
Corporate Box – Suncorp	4	3,342	1,928
Functions	4	2,839	7,501
GST Paid			6,049
Insurance Premiums		1,449	1,397
Interchange Expenses	5	5,638	6,311
Office Equipment & Stationery		3,689	3,742
Postage		384	1,073
Referee Development	6	16,928	10,314
Referee Expenses	7	104,630	89,196
Telephone		3,578	2,558
Training and Fitness		5,580	4,798
Trophies and Gifts	10	5,043	5,564
Uniform and Apparel Expenses	11	45,407	2,455
Total Expenditure		238,370	175,365
OPERATING INCOME (LOSS)		4,833	(20,171)
NET INCOME (LOSS)		4,833	(20,171)

Balance Sheet

	Note	30 June 2008	30 June 2007
MEMBERS' FUNDS			\$
Accumulated Funds – 1 July		132,497	153,092
Net Income(Loss)		4,833	(20,171)
Adjustment in Retained Earnings			(424)
Total Members Funds		137,330	132,497
<i>Represented By:</i>			
Assets			
BoQ Cheque Account	12	25,525	41,101
BoQ Cash Management Account	12		91,396
BoQ Websaver Account	12	111,805	
Total Assets		137,330	132,497

Statement of Cash Flows

	30 June 2008	30 June 2007
	\$	\$
Operating Activities		
Cash Income from Customers	241,974	155,194
Cash Payments to Customers	(238,370)	(169,740)
Net Movement in Operating Funds	3,604	(14,546)
GST Activities		
GST Collected on Receipts	23,489	21,472
GST on Payments	(10,650)	(19,438)
GST (Payments)/Refunds	(11,610)	(8,083)
Net Movement in GST Activities	1,229	(6,049)
Net Movement in Cash – Increase/(Decrease)	4,833	(20,595)
Cash Balances held - 1 July		
BoQ Cheque Account	41,101	36,969
BoQ Cash Management Account	91,396	116,123
Cash Balances held – 30 June	137,330	132,497
Represented by:		
BoQ Cheque Account	25,525	41,101
BoQ Cash Management Account		91,396
BoQ Websaver Account	111,805	
Total	137,330	132,497

Notes to and forming part of the Accounts

1. Summary of Significant Accounting Policies

These financial statements are a special purpose financial report prepared in order to provide accounts which satisfy the requirements of the Associations Incorporation Act (Qld) 1981. The management committee has determined that the Association is a non-reporting entity and therefore there is no requirement to apply accounting standards and other mandatory professional reporting requirements in the preparation and presentation of these statements.

The statements have been prepared in accordance with the requirements of the Associations Incorporation Act (Qld) 1981. The statements are prepared on a cash basis, whereby items are brought to account as money is paid or received, from the records of the association. These are based on historical costs and do not take into account changing money values or, except where as specifically stated, current valuation of non-current assets.

The accounting policies have been consistently applied, unless otherwise stated. The following is a summary of significant accounting policies adopted by the Queensland Rugby Referees Association (Brisbane) Incorporated in the preparation of the financial statements.

(a) Taxation

As of 1 July 2000, the association was registered with the ATO for GST purposes. It is a non-profit organisation that has voluntarily nominated for GST.

No provision has been made for income tax as the association is exempt from income tax under the provisions of section 23(g) of the Income Tax Assessment Act.

The Association was and still is not required to have a Tax File Number.

The Association collects and pays GST quarterly. A Business Activity Statement (BAS) is submitted to the ATO on a quarterly basis as required by the taxation legislation.

(b) Stock on Hand

All bar stock and referee's apparel are expensed in the year of purchase.

(c) Equipment

All equipment purchases are expensed in the year of purchase.

For control purposes such items have been listed on the register of non-current assets/chattels.

(d) Events subsequent to Balance Date

Significant items of income and expenditure subsequent to balance date but prior to AGM are noted in Note 13.

Notes to and forming part of the Accounts (cont'd)

	2008	2007	
	\$	\$	Comments
2. Administration			
Grants	29,090	25,346	Grant from BJRU \$9k (2007 Season) – received 2008.
Expenditure by QRRRA	<u>(28,557)</u>	<u>(20,663)</u>	Grant from QRU \$20k (2008 Season).
	533	4,683	
3. Interest			
BoQ Cash Management Account	1,805	5,273	
BoQ Websaver Account	<u>5,138</u>		
	6,943	5,273	
4. Functions			
Corporate Box – Suncorp	3,342	1,928	QRU provided Corporate Box for all affiliates with no hire cost. This was utilised for sponsors and volunteers.
Cost of functions	<u>2,839</u>	<u>7,168</u>	AGM, Sponsors Dinner, Life Member Lunch and entertainment of visiting Test and Super 14 referees.
Net cost	6,181	9,096	
5. Interchange Expenses			
<i>Outward</i>	4,798	6,000	Various members officiating matches in Darwin, Dubai, New Zealand and Intrastate. Expenses include accommodation, flights and meal allowances.
<i>Inward</i>	<u>2,840</u>	<u>1,675</u>	Intrastate expenses including accommodation, meals, transport and test tickets.
Total Interchange Expenses	7,638	7,675	
Less: Contributions by SRC	<u>(2,000)</u>	<u>(1,364)</u>	
Net Cost	5,638	6,311	
6. Referee Development			
<i>Referee Coaching and Development</i>			
Coaching Database			
Maintenance	420	382	RRIMS.
Coaches & Referee Meetings	1,221	1,559	Food costs met privately in 2008.
Law Books		682	
Training Aids	7,545		Sony Camcorder & Accessories.
Videos & Supplies	<u>518</u>	<u>568</u>	
	9,704	3,191	

Notes to and forming part of the Accounts (cont'd)

	2008	2007	Comments
	\$	\$	
<i>Referee Development Activities</i>			
Camp	7,224	7,123	Tallebudgera Recreation Centre
Less: Payments by Members	(1,080)	(3,195)	Nominal Fee of \$20 per attendee.
Net Cost	15,848	7,119	
7. Refereeing Services			
<i>2008 Season</i>			
QRU			Received \$61,690 – Sept/Oct 2008
QJRU			Received \$8,200 – July 2008
BJRU			Received \$36,020 – October 2008
GPS			Received \$14,850 – July 2008
AIC			Received \$13,200 – July 2008
TAS	14,025		
Southern Skies			Received \$1,700 – August 2008
Other	900		
	14,925		
<i>2007 Season</i>			
QRU	50,918		
QJRU	7,000		
BJRU	33,520		
GPS	14,000		
AIC	12,000		
TAS	12,000		
Southern Skies	1,700		
Other	1,028	240	
	132,166	240	
<i>2006 Season</i>			
QRU		21,281	
BJRU		32,381	
GPS		13,000	
AIC			
TAS			
Southern Skies		1,500	
		68,162	
	147,091	68,402	
<i>Less: Remuneration paid to Referees</i>			
2007 Season	(104,630)		
2006 Season		(89,196)	

