

QUEENSLAND RUGBY REFEREES ASSOCIATION
(BRISBANE) INC.

[ANNUAL REPORT]

2020 Season

Queensland Rugby Referees Association (QRRA) (Brisbane) Inc. | GPO BOX 2645 Brisbane QLD 4001 | media@qrri.com.au



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2020 OFFICE BEARERS

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VICE-PRESEIDENT

Barry Leask

SECRETARY

Gert Erasmus

TREASURER

Simon Moore

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Michael Kent

Michael Orgill

Alan McLoughlin

SENIOR APPOINTMENTS OFFICER

Geoff Pegg

JUNIOR APPOINTMENTS OFFICER

Laurie Monaghan

ADMINISTRATION OFFICER

Nick Joseph

LIFE MEMBERS

Cole Barrett

Rodd Brockett

Richard Byres

Andrew Cole

Fred Crawford

Kevin Crowe OAM

John Forbes

Peter Gofton

Phillip Jones

Barry Leask

John Meehan

Frank Meek

Chris Oxenford

Geoff Pegg

Ian Scotney AM

Graham Sheehan OAM

Colin Waldron

Tom Ryan

Chris Newton

PRESIDENT'S REPORT

This report is my first as President and it comes after another rewarding and challenging year for the QRRRA (Brisbane), its members, Committee, and myself.

2020 has been a year of many challenges and trials for the association and individuals. Fortunately, one thing has not changed, and that is the commitment to service as volunteers by QRRRA members, whatever their age, experience, or level of expertise. A great majority of our members, referee because it is an enjoyable pastime which allows us to give back to the community and help instil life values. These values are stated by Rugby Australia as Teamwork, Respect, Enjoyment, Discipline and Sportsmanship. Without saying, the opportunity for intentional exercise is a valued benefit of refereeing.

Please let me take this opportunity to thank all members again formally for their commitment in providing the community with a generally enjoyable and well managed pastime.

Sponsorship

QRRRA could not exist and achieve its goals as an independent volunteer body without financial support - It is worth remembering that the QRRRA is a member of the QRU, not a subsidiary of the QRU.

This season we completed the final year of the sponsorship commitment by Shaw+Partners and I would again like to thank QRRRA member Shayne Gilbert for the negotiation and continued support of the sponsorship, and our Treasurer Simon Moore for his efforts in providing extensive exposure to our major sponsor. Currently, discussions are being had with various businesses to secure sponsorship in 2021 and beyond. Thank you to Alan McLaughlan for his role in these discussions. It must be noted that potential sponsors are now very keen to be able to quantify potential return on investment as opposed to brand exposure. This is a result of the economic impacts of Covid.

Our associations with Allsports Physiotherapy and XRadiology have continued and are grateful for their practical support – in particular, the participation of the team from Allsports (Ms Sophie Dodd) to assist our fitness training and rehabilitation during the year.

I urge you to promote our sponsors, wherever possible, so their contribution receives the deserved recognition.

When the new sponsorship arrangements are in place, they will be communicated with the membership.

On the Field

Resulting from our work with the Rugby Australia referee team, and with our own education, coaching and fitness efforts, it is pleasing to see further success for QRRRA referees across a range of levels. I am intentionally choosing not to single referees out for special mention this year as all have been called upon this year to do the extra-ordinary. Notable achievements of referees are listed within the annual report document.

Yes, we have had referees officiate test matches, Super rugby, Super rugby Au, Premier, Suburban, junior club, and schools. Let us not forget the university competitions, sevens and the many community competitions we are asked to officiate at. To this point I would like to thank those

members who over a number of weekends volunteered to referee 5 or 6 matches. When I talk of the extra-ordinary this is some of what I mean. I also wish to thank those members who continued to referee with overuse injuries.

BCE or CE?

Any time before mid-march can be referred to as BCE (Before Covid Era) and after that time CE (Covid Era).

In the BCE times Super Rugby had started and run numerous rounds with some of our members officiating in matches in various locations including Argentina. Another was in the South Pacific refereeing. As the shut down was happening these referees had to be rushed home before borders shut and then into quarantine. Locally, it meant competitions which were either in first rounds or trial matches were “wound down” and paused.

During the pause the Association in partnership with Rugby Australia were able to shift to more regular referee and referee coach education. These happened once a month each and delivered via Zoom. Thanks to Rohan Hoffmann and Cholm Johnson for facilitating this.

Time continued and rugby was able to re-commence within the CE frameworks. A simple outworking of this was the compression of the season including the playing of the three school seasons in Term Three. Apart from the previously mentioned need for referees to officiate more games than they would normally undertake it also required a reduction of referee coaching so as much of this human resource could be put to refereeing matches. These sessions were able to be continued when matches recommenced.

Drivers of Success

As an association we do strive to not only provide a service but the best service we can. Whether it be referees appointed to under 10's or through to Premier grade. Or, developing referees for higher appointments such as Super Rugby, International matches or 7s.

There have been two main pillars to achieving this in 2020. Firstly, has been the more regular education sessions for referees. These sessions have been intended to be not only relevant to the needs of referees but also timely as when the issues and concerns have been needed to be talked about. As these sessions were run on Zoom it was possible to use breakout rooms to enable the facilitators to ensure smaller group discussions were relevant to the needs of referees who officiate at different levels and have different sets of experiences.

The second pillar is fitness. The association has engaged Ms Sophie Dodd to co-ordinate the fitness sessions. The sessions in BCE were held at Ballymore on Wednesday evenings. When rugby was recommenced due to the unavailability of Ballymore the sessions were moved to Easts on Monday evenings. Pleasingly, numbers have increased since the return to rugby.

Some Costs of Covid

The obvious cost of Covid for the association was the loss of part of the rugby season. Thankfully, this was only part of the season and we as part of the rugby community could still enjoy the game of rugby. There was a financial impact as we operate on a fee for service model if we have a reduced number of games this revenue stream is reduced. Tied to this the fact that is several our expenses are fixed and still must be paid whether games are played or not.

In 2019, the association commenced a junior development program which had a focus on referees who were still at school or young and in their early years of refereeing. A key part of this program is a modified version of the Association Launch Day. This day was due to happen on March 15. If you recall this was a key date in the Covid shutdown beginning. Consequently, this event had to be cancelled; other parts of the program such as the tick and flick coaching reports were still able to be used.

Refereeing for a proportion of our membership is more than refereeing the games they are appointed to but their social network. This was a concern if rugby was not operating for an extended time coupled with socially encouraged isolation that some members may become affected by not being part of their regular social groups. Thank you to each of you who took the time to contact your fellow referees and check in on them when needed.

Referee Coaching had to be wound back a little in 2020. As previously mentioned, this was to enable coaches to be appointed to referee games so our refereeing stocks could be bolstered to meet the demands of covering all the games in the compressed season. In 2021 we will be working on the goal of every referee having the opportunity to be coached at least once in the season.

Challenges

In last year's report the following was written:

"While QRRR has increased its membership in the Junior and Competitive age groups, our ongoing urgent challenge, due to the Association's ageing population, is the recruitment and retention of young females as well as males in the 30plus age group." This remains a challenge for the association and one which is to be a focus in 2021.

As in previous years referee abuse has been a concern. The focus of the association is to provide support where we can for our referees if they have been abused. While our focus is supporting our referee we also work in with competition managers and clubs to ensure that the instigators of abuse are appropriately sanctioned but also as part of the education process aimed at developing respect for all members of the rugby community.

Again, I will lift the words from the 2019 report which said:

"Therefore, if you experience or witness an issue, please raise it with the Association in a timely manner, so that a detailed and accurate Abuse Complaint can be lodged through with Rugby Australia if appropriate, so that it can be addressed at the source. Also support your fellow members in such instances."

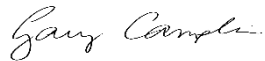
However, respect is a 2 way street, and all members should be mindful of conducting themselves in an appropriate manner, even under extreme provocation, when they may be identified as a member of QRRR. This also relates to any postings on social media which could fall within the parameters of Rugby Australia's Code of Conduct."

Thanks

To the 2020 Committee, I express my thanks for your teamwork and friendship, and for your input, guidance, and support in leading the Association. Barry Leask (Vice President), Gert Erasmus (Secretary), Simon Moore (Treasurer) and Committee members Alan McLoughlin, Michael Kent, Michael Orgill and Chalm Johnson.

Further, I thank Administration Officer Nicholas Joseph, Senior Appointments Officer Geoffrey Pegg and Junior Appointments Officer Laurie Monaghan for the endless hours that they put in maintaining the core business of QRRR – communication and referee appointments. Along with these gentlemen are our Referee Coaching Co-ordinators, Neill McCann (Senior) and Cole Barratt (Junior).

Our relationship and collaboration with the major organisations that QRRR provides its services to – QRU, BJRU, QSRU, Clubs and the 3 schools associations, including Jeff Miller and his Board, David Hanham, Gaven Head, John Miller, Kim Schuck and Craig Eason, continues in a positive and progressive manner.

A handwritten signature in cursive script, reading "Garry Camplin".