Notes to and forming part of the Accounts (cont'd)

	2008 \$	2007 \$	Comments
	(104,630)	(89,196)	
	42,461	(20,794)	
8. Sponsorships			
Bluescope Steel	2,000		TJ Flag Sponsorship.
Centenary Mazda		5,364	
Coopers Plains Dental Surgery	3,000	2,200	
Genworth Financial	10,000		2007 Sponsorship received 2008.
QRU Club	12,500	25,000	Reduction in support due to change in trading conditions.
Other	3,058		Training Uniforms & Cap Sponsorship.
	30,558	32,564	
9. Subscriptions			
General Membership	19,736	13,754	43% increase in subscriptions captured by new method of receiving payment from prior year match payments.
Associate Members - BJRU	3,818	2,255	BJRU Referees for Saturday junior games.
	23,554	16,009	
10. Trophies and Gifts			
Annual Awards	4,633	3,092	
Life Member Medals		2,472	
Gifts, Flowers	410		
	5,043	5,564	
11. Uniform and Apparel Expenses			
Refereeing Kit and Apparel	41,489		ISC – Polo Shirts, Referee Strips, Socks, Training Uniforms & QRRA Ties.
Ancillary Equipment	3,918	2,455	Cards & TJ Flags.
	45,407	2,455	
12. Bank Reconciliation			
Balance as per Cash Book	137,330	132,497	
<i>Balance at Bank</i>			
BoQ Cheque Account	25,525	91,396	
BoQ Cash Management Account		45,092	
BoQ Websaver Account	111,805		
	137,330	136,488	

Notes to and forming part of the Accounts (cont'd)

	2008	2007	
	\$	\$	
Less: Outstanding Cheques		(4,091)	
Add: Deposits not credited		100	
As per above	<u>137,330</u>	<u>132,497</u>	

13. Significant Amounts received or paid post balance date

Income

Grants – BJRU	10,000	August	2008 Season
Referee Services – Seniors	61,690	August	2008 Season
Referee Services – Juniors	36,020	October	2008 Season
Subscriptions	17,000	October	Deducted from 2008 remuneration
Total	<u>124,710</u>		

Expenditure

Referee Services	110,000	October	2008 Season
Annual Dinner and Trophies	10,500	October	2008 Season
Interchange	7,000	October	2008 Season
Total	<u>127,500</u>		

Approx Bank Balances as at October

BoQ Cheque Account	50,000	
BoQ Websaver Account	120,000	
Total	<u>170,000</u>	

Offices

Ayr
Brisbane
Cairns
Home Hill
Innisfail
Townsville
Tully

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF QUEENSLAND RUGBY REFEREES ASSOCIATION (BRISBANE) INC.

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Queensland Rugby Referees Association (Brisbane) Inc., which comprises the balance sheet as at 30 June 2008, and the income statement, a summary of significant accounting policies, other explanatory notes and the statement by the Association's Committee of Management.

Committee of Management's Responsibility for the Financial Report

The Association's Committee of Management is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act 1981 (Queensland) and are appropriate to meet the needs of the members. The committee's responsibility also includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act 1981 (Queensland). We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

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MOORE STEPHENS


Qualification

As is common for organisations of this type, it is not practicable for Queensland Rugby Referees Association (Brisbane) Inc. to maintain an effective system of internal control over income and expenditure until the initial entry into the accounting records. Accordingly, our audit in relation to receipts and payments, other than interest income, was limited to amounts recorded.

Qualified Auditor's Opinion

In our opinion, except for the effects of such adjustments, if any, as might have been necessary had the limitation discussed in the qualification paragraph not existed, the financial report presents fairly in accordance with the accounting policies described in Note 1 to the financial statements, the financial position of the Queensland Rugby Referees Association (Brisbane) Inc. as at 30 June 2008 and the results of its operations for the year then ended.


MOORE STEPHENS
Chartered Accountants


M J McDonald
Director
Brisbane

Date: 10 October 2008

Appointments Board Report 2008

ORRA (BRISBANE) Inc

In 2008 the Association appointed and provided referees to 3,197 games, including 1,280 in the QRU Grade Competition, 1,370 in the Brisbane Junior Rugby Union Competition and 533 in the GPS, AIC and TAS Competitions as well as a number of requested games. 248 members of the Association were appointed to games this year with visiting referees completing the remaining games.

The Appointments Board, which comprised Brian O'Donnell, Peter Backstrom, Greg Cuthbert and myself, thanks all members who accepted appointments this season, particularly those who assisted at short notice to fill vacancies due to withdrawals by other member after the release of appointments. The support provided by our members' families is also very much appreciated.

Further, I would like to express my personal appreciation and gratitude to Brian, Peter and Greg, for their efforts in fulfilling the week to week appointment commitments this season. From previous experience, I can attest to the onerous and often thankless tasks these gentlemen carried out on a daily basis. On behalf of the Association, I thank you.

I should make special mention of Paul Heath, the Association's Executive Officer, who has done an exemplary job this year, especially attending to those tasks that stand the Association and its members in good stead, such as accreditation, availability and liaison with stakeholders. Thank you, Paul.

The assistance of Geoff Pegg and Ian Scotney (State Referee Committee), Michael Backstrom and Simon Taylor (QRU), and Kim Schuck and Karen Greedy (BJRU), as well as the rugby co-ordinators from the GPS, AIC and TAS competitions, was also greatly appreciated. Without their co-operation and professional expertise, the Board would not have been able to perform its duties to the same extent.

Again this season the Board continued with its objective to appoint members to a level of game that matched their ability. This permitted the Association to provide referees to matches closer to their comfort zone and the abilities of the teams involved. As a result there were very few formal complaints received this year regarding referee performances and I hope that members attained great satisfaction from carrying out their appointments.

Following on from my comments in last year's report, regarding behaviours that disturb me, both as chairman of this Board and as a member of the Management Committee of the Association, I must this year comment on 'self serving' members, particularly those who limit their availability to such an extent, it is virtually impossible to find appropriate games to which to appoint them – this has a downstream impact on other members.

Luckily, there are only a few in this Association who behave in this manner. However they distract our focus in providing a uniformed service to all stakeholders and members, either by their continual dissatisfaction with their appointments or other agendas that they wish to foist on the Association to the detriment of the vast majority of members.

When you join an Association such as ours, it is as a group in support of each other and the game of rugby in our chosen leisure activity – refereeing. That should be the overriding objective of all members. Sometimes, this may mean acting to your own detriment by fulfilling appointments not quite of your choosing as a service to your fellow members – this applies regardless of your standing as a member. Sadly on a few occasions in the last two years I became aware of personal agendas infiltrating situations. This should not happen. It is disappointing to have to raise such a circumstance, however for the 99% of good, faithful members, I have. Please heed this comment and bring your best intentions to any issue.

As this is my last report as Chairman of the Appointments Board, I would like to take the opportunity to record my appreciation of the efforts of the last two Presidents of this Association – Mark Logan and Neill McCann.