Garry Camplin
President

APPOINTMENTS OFFICER'S REPORTS

Senior Appointments

The 2020 season provided many challenges for us in dealing with Covid-19 and then a delayed start to the competition which required appointments for matches on Thursday, Friday and Saturday. The biggest challenge to undertake was that all competitions, Brisbane Grade, Colts and Women's, Suburban, GPS, AIC and TAS were all occurring at once and at times required appointments for up to 132 games over the three days during the competition. With Thursday and Friday being night matches, referees appointed to these matches were again utilised on the Saturday, if available. To cover all Saturday fixtures, a number of referees were appointed to early morning games, possibly below their normal level, and then appointed to Schoolboy matches in the afternoon. A further difficulty with appointments was when Brisbane Competition as well as GPS games were scheduled for the Gold Coast or in Toowoomba. This was a logistical nightmare as referees appointed to these games could not be utilised elsewhere.

To all those referees who doubled up over Thursday, Friday and Saturday and to those who willingly travelled to the Gold Coast or Toowoomba, some more than once, my thanks and gratitude to all of you. To all referees who kept their unavailability up to date or contacted me regarding their availability, thank you as this makes an Appointments Officer's job a lot easier and less time consuming.

Due to Covid-19, no Schoolboy Aged Championships or State Junior Championships were held during 2020. Not having these Championships did not allow us to continue our Referee Development Program for younger referees although some younger referees were appointed to Schoolboy matches so their performances could be reviewed.

With the disruption and delayed start to the season, this placed the requirement to fulfil all appointments a priority and as a result, Referee Coaching was affected greatly. This resulted in many of our Referee Coaches being utilised as Referees thus reducing our overall capacity. In consultation with Neill McCann, Senior Referee Coaching Co-ordinator, we were able assign those who do not referee anymore to review selective referees and these Referee Coaches made strong contributions this season.

To all Referee Coaches, I extend my thanks for the many appointments that you undertook during the year and for your feedback on the Referee which assisted in their ongoing appointments.

To everyone, thanks for your assistance in 2020 and may 2021 be an enjoyable and successful season for you.

Geoff Pegg
Senior Appointments Officer

Junior Appointments

To say the 2020 season was unprecedented is a little understated. In my 6 years as AO, this season, albeit a truncated one, has been by far the most difficult to manage. However, the positive from all of this was the fact we had a junior competition in the midst of a pandemic. A fine testament to the BJRU who managed significant health and government protocols to enable teams to gather, train and ultimately play in organised competitions. The Association would like to thank their efforts in providing a viable competition during the season – well over 1100 games.

As the pandemic encroached on our day to day lives it is difficult to characterise the season in any meaningful form. It had a profound impact on availability of referees particularly on our school age referees who had to prioritise school study, playing commitments (school/junior teams) and refereeing in the midst of restrictions of one sort or another. As a result, we 'lost' a number of junior refs and we will need to follow up with them next year to entice them back to the Association.

The same impacts also extended to our older referees and was felt most when all the school competitions (GPS, AIC and TAS) converged at the one time. This placed enormous pressure on referee appointments for both Saturday and Sunday with a high number of double ups and even triple games on the one day. For a number of referees this crossed over to both Saturday and Sunday appointments. Thank you to all referees who responded to my various requests to back up and/or go to other locations to fulfil appointments. Clearly, without your commitment and support this season would have been disastrous.

Again, even a season beset by a pandemic, we had to deal with poor behaviour from officials and spectators across all age groups including school games. The poor behaviour also extended to the summer 7s competitions played around Brisbane and seemed to gain gravitas in the younger age groups U9 – U11 where coaches and parents became agitated and lost sight of what the 7s competition was about. It continues to be a blight on our game and as I have said in previous reports can affect the retention of referees in both the short and long term. This is a critical issue for the Association next season. I believe we need to be more proactive with our stakeholders and dare I say, more assertive with our response to misbehaving individuals and teams.

As we approach the new year it is hope that we will return to some form of normalcy for next season. To coin a phrase – 'onwards and upwards'.

Laurie Monaghan
Junior Appointments Officer

Referee Coaching

As we all know season 2020 provided more than the usual challenges and this was never more evident than in our referee coaching functions. As the season began, the full intent was to build on the platforms and target groups that had been successfully established in 2019.

The changes to the season structure with club, sub-districts, school and junior competitions all being run concurrently in compressed timeframes severely impacted on the Associations ability to appoint referees based on sheer numbers meaning that many referees were doubling as well as referee coaches being required for on-field duties thereby restricting the ability for these coaches to provide referee coaching to our other members. This was extremely frustrating for referees, coaches and administrators alike but the reality is that the primary goal of the Association is to provide referee services to our stakeholders and this just had to take priority.

In terms of reports for the year (see below), there is no question that this is far lower than prior years but as indicated above this is primarily attributable to the nature of the season.

This effectively puts us in effectively the same position with the same challenges as we were at the end of last season. The perennial challenge for referee coaching still remains that no matter how much is dedicated to the function, there is always the feeling that more could be done. In order to meet this challenge, essentially to get the “best bang for buck”, the Association will continue with the segmented approach targeting specific groups with tailored programs for each.