As a member of the Association for 37 years, I have known all its Presidents during that time and am aware of the varying degrees of leadership and vision that they have provided to us as members. In that context, I can assure you that Mark and Neill have exhibited these attributes to the highest level during their four years in the position.

Through their astute business acumen, we are now in a very sound financial and strategic situation, which provides a base to formulate and implement programmes for the benefit of all members. They have both approached any difficulties that the Association has faced with insight, wisdom and professionalism, as well as consulted widely and judiciously. Importantly, another attribute that they both possess and have never lost, even in the most trying of times, is their sense of humour.

Mark and Neill should both be very proud of the progress made by this Association in the eyes of its members, sponsors and stakeholders during the last 4 years. Well done, fellas.

Finally, I would like to thank all those members who have supported me and each other during my most recent two year term as Chair of the Board. I hope you have found it to be as positive and enjoyable an experience as I have. Most importantly, I enjoyed the camaraderie between the members, whatever their age and ability, while seeing them attain satisfaction from their appointments.

I hope you all have a relaxing break over the short off season and return revitalised in 2009.

Barry Leask
Chairman, Appointments Board

Awards 2008.

Richard Andrews Memorial Award	Best First Year Referee	Matthew O'Brien
Cec Menzies Shield	Most Improved Junior Referee	Duncan Male
Richard Bendeich Trophy	Referee for Highest Junior Grade Grand Final	Michelle Colgrave
Murray McNae Award	Most Improved Referee across the Association	Luke Moloney
Don Duffell and Phil Jones Award	Contribution to Referee Coaching	Geoff Pegg
Paddy O'Brien Award	Clubman of the Year	Greg Cuthbert
QRU Premier Rugby Referee Award	Outstanding Premier Grade Referee	Geoff Acton

Match Milestones.

100 Matches	Darren Ashby, Hayden Johnson, Ross Landsberg, Andrew Macintosh, Steve Meiring
200 Matches	Michael Agnew, Ray Betson, Brian Fleming, Rex Martin, Rob McAfee, Simon Moore, Mark Pedofsky, Leon Stainlay, Cameron Stanfield, Shane Sullivan, Paul Twomey, Rob Walker.
300 Matches	Geoff Acton, Bruce Higginson, Neill McCann, Tom McIntosh, Steve Williamson
400 Matches	John de Lacoutre

Service Milestones

10 Years:	Peter Backstrom, Paul Evans, Brian Fleming, Mark Gooch, Bruce Higginson, Duncan Jacobs, Neill McCann, Franz Nohreiter, Michael Wallace, Carolyn Warren, Steve Williamson
20 Years:	Cole Barrett, Rodd Brockett, Greg Hinton.
30 Years:	Mike Abell

Australian – Provincial and International Representative Appointments 2008

Match Official	Appointment	Match	Fixture
Geoff Acton	Touch Judge	QR Reds v Highlanders,	RS 14
	Reserve Referee	ACT A v N.S.W. A	Provincial
	Reserve Referee	Chiefs v Cheetahs	RS 14
	Referee	Qld A v ACT A	Provincial
	T.M.O.	Brumbies v Highlanders	RS14
	T.M.O.	QR Reds v Bulls	RS 14
	Assistant Referee	Western Force v Stormers	RS 14
	T.M.O.	Waratahs v Blues	RS 14
	Reserve Referee	Bulls v Hurricanes	RS 14
	Reserve Referee	Bulls v Highlanders	RS 14
	Reserve Referee	QR Reds v Blues	RS 14
	T.M.O.	Western Force v Brumbies	RS 14
	T.M.O.	Crusaders v Hurricanes	RS 14
	Reserve Referee	NZ Maoris v Tonga	Pacific 6 Nations
	Number 4	Australia v Ireland	International
	Number 4	Australia A v Fiji	Pacific 6 Nations
Number 4	Australia v France	International	
Referee Manager	National Womens	ARU Championships	
T.M.O.	New Zealand v Samoa	International	
John Christophersen	Number 4	Qld A v ACT A	Provincial
	Number 5	QR Reds v Western Force	RS 14
	Number 4	Australia Schools v Fiji Schools	Schoolboy International
	Referee	National Under 16	ARU Championships
Andrew Cole	Performance Reviewer	QR Reds v Auckland Blues	RS 14 Trial
	Performance Reviewer	QR Reds v Highlanders	RS 14
	Performance Reviewer	Brumbies v QR Reds	RS 14
	Performance Reviewer	QR Reds v Stormers	RS 14
	Performance Reviewer	QR Reds v Bulls	RS 14
	Performance Reviewer	Waratahs v Blues	RS 14
	Performance Reviewer	Western Force v Chiefs	RS 14
	Performance Reviewer	QR Reds v Crusaders	RS 14
	Performance Reviewer	QR Reds v Waratahs	RS 14
	Performance Reviewer	Australia v Ireland	International
	Performance Reviewer	Australia v France	International
	Referee Coach	National Schools Division 1	ARU Championships
Performance Reviewer	Australia v New Zealand	Tri Nations	
Andrew Coorey	Number 5	QR Reds v Auckland Blues	RS 14 Trial
	Number 5	QR Reds v Bulls	RS 14
	Number 5	QR Reds v Crusaders	RS 14
	Number 5	Australia Schools v Fiji Schools	Schoolboy International
	Referee	National Under 16	ARU Championships
Peter Gofton	Performance Reviewer	Qld Country v Melbourne	ARS
	Referee Coach Assessor	Townsville v Gold Coast	Qld Country Championships
	Referee Coach Assessor	Cairns v Sunshine Coast	Qld Country Championships
Paul Haydock	IRB Sevens	Adelaide	Sevens
	Number 4	QR Reds v Western Force	RS 14
	Referee	National Schools Division 1	ARU Championships
	Referee	Australia A Schools v Fiji Schools	Schoolboy International
	Assistant Referee	Australia Schools v Fiji Schools	Schoolboy International
	Referee	Cairns v Townsville	Qld Country Championships
Number 4	QR Reds v Blues	RS 14	
Paul Heath	Assistant Coach	Gold Coast v Cairns	Qld Country Championships
	Assistant Coach	Gold Coast v Sunshine Coast	Qld Country Championships