- **New referees**
- **Developing Junior Referees**
- **Hobby and Social Referees**
- **Senior Competitive Referees**
- **Squad Referees**

The challenge for future seasons remains how can we get more from the limited coaching resources we have with a focus on the recruitment of more coaches including current and recently retired referees.

Neill McCann (Senior and School Rugby)
Cole Barrett Byres (Junior Rugby)
Referee Coaching Co-ordinators

2020 AWARDS

2020 Premier Referee of the Year	Brett Cronan
2020 Senior Referee of the Year	James Palmer
2020 Junior Referee of the Year	Blake McKenzie
2020 Referee Coach of the Year	Rohan Hoffmann
2020 Clubman of the Year	Duncan Male

2020 MATCH MILESTONES

Milestone	
100 Matches	Cody Clasen, Henry Foort, Zanden Jeh, Charles Marshall, Blake McKenzie
200 Matches	Robert Brown, Garry Camplin, Daniel Sheahan
300 Matches	John Carroll, Warren Duke, Paul Henwood, Drew Meehan
400 Matches	Paul Haydock
500 Matches	Andrew Macintosh

2020 SERVICE MILESTONES

Milestone	
10 Years	Robert Brown, Benjamin Dorrington-Plumb, Rohan Hoffmann, Lara West
15 Years	Wayne Cook, Paul Henwood, Alan McLoughlin, Daniel Sheahan
20 Years	David Bowler, Roderick O'Callaghan, Shane Sullivan, Michael Willis
25 Years	Steve Leszczynski
35 Years	Simon Riley

2020 GRAND FINAL REFEREE APPOINTMENTS

BRISBANE PREMIER

PREMIER	Damon Murphy
SECOND GRADE COLTS 1	Brett Cronan William Pugsley

BRISBANE PREMIERSHIP

THIRD GRADE	Andrew Twist
FOURTH GRADE	Lara West
FIFTH GRADE	Drew Meehan
SIXTH GRADE	Anthony Mills
COLTS 2	Ian Foster
COLTS 3	Tom Dowse
COLTS 4	Jeremy Markey
WOMEN'S	David Bowler

BRISBANE SUBDISTRICTS

BARBER CUP	Simon Moore
NORMANBY CUP	Michael Willis
PEGG CUP	Paul Henwood

BRISBANE JUNIOR RUGBY UNION

JUNIOR COLTS - 1	Henry Foort
U15 DIVISION 1	Blake McKenzie
U14 DIVISION 1	Cody Clasen

2020 REPRESENTATIVE APPOINTMENTS

Nicholas Berry	Super Rugby	Brumbies vs Reds	AR1
	Super Rugby	Brumbies vs Rebels	Referee
	Super Rugby	Waratahs vs Blues	AR2
	Super Rugby	Rebels vs Waratahs	AR1
	Super Rugby	Brumbies vs Highlanders	Referee
	Super Rugby	Reds vs Sunwolves	Referee
	Super Rugby	Jaguars vs Highlanders	AR1
	Super Rugby	Reds vs Waratahs	Referee
	Super Rugby	Rebels vs Reds	AR1
	Super Rugby	Reds vs Force	Referee
	Super Rugby	Brumbies vs Reds	Referee
	Super Rugby	Force vs Waratahs	Referee
	Super Rugby	Reds vs Rebels	AR1
	Super Rugby	Force vs Reds	AR1
	Super Rugby	Reds vs Brumbies	Referee
	Super Rugby	Reds vs Rebels	Referee
	International Test Match	Australia vs New Zealand	AR2
	International Test Match	Australia vs New Zealand	Referee
	International Test Match	New Zealand vs Argentina	AR1
	International Test Match	Argentina vs Australia	TMO
	International Test Match	Argentina vs New Zealand	Referee
Brett Cronan	Super Rugby	Reds vs Force	TMO
	Super Rugby	Force vs Waratahs	TMO
	Super Rugby	Reds vs Rebels	TMO
	Super Rugby	Force vs Reds	TMO
	Super Rugby	Reds vs Brumbies	TMO
	Super Rugby	Reds vs Rebels	TMO
Charles Marshall	Super W	Reds vs Rebels	AR1
	Super W	Reds vs Waratahs	AR1
Damon Murphy	Dubai 7s		Referee
	Cape Town 7s		Referee
	Hamilton 7s		Referee
	Sydney 7s		Referee
	Los Angeles 7s		Referee
	Vancouver 7s		Referee
	Super Rugby	Brumbies vs Rebels	AR1
	Super Rugby	Waratahs vs Blues	AR1
	Super Rugby	Rebels vs Waratahs	Referee
	Super Rugby	Brumbies vs Highlanders	AR2