Match Official	Appointment	Match	Fixture
Stephen Hill	Assistant Referee	QR Reds v Auckland Blues	RS 14 Trial
	Number 5	QR Reds v Highlanders	RS 14
	Number 4	QR Reds v Stormers	RS 14
	Number 4	QR Reds v Bulls	RS 14
	Assistant Referee	QR Reds v Blues	RS 14
	Number 5	QR Reds v Waratahs	RS 14
	Referee	Qld Country v Adelaide	ARS
	Referee	National Schools Division 1	ARU Championships
	Referee	Japan Top League	Japan League
Craig Hills	Number 4	QR Reds v Auckland Blues	RS 14 Trial
	Number 5	QR Reds v Stormers	RS 14
	Number 4	QR Reds v Bulls	RS 14
	Referee	Qld Country v Melbourne	ARS
	Number 4	QR Reds v Crusaders	RS 14
	Number 4	Queensland XV v Barbarians	Invitation
Greg Hinton	Performance Reviewer	Qld Country v Adelaide	ARS
Lucas Hogarth	Referee	Gold Coast v Cairns	Qld Country Championships
	Referee	Sunshine Coast v Rockhampton	Qld Country Championships
Jason Lees	Referee	Darwin Sevens	Invitation Sevens
	Referee	Mackay v Rockhampton	Qld Country Championships
Steve Lezczynski	T.M.O.	QR Reds v Highlanders	RS 14
	Reserve Referee	ACT A v Qld A	Provincial
	T.M.O.	QR Reds v Stormers	RS 14
	T.M.O.	Western Force v Stormers	RS 14
	T.M.O.	Brumbies v Hurricanes	RS 14
	T.M.O.	Western Force v Bulls	RS 14
	T.M.O.	Waratahs v Lions	RS 14
	T.M.O.	Brumbies v Lions	RS 14
	T.M.O.	QR Reds v Blues	RS 14
	T.M.O.	QR Reds v Crusaders	RS 14
	T.M.O.	Australia A v Fiji	Pacific 6 Nations
	Assistant Referee	Queensland XV v Barbarians	Invitation
Paul Marks	Referee	QR Reds v Auckland Blues	RS 14 Trial
	Referee	ACT A v N.S.W. A	Provincial
	Referee	Chiefs v Cheetahs	RS 14
	Referee	Crusaders v Cheetahs	RS 14
	Referee	Blues v Stormers	RS 14
	Referee	Hurricanes v Sharks	RS 14
	Reserve Referee	Western Force v Waratahs	RS 14
	Referee	Bulls v Highlanders	RS 14
	Reserve Referee	Cheetahs v Hurricanes	RS 14
	Referee	Cheetahs v Highlanders	RS 14
	Reserve Referee	Western Force v Brumbies	RS 14
	Assistant Referee	Crusaders v Hurricanes	RS 14
	Referee	NZ Maoris v Tonga	Pacific 6 Nations
	Assistant Referee	New Zealand v England	International
	Assistant Referee	Argentina v Italy	International
	Reserve Referee	New Zealand v South Africa	Tri Nations
	Assistant Referee	New Zealand v South Africa	Tri Nations
	Assistant Referee	New Zealand v Samoa	International
	Number 4	Australia v New Zealand	Tri Nations
Referee	Japan Top League	Japan League	
Neill McCann	Referee Coach	National Schools Division 2	ARU Championships

Match Official	Appointment	Match	Fixture
Simon Moore	Reserve Referee Number 4 Assistant Referee Reserve Referee IRB Sevens Assistant Referee Referee Assistant Referee Number 4 Assistant Referee Reserve Referee Reserve Referee Number 5 Number 5 Referee	QR Reds v Auckland Blues QR Reds v Highlanders QR Reds v Stormers Qld A v ACT A Adelaide QR Reds v Western Force Sanix Schools Japan QR Reds v Crusaders QR Reds v Waratahs Australia A v Fiji Queensland XV v Barbarians Australia Schools v Fiji Schools Australia v France Australia v New Zealand Cobra Tens	RS 14 Trial RS 14 RS 14 Provincial Sevens RS 14 Invitation RS 14 RS 14 Pacific 6 Nations Invitation Schoolboy International International Tri Nations Malayasia
Terry O'Connor	Performance Reviewer Referee Coach Referee Coach Assessor Referee Coach Assessor	Darwin v Adelaide National Under 16 Townsville v Gold Coast Rockhampton v Mackay	ARS ARU Championships Qld Country Championships Qld Country Championships
Geoff Pegg	Performance Reviewer Performance Reviewer Referee Coach Referee Coach Assessor Referee Coach Assessor Referee Coach Assessor	Darwin v Qld Country Adelaide v NSW Country National Womens Townsville v Gold Coast Townsville v Mackay Mackay v Cairns	RS 14 ARS ARU Championships Qld Country Championships Qld Country Championships Qld Country Championships
Tom Ryan	Liaison Officer	Visiting Match Officials	Rugby Super 14 and International Events
Ian Scotney	Performance Auditor Performance Auditor Performance Auditor	Stormers v Bulls Cheetahs v Western Force Brumbies v Hurricanes	RS 14 RS 14 RS 14
Dan Sheehan	Referee	Darwin Sevens	Invitation
Cameron Stanfield	Number 5	Qld A v ACT A	Provincial
Paul Twomey	Assistant Referee Referee Number 5	Qld A v ACT A Adelaide v NSW Country Queensland XV v Barbarians	Provincial ARS Invitation
Scott Young	Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer Performance Reviewer	Brumbies v Highlanders Qld A v ACT A Brumbies v Cheetahs Waratahs v Lions Waratahs v Sharks Cheetahs v Hurricanes QR Reds v Blues Western Force v Brumbies Fiji v Samoa Australia A v Fiji Queensland XV v Barbarians Australia Schools v Fiji Schools	RS 14 Provincial RS 14 RS 14 RS 14 RS 14 RS 14 RS 14 Pacific 6 Nations Pacific 6 Nations Invitation Schoolboy International

Grand Final Referee Appointments 2008

Premier Grade	Paul Marks
First Grade	Simon Moore
Second Grade	Rob Walker
Third Grade	Andrew Coorey
Fourth Grade	Simon Scoble
Premier Colts	Paul Haydock
Colts 1	Luke Moloney
Colts 2	Cameron Stanfield
Barber Cup	Warren Ford
Pegg Cup	Mark Hogan
Scotney Cup	Teokotai Tou
Graham Wyatt Cup	Mark Pedofsky
Normanby Cup	Stephen Williamson
Women	Andrew Macintosh
Under 17 Division 1 (end of season)	Martin Gofton
Under 17 Division 2 (end of season)	Laurie Monaghan
Under 16 Division 1 (end of season)	Jason Doig
Under 16 Division 2 (end of season)	Michael Wallace
Under 16 Division 3 (end of season)	Bryce Titcume
Under 16 Division 1 (mid season)	Duncan Jacobs
Under 16 Division 2 (mid season)	Andrew Twist
Under 17 Division 1 (early season)	Warren Ford
Under 16 Division 1 (early season)	Duncan Jacobs
Under 16 Division 2 (early season)	Cameron Stanfield
Under 16 Division 3 (early season)	Grant Depina
Under 15 Division 1	Michelle Colgrave
Under 15 Division 2	Robert Harvey
Under 15 Division 3	Edward Langenhoeven
Under 14 Division 1	Hayden Johnson
Under 14 Division 2	Ian Foster
Under 14 Division 3	Ben Perry
Under 14 Division 4	Duncan Male
Under 13 Division 1	Rod O'Callaghan
Under 13 Division 2	Adam Chater
Under 13 Division 3	Guy Valentine
Under 13 Division 4	Tom McIntosh

Referee Match Statistics

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008	
Mike	Abell	1979																		10	12	22	1055	1077	
Geoff	Acton	1994	12																1	2		15	293	308	
Michael	Agnew	1994				2			3	2											1	8	198	206	
Alan	Alpin	2008																	1		6	7	0	7	
Darren	Ashby	2004												4							12	16	84	100	
Peter	Backstrom	1998			1	1			1		1	2									5	6	17	240	257
Andrew	Baker	2003																			4	4	133	137	
Tony	Baker	2005																			17	17	54	71	
Richard	Bamford	2008																			5	5	0	5	
Joel	Banks	2008																			4	4	0	4	
Cole	Barrett	1988				1														2	7	13	23	570	593
Paul	Bawden	2008																			1	1	0	1	
Brooke	Baxter	2008				4	3							1		2	1			2		13	0	13	
Peter	Bell	2008			1							2		1		1	1			1	6	2	15	0	15
Richard	Bendeich	1976			1	5			2			3	4		2	2					8	2	29	935	964
Ray	Betson	2002				1	2					1	3	3	2		2			3	4	9	30	172	202
Daniele	Bonanno	2008																			7	7	0	7	
David	Bowler	2001				2	1		1	1		2	1	1						3	5		17	138	155
Jayden	Bremner	2006																		2		20	22	75	97
Rodd	Brockett	1988	3	5				1												1	5		15	610	625
Peter	Buchanan(Jnr)	2008							1													5	6	0	6
Peter	Buchanan(Snr)	2008																				2	2	0	2
Paul	Burnett	1990								1	1									2	7	19	30	303	333
Andrew	Butterworth	2007				1	1		1	3		1		1						4	7	13	32	27	59
Peter	Cahill	2005																			4	11	15	12	27
Alan	Campbell	2006																		3	2	14	19	64	83

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008	
Andrew	Carmody	2003					2				1	1		3	2	2		1	1		7	20	102	122	
Justin	Carroll	2002																			2	2	9	11	
Liam	Catterson	2008																			12	12	0	12	
Gerard	Cavanagh	2006			4		1	3	1												2	3	14	87	
Adam	Chater	2007									2										3	16	21	17	38
John	Christophersen	1997		8				5											5		4	22	216	238	
Jonathon	Cichero	1997		1	3			3				3							1		5	4	20	237	257
Mario	Cinello	2008				3	2		1	2		2					1				1	8	20	0	20
Matt	Clark	1999				1																1	281	282	
Brian	Codd	2004													1				1		2	4	8	39	47
Andrew	Cole	1977																			1	1	513	514	
Michelle	Colgrave	2003			1	1				2									2		2	9	17	108	125
Andrew	Connor	1989			4			1											2		2	9	282	291	
Wayne	Cook	2006																			6	6	0	6	
Stephen	Cooper	2007																	1		2	8	11	6	17
Andrew	Coorey	2003		5	1	3		7											6		3	25	112	137	
Andrew	Cornish	2006									1										9	12	22	27	49
Brett	Cribb	2001				3	2		2						1							8	103	111	
Greg	Cuthbert	1998		4	1			2				1							5		4	3	20	220	240
Paul	Daly	2003			1	2	1		2	2			2			3		1	2		5	9	30	154	184
Michael	Darcy	2000			2	1		5											4		4	1	17	130	147
James	Davis	2008																			17	17	0	17	
Juan	de Jager	2008				3	2			1		3	1	2	1			3	2		7	1	26	0	26
John	de Lacoutre	1982				4	2				1		1	2				3			1	14	389	403	
Grant	Depina	2007				2	3					2		2			2				1	7	19	16	35
Phil	Dobson	2007																			1	1	0	1	

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008		
Jason	Doig	2004				2			4	2									4	2	14	28	44	72		
Brian	Dooley	2008																			3	3	0	3		
Fred	du Plessis	2008																			7	7	0	7		
Jason	Edwards	2006			1								5			1					1	1	9	17	26	
Craig	English	2008					1					1		1							1	4	8	0	8	
Ian	Evans	2006																			7	15	22	54	76	
Paul	Evans	1998				4	1			1											1	1	8	308	316	
Andrew	Fielder	2008							1	1											2	1	5	0	5	
Brian	Fleming	1998			3							3	3		1		3		3			5	21	188	209	
Warren	Ford	2001			5							8							3		3	7	26	217	243	
Ian	Foster	2004																				17	17	33	50	
Dan	Fox	1989																				4		4	53	57
Geoff	Gardiner	1984																				1	1	354	355	
Andrew	Gillies	2002			1	1		1	1			1		1					4		1	3	14	138	152	
Ian	Gilmore	2006																			8	13	21	50	71	
Martin	Gofton	2004				1	1		7	2									8		6	10	35	134	169	
Peter	Gofton	1993										1	4		2	2							9	727	736	
Mark	Gooch	1999			2			8											1		4		15	167	182	
Kurt	Groenveld	2007																	1		3	12	16	11	27	
Rod	Harrison	2006					1			3		1			1			1	1		3		11	20	31	
Nick	Hartley	2006			1	2			2	1		1	1	1	1	1			2		1	10	24	56	80	
Rob	Harvey	2002					1		1										1			9	13	226	239	
Paul	Haydock	2001	5	4				4											3		4	1	21	225	246	
Kerran	Heath	2007				3	3					2	1	2			1		1		1	14	28	25	53	
Ben	Henry	2006			1	4			4	2									9		2	2	24	60	84	
Paul	Henwood	2006																				13	13	33	46	

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008
Bruce	Higginson	1999					1		1			3		1			1		1	4	7	19	288	307
Stephen	Hill	2007	6	1				2											3	1		13	13	26
Craig	Hills	2002	14	2																1		17	145	162
Mark	Hogan	1993			8					1		1				1	2		3	6	3	25	330	355
Lucas	Hogarth	2000		3	2	1		5											2	1	1	15	56	71
Josh	Holmes	2007																	1	1	9	11	14	25
Roy	Hopper	1995																		7	13	20	29	49
Sam	Houston	2004				1			2	1									1	1		6	56	62
Greg	Howard	2006				2	3						2	1				2	3		3	16	34	50
Doug	Hutchings(Dc'd)	1993																			2	2	290	292
Duncan	Jacobs	1999				3					1	1					1		4	8	14	32	210	242
Lance	Jenkins	2007			2	1	1		2	2		2	1						1	2	3	17	19	36
Lloyd	Jensen	2008								1	2			1						4	6	14	0	14
Lloyd	Jensen	2008								1	2			1						4	6	14	0	14
Hayden	Johnson	2006																	4	3	15	22	87	109
Richard	Johnson	2008																					0	0
Wayne	Kelly	2001																	3	2	2	7	0	7
Jamie	Kernot	2008																	1	2		3	0	3
Shane	King	2008																			4	4	0	4
Declan	Kluver	2006																			20	20	0	20
Kolio	Kolio	2005				1	2			1			1				1	1	1			8	36	44
Peter	Krause	2005																	1		14	15	42	57
Ross	Landsberg	2001					1			1	1									6	18	27	99	126
Eddie	Langenhoven	2008								3										6	9	18	0	18
Neil	Lavery	2005									1	2		2				1		6	4	16	36	52
Barry	Leask	1972																	1	2	10	13	832	845