Damon Murphy (cont.)	Super Rugby	Rebels vs Sharks	AR1
	Super Rugby	Jaguares vs Highlanders	Referee
	Super Rugby	Reds vs Waratahs	AR1
	Super Rugby	Rebels vs Reds	Referee
	Super Rugby	Reds vs Force	AR1
	Super Rugby	Force vs Brumbies	Referee
	Super Rugby	Waratahs vs Reds	Referee
	Super Rugby	Reds vs Rebels	Referee
	Super Rugby	Force vs Reds	AR2
	Super Rugby	Reds vs Brumbies	AR1
	Super Rugby	Reds vs Rebels	AR1
Aaron Pook	Super Rugby	Reds vs Sunwolves	AR2
	Super Rugby	Sunwolves vs Brumbies	AR2
William Pugsley	U18 Academy	Waratahs vs Rebels	Referee
Jordan Way	Dubai 7s		Referee
	Cape Town 7s		Referee
	Hamilton 7s		Referee
	Los Angeles 7s		Referee
	Super Rugby	Brumbies vs Rebels	AR2
	Super Rugby	Reds vs Sunwolves	AR1
	Super Rugby	Waratahs vs Lions	AR1
	Super Rugby	Reds vs Sharks	AR2
	Super Rugby	Waratahs vs Chiefs	AR1
	Pacific Challenge	Fiji Warriors vs Japan Junior	Referee
	Super Rugby	Reds vs Waratahs	AR2
	Super Rugby	Rebels vs Reds	AR2
	Super Rugby	Reds vs Force	AR2
	Super Rugby	Brumbies vs Reds	AR1
	Super Rugby	Waratahs vs Reds	AR2
	Super Rugby	Reds vs Rebels	AR2
	Super Rugby	Force vs Reds	Referee
	Super Rugby	Reds vs Brumbies	AR2
	Super Rugby	Reds vs Rebels	AR2
Lara West	Super W	Reds vs Rebels	AR2
	Super W	Reds vs Waratahs	AR2

2020 QUEENSLAND SECONDARY SCHOOL SCHOLARSHIP HOLDERS

Josiah Jensen

George Mellick

Nikolas Mitchell

2020 REFEREE MATCH STATISTICS

NAME	Date Joined	Senior	BJRU	Schools	Other	2020 Total	Total to 2019	Grand Total
Andersen, Andreas	2018		6	1		7	18	25
Astill, Kirk	2016	7		1		8	89	97
Backstrom, Peter	1998		10	9		19	509	528
Baker, Garry	2017		7	2		9	30	39
Baker, Graham	2018	2		2		4	26	30
Barrett, Cole	1988	4	6	2	1	13	896	909
Berry, Nicholas	2015	3				3	38	41
Boulton, Max	2020		16			16	0	16
Bowler, David	2001	9				9	309	318
Brady, Declan	2020		8			8	0	8
Briggs, Steven	2018		4	1		5	26	31
Brown, Robert	2011	17		7	1	25	192	217
Buchel, Rob	2019			1		1	17	18
Burns, Lance	2017		2			2	64	66
Butters, Scott	2017		6	7		13	71	84
Cain, Liam	2020		9			9	0	9
Campbell, Matthew	2018		11	4		15	23	38
Camplin, Alec	2012	3		1		4	187	191
Camplin, Garry	2012		10	6		16	188	204
Carr, Michael	2012		5	8		13	264	277
Carrick, Ned	2013	9		4		13	135	148
Carroll, John	2007	7	3	1	5	16	287	303
Chapman, Andrew	2020		1			1	0	1
Chapman, James	2020		1			1	0	1
Chapman, Scott	2010	15	8	6	1	30	505	535
Clark, Mathew	1997	12		1		13	430	443
Clarke, William	2018		11			11	32	43
Clasen, Cody	2015		12	4		16	94	110
Cole, Malcolm	2019		11	4		15	8	23
Condron, Rory	2020		2			2	0	2
Cook, Wayne	2006		7			7	231	238
Craig, Jessica	2019		3	1		4	9	13
Cronan, Brett	2010	13				13	313	326
Cuthbert, Gregory	1998	2	3	4		9	379	388
Darwin, Mark	2015	1		3	3	7	52	59
Davies, Russell	1984	12			5	17	587	604
Day, Cruz	2019		6	1		7	15	22
Day, Michael	2015	6	2	2		10	139	149

NAME	Date Joined	Senior	BJRU	Schools	Other	2020 Total	Total to 2019	Grand Total
Day, Ziggy	2017		8	4		12	56	68
Dickie, Sam	2018		7			7	18	25
Donald, Alec	2020		9			9	0	9
Dorrington-Plumb, Benjamin	2011	8		2		10	254	264
Dowse, Thomas	2015	5		9		14	173	187
Duke, Warren	2010	5	8	6	1	20	290	310
Duncan, Francis	2017		13	1		14	47	61
Duncan, Joshua	2012	6		2	1	9	146	155
Duncan, Nicholas	2018		12			12	32	44
Duncan, Paul	2016		11	1		12	69	81
Edwards, Xavier	2020	3				3	0	3
Erasmus, Gert	2017	9		1		10	53	63
Fairweather, Mark	2009	8			4	12	215	227
Farrell, Fergus	2018		6			6	44	50
Ferrier, Stephen	2009		12	2		14	367	381
Foort, Henry	2017		11	6		17	91	108
Foster, Ian	2014	7		4		11	274	285
Fox, Bryan	2010		4	6		10	182	192
Gall, David	2019		8	3		11	11	22
Gofton, Martin	2004	16			1	17	216	233
Green, Jared	2020	10		2		12		12
Greenhalgh, George William	2017		6	1		7	61	68
Hanigan, Conor			7			7	0	7
Hanna, John	2020	3		2		5	0	5
Harvey, Rob	2002	8				8	521	529
Hawkins, Maciu	2019	9		1		10	8	18
Haydock, Paul	2001	5		1		6	394	400
Head, Gaven	2018	1		1		2	10	12
Henwood, Paul	2006	18		3	2	23	286	309
Heron, Ivan	2012		8	3		11	100	111
Hicks, Ethan	2019		5			5	7	12
Hilleary, Lachlan	2019		15			15	1	16
Hoffmann, Rohan	2011	6				6	102	108
Holt, Oscar	2020		13			13	0	13
Hudson, Brayden	2020		16	5		21	0	21
Huppatz, Timothy	2018	1				1	20	21
Isles, Bailey	2018		8			8	30	38
Iversen, Henrik	2020	1	7	4		12	0	12
Jago, Andrew	2016		6	2		8	53	61
Jeh, Zanden	2017		10	4		14	90	104

NAME	Date Joined	Senior	BJRU	Schools	Other	2020 Total	Total to 2019	Grand Total
Jensen, Josiah	2018		9	3		12	46	58
Johnson, Cholmondeley	2016	1		1		2	74	76
Johnston, Jack	2020		13			13	0	13
Joseph, Nicholas	2012	9	2	1	1	13	221	234
Kearney, Lachlan	2014	4	9	4		17	142	159
Keleher, Dalton	2015	10				10	86	96
Kent, Michael	2013	3		7	1	11	117	128
Knoetze, Selwyn	2015		8	2		10	70	80
Knoetze, Zander	2018		6			6	31	37
Koh, Steven	2019	13		2	2	17	19	36
Lawlor, Cameron	2016		3			3	36	39
Layton, Amy	2008	4				4	67	71
Leask, Barry	1972		11	4		15	1109	1124
Leseberg, Nicholas	2014	6		4		10	120	130
Leszczynski, Steve	1996	5		2		7	400	407
Ling, Jessica	2019	1		3		4	4	8
Linnane, Dylan	2018		12	2		14	30	44
Lucas, Paul	2002		5			5	232	237
Macdonald, Angus	2020		2			2	0	2
Macintosh, Andrew	2005		10	10		20	490	510
Male, Duncan	2007	11		1		12	320	332
Markey, Jeremy	2018	8		5		13	48	61
Marshall, Charles	2016	8		7	1	16	91	107
Martine, Harry	2020	5		1		6	0	6
Martyn, Riley	2012	9	7	4		20	223	243
Mccann, Neill	1999	6	1	7		14	567	581
McKenzie, Blake	2016		12	12		24	85	109
Mckenzie, Hayden	2020		10	3		13	0	13
Mckeon, Hamish	2020		8			8	0	8
McLoughlin, Alan	2006		10	4		14	342	356
Meehan, Drew	2012	9	8	6		23	286	309
Meiring, Steve	2002			7		7	314	321
Mellick, George	2018		14			14	39	53
Mellick, Samuel	2018		13			13	20	33
Meyer, Gerrit	2020		2	2		4	0	4
Middleton, John	2018		13	1		14	31	45
Mills, Anthony	2019	6		6		12	18	30
Milne, Gregory	2009	1	5			6	177	183
Mitchell, Nikolas	2020		8	1		9	0	9
Moloney, Frazer	2017		13	6		19	48	67