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008
Nick	Leask	2006																			1	1	56	57
Jason	Lees	2003	2	10	1			2	1											1	4	21	72	93
Steve	Leszczynski	1996	16	1															3	2	1	23	231	254
Mark	Logan	1997				1				1									1	6	2	11	283	294
Paul	Lucas	2002																		1	4	5	39	44
Andrew	Macintosh	2005					5			1	5		1	1			1		2	9	13	38	90	128
Fraser	MacMillan	2008																			7	7	0	7
Dominic	Maher	2004			1																	1	95	96
Duncan	Male	2007																	3	9	13	25	17	42
Paul	Marks	1993	6																	1		7	311	318
Rex	Martin	2004									9								1	13	16	39	180	219
Harry	Maxwell	2008																			22	22	0	22
Dominic	Maher	2004																	1			1	95	96
Shane	May	1996		2				2														4	38	42
Rob	McAfee	2002			4			1				2				3			1	4	1	16	198	214
Neill	McCann	1999			3	1		1	2					1			2		5	7	4	26	296	322
John	McCarthy	1965																			16	16	325	341
Sean	McGuire	2000																		5		5		5
Tom	McIntosh	1995																	1	11	24	36	268	304
John	McKay	2002																			17	17	216	233
Greg	McLean	1994																	1	6	7	14	83	97
Alan	McLoughlin	2006																			14	14	27	41
Michael	McMahon	2008					1				1									2	9	13	2	15
Steve	Meiring	2002							1			2					1		2	6	1	13	99	112
Frank	Miller	2008																		1	20	21	0	21
Luke	Moloney	2004				2		3	8										4	4	4	25	129	154

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008	
Michael	Moloney	2004							1		1									1	5	8	108	116	
Laurie	Monaghan	1993																	4	9	11	24	352	376	
Simon	Moore	2000	14	2															2	1		19	185	204	
Caleb	Moynihan	2008																			2	2	0	2	
Craig	Murphy	2008																			2	2	0	2	
Gus	Musgrave	2007																	1	1	18	20	20	40	
Russell	Neville	2004					2				2											4	24	28	
Chris	Newton	1994									1								1	9	17	28	416	444	
Franz	Nohreiter	1998				2						1	1		1				2	2	1	10	279	289	
Matt	O'Brien	2008							1										2	12	12	27	0	27	
Rod	O'Callaghan	2001				1					1								3	1		14	20	15	35
Brian	O'Donnell	2001			1			7	1										1	6	1	17	248	265	
Brian	Olsen	2008																			1	1	0	1	
Liam	O'Regan	2008																			5	5	0	5	
Michael	Orgill	2002				2	2		3		1	1	2						4	2	3	20	128	148	
Lachlan	Parkinson	2004																	3	1		4	107	111	
Peter	Peachey	2001								1				1					2	10	15	29	205	234	
Mark	Pedofsky	2002			5			1	2			3			2	2	1		1	5	12	34	191	225	
Geoff	Pegg	1985																		2		2	475	477	
Ben	Perry	2008					1							1					1	7	9	19	0	19	
Rob	Pickering	2007																			16	16	23	39	
Andrew	Plumbe	2008				1	3			2				1			1					8	0	8	
Cameron	Powell	2007												1					3	2	7	13	2	15	
Hayden	Powell	2008																			5	5	0	5	
Shane	Purcell	2008																		2	2	4	0	4	
Phil	Quinn	1987			5	3	3			1		1				1						14	223	237	

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008
John	Raukette	1987																	2	13	3	18	439	457
Darren	Rees	1996	1	11	1			2											2	2		19	229	248
Will	Reynolds	2005							1		1		1	3			1			1		8	43	51
Shaun	Rigby	2008																	4	5	8	17	0	17
Paul	Ritchie	2004															1		1	1	15	18	112	130
Tom	Ryan	1994																		8	7	15	421	436
Jordon	Schuck	2008																			10	10	0	10
Simon	Scoble	1993			4		4	1											4	1		14	163	177
Mark	Shaw	2004								1								2	3	7	11	24	67	91
Dan	Sheahan	2006			6	1		4	2			1							2	2		18	56	74
Timo	Siaki	2008																			12	12	0	12
Luke	Spence	1990		11				3				1							3	1		19	230	249
Leon	Stainlay	2003				1	2		1			5	2	3	1		1		1	5	19	41	176	217
Cameron	Stanfield	2002			2			7	4	2									3	6	8	32	178	210
Mitchell	Stewart	2007																	5	4	19	28	22	50
Patrick	Sullivan	2005																	1	2	8	11	34	45
Shane	Sullivan	2001					4				1	1							4	9	16	35	169	204
Harrison	Tait	2005						2	9	1									13	3	1	29	12	41
Ina	Takairangi	2008					3					3	4	3	5	2	2		1	1		24	0	24
Damien	Tanzer	2008																	2		6	8	0	8
Brett	Taylor	2003																		3	3	6	125	131
Richard	Thiele	2007																			3	3	5	8
Ross	Tims	2005																			20	20	34	54
Bryce	Titcume	2001								1		2		2				1		3	14	23	144	167
Bruno	Tou	2005				1	3		2	2		4					1	2	1		10	26	65	91
Paul	Towler	2005																	1	2	13	16	10	26

First	Family Name	Joined	Premier	1st	2nd	3rd	4th	P. Colts	C1	C2	Women	Barb	NW	PS	Nby	Wyatt	Pegg	Scotney	Other	Schools	BJRU	Total	2007	2008
Peter	Tregenza	2003					1												4	12	13	30	121	151
Tim	Tresize	2003																			1	1	97	98
Terry	Tressider	1995				2							5	1						2	13	23	274	297
Andrew	Twist	2007										1							3		11	15	19	34
Paul	Twomey	2001	11	3				2	1										3	1		21	197	218
Brad	Urquhart	2008																			8	8	0	8
Guy	Valentine	2001									4									3	14	21	167	188
de wet	van der Nest(Jnr)	2008																			21	21	0	21
de wet	van der Nest	2005				2	1					3	2	1			1	1	1	1	16	29	123	152
Rob	Walker	1998	1	13	2			1											1	2		20	184	204
Josh	Wallace	2003			1					3	1					1			1	3	1	11	118	129
Michael	Wallace	1999				1			1										1	5	11	19	237	256
Carolyn	Warren	1999											1									1	160	161
Blake	Williams	2008																			1	1	0	1
Lincoln	Williams	2008																			10	10	0	10
Noel	Williams	2003																		4	16	20	73	93
Michael	Williamson	2002									1									5	12	18	51	69
Steve	Williamson	1999			1				1			2	2		6	2	1		1	1		17	283	300
Mike	Willis	2001									1								3	2	1	7	125	132
Nick	Youll	2007																			8	8	9	17
Ray	Zingleman	1980																	2	1	7	10	601	611
Michael	Zivcic	2004					1			1	1								3	2	2	10	322	332
	Visitors		4	6	9	4	5	7	5	2	1	3						2	2	4	4	58		
Total	Matches		95	92	92	91	79	93	86	56	44	86	51	50	29	26	30	25	259	537	1376	3197		

Members Not Included in Above or as Coaches.