NAME	Date Joined	Senior	BJRU	Schools	Other	2020 Total	Total to 2019	Grand Total
Moloney, Luke	2004	6		1		7	353	360
Monaghan, Laurie	1993		2	6		8	715	723
Moore, Simon	2000	5		5		10	374	384
Morphett, James	2017		5	2		7	45	52
Murphy, Damon	2016	5				5	42	47
Myers, George	2013	8		6		14	176	190
Nagle, Richard	2010	4		1		5	120	125
Nicol, Robert	2009	3		3		6	224	230
Nohreiter, Franz	1998	13		1		14	503	517
Noone, Sean	2018		7			7	13	20
O'Callaghan, Roderick	2001	10		3		13	324	337
Orgill, Michael	2002	12	9	6		27	533	560
Osborne, Chandra	2020	1	9			10	0	10
Osborne, Jessie	2020		2			2	0	2
Osborne, RP	2020		5	2		7	0	7
Palmer, James	2017	9		3		12	65	77
Plater, Robert	2018	2				2	21	23
Platt, George	2018		13			13	18	31
Plumbe, Andrew	2008			4		4	203	207
Pook, Aaron	2017	10		1		11	32	43
Pratten, Darcy	2019		11			11	12	23
Pugsley, William	2017	12				12	27	39
Ralph, Christopher	2014		4	1		5	131	136
Raukete, John	1987	3		1		4	614	618
Ray, Cameron	2019		11			11	4	15
Ree, Cooper	2017	1		4		5	32	37
Rees, Darren	1996	2				2	364	366
Richmond, Cooper	2014	8	9	6	2	25	105	130
Riley, Simon	1986		9			9	221	230
Ritchie, Paul	2004		9	5		14	421	435
Scott, Joshua	2018		8			8	62	70
Sheahan, Aidan	2019		14	2		16	21	37
Sheahan, Daniel	2006	2	2	4		8	197	205
Sheppard, James	2020	9		1		10	0	10
Shirley, Christopher	2013		1	2		3	69	72
Stamp, Sean	2017		8			8	53	61
Strydom, Deon	2020	1	2	4		7	0	7
Stuart, Bruce	2010	1	3			4	69	73
Sullivan, Shane	2001	1	18	9		28	635	663
Taylor, Matt	2013		4	7		11	162	173


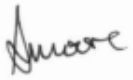
NAME	Date Joined	Senior	BJRU	Schools	Other	2020 Total	Total to 2019	Grand Total
Thomson, Andrew	2018		8			8	20	28
Toolan, Claire	2020	5				5	0	5
Tregenza, Peter	2003		11	5		16	482	498
Trudgen, Brendan	2014	2			1	3	17	20
Tuhega, Tristan	2019		3	1		4	1	5
Twist, Andrew	2007	11		2		13	238	251
Venter, Thymon	2012	1				1	148	149
Walsh, Jack	2020		10			10	0	10
Warren, Henry	2018		9			9	18	27
Way, Jordan	2014	4				4	108	112
West, Lara	2011	12		2		14	230	244
Wiki, Mabel	2009	2		4		6	255	261
Williams, Greg	2009	1	6	4	4	15	205	220
Willis, Michael	2001	5	8	4		17	365	382
Wood, Will	2018					0	11	11
Wright, Glenn	2016		9	3		12	37	49
Young, Angus	2018		6	1		7	60	67
Young, David	2020		7			7	0	7

2020 REFEREE COACHING STATISTICS

Coach	Reports
Peter Backstrom	1
Cole Barrett	5
Richards Byres	8
Garry Camplin	2
Andrew Cole	2
Ben Dorrington- Plumb	1
Peter Gofton	14
Paul Health	30
Paul Haydock	1
Rohan Hoffman	18
Cholmondeley Johnson	2
Michael Kent	4
Scott Lynch	1
Andrew Macintosh	4
Neill McCann	19
Alan Mcloughlin	6
Luke Moloney	2
Simon Moore	1
Chris Newton	13
Rod O'Callaghan	1
Brian O'Donnell	1
Geoff Pegg	3
John Raukete	8
Cameron Stanfield	12
Craig Taylor	16
Andrew Twist	4
Michael Willis	10
Total	189

FINANCIAL STATEMENTS

Queensland Rugby Referees Association (Brisbane) Inc. ABN: 14 353 046 682

COMMITTEE'S REPORT	
Your committee members submit the financial report of Queensland Rugby Referees Association (Brisbane) Inc for the financial year ended 30 June 2020.	
Committee Members	
The names of committee members throughout the year and at the date of this report are:	
- Garry Camplin (President)	- Michael Kent
- Barry Leask (Vice President)	- Cholm Johnson
- Gert Erasmus (Secretary)	- Alan McLoughlin
- Simon Moore (Treasurer)	- Michael Orgill
Principal Activities	
The principal activities of the association during the financial year were to provide rugby union match officials servicing those competitions played in the Greater Brisbane area of Queensland.	
Significant Changes	
No significant change in the nature of these activities occurred during the year.	
Operating Result	
The net profit for the year amounts to \$91,915	
Signed in accordance with a resolution of the members of the committee.	
	
Garry Camplin	
	
Simon Moore	
Dated this 27th day of November 2020.	