Michael Backstrom, Matthew Baker, Bruce Barlow, Gerard Bell, Martin Bowden, Stuart Campbell, John Carroll, Anthony Castley, Graham Cole, Nick Christensen, David Christmas, Glen Cronan, Anthony Crook, Alex Cutts, Russell Davies, David Duke, John Fison, Robert Foster, Anthony Gaffney, Michael Gee, Tim Harland, Paul Heagney, Anthony Hindmarsh, Elliot Hutchinson, Michael Lalor, Tim Matthews, John Molloy, Chris Monahan, David Moore, Cormac Murphy, Tharathon Navaphol, Michael O'Donnell, Peter Pearce, Michael Petrie, John Quinn, James Radford, Brian Schech, Graham Silvester, Peter C. Smith, Craig Taylor, Matthew Taylor, James Wallace, Jarrad Webb, Jordan Webb.

Referee Coaching Report

This year has been a watershed year for coaching within the QRRA with attention being focused on four main areas.

- Coaching effort being directed toward promising younger referees.
- Coaching of older referees to enhance their enjoyment of the game and increase their longevity for the association.
- Development of coaches to increase their effectiveness as coaches.
- Creation of a coaching succession plan and identification of coaches who can fulfill leadership roles.

These areas were selected because there is a need to quickly develop younger referees to address the ageing profile of our current referee base and the physical demands the new 2009 Laws will demand from referees. In hand with this aim was the recognition that the current referee base needed to be developed to meet the ever growing demands for match officials and to keep them active within the association. These aims could only be addressed if a commensurate development strategy was in place for referee coaches.

Feedback from coaches and referees indicated the overwhelming success of the whole of season one on one approach with the end of season referee performances largely reflecting on the success of this strategy. To work well, this type of coaching requires coaches with no other commitments. It is hoped this program is repeated in 2009.

Some innovative coaching strategies were implemented this year resulting in more personal interaction between coaches and referees. Whilst these processes didn't always result in the formal written report they were nevertheless very effective and worthwhile. Video sessions and small group discussions were the most effective of these strategies. These types of activities need to continue.

The coaching education meetings for the year were:

- 1) Revised ARU Coaching Report and the use of the Referee Reporting Database. - Moderator: Terry O'Connor, ARU Development Squad Coach/Manager.
- 2) Generation Y; Developing Relationships. - Moderator: Terry O'Connor, ARU Development Squad Coach/Manager.
- 3) Player and Team Coach Expectations of the Referee. - Moderator: Andrew Scotney, ex-Reds flyhalf and Easts Premier Backs Coach.
- 4) Coaching the Under 25 Athlete. - Moderator: Pam Hall-Stringer, Psychologist, Psychology Consultants.
- 5) Neural Linguistic Programming; Can I use it for Effective Coaching? - Moderator: Jim Sykes, Certified NLP Trainer, Sportsmind Australia.

It must be said that the coaches meetings were poorly attended with some sessions having a nil turnout. This was a major disappointment as the sessions were devised to address the needs of coaches at all levels of development.

In addition to the formal education component of meetings I also attended grounds to work with coaches on a one on one basis. However this was only partially successful either because the coaches were unable to view the entire match or had other rugby commitments to attend to. Coaches who had attended accreditation courses during the year were in the main unavailable for coaching again due to other rugby commitments. Due to these factors it was felt expansion of this program to include other Level 3 coaches acting as mentors was unwarranted.

These factors highlight the now pressing issue that the QRRA has not enough members who are dedicated to coaching. Too many are overcommitted in other areas of rugby with the result that coaching is relegated to the bottom of their pile. Despite this I can report that we do have a few coaches who are developing and have an interest in coaching but these are not enough to fill the void. This is an issue that requires urgent attention by the 2009 Management Committee if coaching is to prosper within our association.

It would be remiss of me if I did not thank Paul Evans and Greg Cuthbert who organised coaches to go out and coach referees on a weekly basis. I would also like to thank all referee coaches for the support they were able to give in 2008. Your efforts were greatly appreciated by me even if you may have felt taken for granted by others for these efforts.

Peter Gofton
Coaching Coordinator 2008

2008 REFEREE COACHING REPORT STATISTICS				
NAME	QLD RRIMS REFEREE COACHING REPORTS	NON QLD RRIMS REFEREE COACHING REPORTS (Championships, Rep, Exchange, Interstate)	TOTAL	COUNTRY CHAMPIONSHIPS REFEREE COACHING REPORTS
Agnew. Michael	9		9	
Backstrom. Peter	5		5	
Barrett. Cole	13		13	
Christophersen. John	1		1	
Cole. Andrew	11	5	16	
Colgrave. Michelle	4		4	
Coorey. Andrew	1		1	
Cuthbert. Greg	12		12	
de Lacouture. John	5	1	6	
Evans. Paul	26	1	27	
Gofton. Peter	7		7	2
Harvey. Robert	5		5	
Haydock. Paul	2		2	
Heath. Paul	11	4	15	1
Lavery. Neil	2		2	
Leszczynski. Steve	5	4	9	
McCann. Neill	22	6	28	
Moloney, Luke	6		6	
Newton. Chris	23	4	27	
O'Connor. Terry	2	6	8	3
Pedofsky. Mark	2		2	
Pegg. Geoff	24	10	34	
Scotney. Ian	34		34	
Smith. Peter	4		4	
Van Der Nest. De Wet		1	1	
Williamson, Steve	3		3	
TOTAL	239	42	281	6

Interchange Report

The interchange programs run by the Association are an integral part of the functions we perform. It provides us the ability to fast track the development of our young referees, reward our long standing and loyal members, provide leadership and development opportunities to our fellow Associations.

In 2007, we expanded our intrastate interchange program to provide further opportunities to our members and that of our country cousins and the feedback was so positive that we continued that program into 2008. Again in conjunction with the QJRU we encompassed interchanges by referees at the junior levels, during the Queensland State Championships to have intensive coaching by Brisbane based referee coaches and interaction between QRRA members with members of Country Associations. This also provided an opportunity to assist with upgrading of accreditation for country based referees.

The same championships again saw 2 PNG referees officiate thus strengthening our support for referees in PNG.

Our international program was highly successful and was highlighted by our members refereeing at higher grade levels in Christchurch and all our other tourists doing grades generally higher than their usual grade. This was the tenth anniversary of interchanges with Christchurch an association that we find is more than valuable for both of association members.

Reports indicate that all our selected interchanges represented the Association proudly and continued the off field traditions which are part and parcel of the bond that has developed.

Socially our incoming referees and referees coaches were well catered for over the week and participated in Brisbane Grade, Southern Skies and Gold Coast Schools Carnivals.

The interchange program relies heavily on the hospitality provided by our members and this year our guests were hosted by the following and I would like to pay tribute to the following families who hosted interchanges this year

- Andrew and Elizabeth Carmody, Simon Moore and Elaine McKibbin, Chris and Leonie Newton, Brett and Jacinta Cribb, Andrew and Nicole Connor, Ben and Tanya Henry, Rob and Judy McAfee, Steve and Joanne Williamson
- Don Linde and The Gold Coast RRA who provided accommodation for the Gold Coast Schools Carnival
- Those members who assisted with transport.

A full listing of all Interchanges in 2008 can be found on the following page.

Rob McAfee

Interchange Co-Ordinator.

Outward

International

Christchurch	Jason Lees, Andrew Coorey and Greg Cuthbert
Wellington	Gerard Cavanagh and Ben Henry
Waikato	Peter Backstrom and Duncan Jacobs

National

Mackay	Jason Doig and Bruno Tou
Cairns	Steve Williamson and Andrew Carmody
Townsville	Lucas Hogarth and Shane Sullivan
Rockhampton	Andrew McIntosh and Russell Neville
Darling Downs	Lance Jenkins
Gold Coast	Michael Williamson (rained out)
Far North Coast NSW	Leon Stainlay and Kere Heath
Sunshine Coast	Josh Wallace and Andrew Connor

Inward

International

Christchurch	Andrew Britt, James McPhail, Mike Tongue
Wellington	David Badger, Darren Mangin
Waikato	Ryan Cox
Japan	N. Hashimoto, H. Kobeori
PNG	Raho Ganiga, Jackson Pato

National

Interstate	Damian Mitchelmore (Sydney), Grant MacNeill, Sarah Corrigan(ACT)
Cairns	Jason O'Brien
Bundaberg	Roberta Barnett
Townsville	Roland Holmes, Chyna Howlett, Warwick Howlett, Rayno Potgieter, Tristan Clements
Mackay	Alan Hayes, B. Freegan
Darling Downs	Phil Braslins, Mel Volker, Peter Buchanan(Snr), Peter Buchanan (Jnr), Andrew Drysdale, Matt Doggett.
Gold Coast	Travis Latter, John Payne, Stephen Fildes
Sunshine Coast	Marne Prinsloo, Rhys Pousette, J. McIntosh, Rob O'Donnell, G. Gamble, Matt Sauer.
Rockhampton	Rob Young, C. Lister
Far North Coast NSW	G. Gervas, B. Donald

Judicial Report 2008

The role of the Judiciary is an unenviable but necessary function required to support any well organised competition to ensure that the competition retains its integrity. Both the QRU and BJRU Judiciary committees recognise this importance and are dedicated to ensure that all players participating in organised rugby throughout Brisbane, are able to do so in as safe an environment as possible. An important element of this is supporting referees in carrying out their role.

QRRR has been represented in an exemplary manner in 2007 by:

- Geoff Gardiner on the QRU Judiciary as primary appointee with Chris Newton as alternate. Mark Hogan and Chris are on the appeals board.
- Greg Cuthbert on the BJRU judiciary as its primary appointee with Chris Newton as the alternative. Peter Backstrom has also represented the BJRU on this body and Mark Hogan being on the Appeals Board. Thank you gentlemen for your selfless contribution.

Both judiciaries are very supportive of referees, firmly adopting the policy that the referee is the sole judge of fact and the onus of proof is on the player to prove otherwise. In practical terms, both judiciaries have proven through their rulings that they support these policies.

This year was the second year of the option of an automatic one week suspension after review of the Chairman and committee of each judiciary. As with many initiatives, the process has been able to be managed better in the second year. Of those sent off this year, in seniors, 24 players were not required to appear and served the automatic one week suspension. On the other hand 9 players who were seeking to have the automatic one week were asked to show cause and appear the following week.

The standard of reports this year varied considerably, but generally was quite good, allowing the judiciary the opportunity to deal effectively with the situation.

For the statistically minded, here are the details of send-offs for the season compared to last year, however the different composition of competitions makes it impossible in some areas.

Grade	2008		2007		Change	
	#	%	#	%	#	%
Senior Grades						
Premier	9	9%	8	9%	+1	+1%
1 st Grade	3	3%	8	9%	-5	-5%
2 nd Grade	6	6%	6	6%	0	0%
3 rd Grade	13	13%	7	8%	+6	+5%
4 th Grade	5	5%	4	4%	+1	+1%
Premier Colts	3	3%	11	12%	-8	-8%
Colts 1	10	10%	11	12%	-1	+1%
Colts 2	6	6%	17	18%	-11	-13%

Grade	2008		2007		Change	
	#	%	#	%	#	%
Women	1	1%	0	0%	+1	+1%
Barber Cup	2	2%	4	4%	-2	-2%
Pegg Cup	3	3%	3	3%	0	0%
Scotney Cup	2	2%	3	3%	-1	-1%
Normanby/Wyatt Cup	12	13%	11	2%	+1	+1%
Representative	3	3%	7	8%	-4	-4%
Others	24	23%			+24	+23%
Total - Seniors	103	100%	93	100%	+10	
Junior Grades						
Under 10	1	4%	1	3%	0	+1%
Under 11	0	0%	3	9%	-3	-9%
Under 12	0	0%	2	6%	-2	-6%
Under 13	3	13%	5	14%	-2	-1%
Under 14	5	22%	5	14%	0	+8%
Under 15	2	9%	6	17%	-4	-8%
Under 16	6	26%	11	31%	-5	-5%
Under 17	6	26%	2	6%	+4	+20%
Total - Juniors	23	100%	35	100%	-12	
Grand Total	126	100%	128	100%	-2	

Breakdown of the decisions:

1 week	2 weeks	3 weeks	4 weeks	5 weeks	24 + weeks	Send off sufficient	No case to answer	Caution	Did not appear
61	17	7	4	2	4	1	3	1	26

As can be assumed from the numbers above, by far the most common send off was Law 10(4)(a) striking which accounted for over 60% of send offs in both seniors and juniors. While those attracting the longer suspensions were from Code of Conduct violations and Law 6.A.5, disputing referee's decision or foul play of a stronger variety in junior games. Hopefully, these long suspensions help send the message to players and clubs that the QRU is prepared to take a strong stand in supporting match officials.

Once again, sincere thanks to all at QRU and the BJRU for their support of both Judicial Committees during the year, with particular thanks to Michael Backstrom and committee members of the senior panel, Chairman Harold Shand and committee member Paul Tully as well to Karen Greedy and Kim Shuck at the BJRU for their administrative assistance and to the fellow judiciary members of the BJRU committee for their assistance.

Geoff Gardiner
QRU Judiciary Representative

Greg Cuthbert
BJRU Judiciary Representative

The Management Committee and members of the Queensland Rugby Referees Association (Brisbane) Inc. gratefully acknowledge the support of the following sponsors during the 2008 season.



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