Queensland Rugby Referees Association (Brisbane) Inc.
ABN: 14 353 046 682

Statement of Financial Accounts
Period Ending 30 June 2020

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 2020 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:



Garry Camplin
President



Simon Moore
Treasurer

Dated this 27th Day of November 2020

Dated this 27th Day of November 2020

Queensland Rugby Referees Association (Brisbane) Inc.
ABN: 14 353 046 682

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
Trading Income		
AIC Referee Services	16,962	16,800
BJRU Referee Services	79,427	88,412
GPS Referee Services	21,600	15,120
Interest Income	938	2,379
Members Gear Purchases	-	464
Other Revenue	1,378	9,282
QRU Referee Services	46,139	94,601
Subscriptions	6,745	17,877
TAS Referee Services	13,200	13,800
Various other Competition Service Income	32,118	33,082
Total Trading Income	218,508	291,818
Gross Profit	218,508	291,818
Other Income		
Cash Flow Boost	10,000	-
Government Grant Income	2,000	7,500
Sponsorship	29,000	20,000
Total Other Income	41,000	27,500
Operating Expenses		
Annual Dinner	7,922	10,287
Apparel & Uniform	4,082	11,739
Appointments Officer Expense	13,000	33,000
Consulting & Accounting	3,219	2,971
Entertainment	739	153
Events	3,819	4,228
General Expenses	840	945
Gifts & Thank Yous	691	441
Insurance	1,537	1,480
Interchange Expenses	-	4,035
Interest Expense	-	1,754
IT Expenses	1,167	1,928
Office Expenses	1,035	710
Printing & Stationery	-	161
Referee Development	5,025	16,541
Referee Expenses	89,839	232,215
Superannuation	4,617	-
Telephone & Internet	2,266	1,825
Training & Fitness	4,624	4,199
Trophies & Engraving	621	553
	2020	2019
Wages and Salaries	22,550	20,500
Total Operating Expenses	167,593	349,662
Net Profit	91,915	(30,345)

Queensland Rugby Referees Association (Brisbane) Inc.
ABN: 14 353 046 682

ASSETS AND LIABILITIES STATEMENT AS AT 30 JUNE 2020

	30 JUN 2020	30 JUN 2019
Assets		
Bank		
Business Cheque Account	9,390	59,661
Business Web Saver	238,854	60,215
QRU Online Registrations	48,281	85,355
Total Bank	296,525	205,231
Total Assets	296,525	205,231
Liabilities		
Current Liabilities		
ATO Integrated Client A/c	3,339	(171)
GST	-	4,131
Total Current Liabilities	3,339	3,960
Total Liabilities	3,339	3,960
Net Assets	293,186	201,271
Equity		
Current Year Earnings	91,915	(30,345)
Member Funds	201,271	231,616
Total Equity	293,186	201,271

Queensland Rugby Referees Association (Brisbane) Inc.
ABN: 14 353 046 682

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 bought 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) Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

(e) Revenue

Revenue is measured at the fair value of the consideration received or receivable.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

Independent Auditor's Report

To the Members of Queensland Rugby Referees Association (Brisbane) Inc.

Opinion

We have audited the financial report of Queensland Rugby Referees Association (Brisbane) Inc. (the Association), which comprises the balance sheet as at 30 June 2020, the profit or loss statement, notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the management committee.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the Association as at 30 June 2020 and of its financial performance and its cash flows for the year then ended in accordance with Australian Accounting Standards to the extent described in Note 1 to the financial report *Associations Incorporations Act 1981 (Queensland)*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter - Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Association's financial reporting responsibilities under the Association Incorporation Act 1981 (Queensland). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Committee Members for the Financial Report

The committee members are responsible for the preparation and fair presentation of the financial report and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the financial reporting responsibilities under the applicable legislation and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Liability limited by a scheme approved under Professional Standards Legislation.

The title 'Partner' conveys that the person is a senior member within their respective division and is among the group of persons who hold an equity interest (shareholder) in its parent entity, Findex Group Limited. The only professional service offering which is conducted by a partnership is the Crowe Australasia external audit division. All other professional services offered by Findex Group Limited are conducted by a privately-owned organisation and/or its subsidiaries.

Findex (Aust) Pty Ltd, trading as Crowe Australasia is a member of Crowe Global, a Swiss Verein. Each member firm of Crowe Global is a separate and independent legal entity. Findex (Aust) Pty Ltd and its affiliates are not responsible or liable for any acts or omissions of Crowe Global or any other member of Crowe Global. Crowe Global does not render any professional services and does not have an ownership or partnership interest in Findex (Aust) Pty Ltd. Services are provided by Crowe Audit Australia, an affiliate of Findex (Aust) Pty Ltd.

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Those charged with governance are responsible for overseeing the Association's financial reporting process.

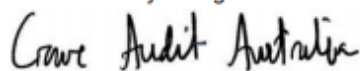
Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

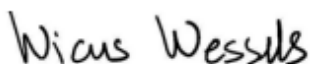
As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.



Crowe Audit Australia



Wicus Wessels

Associate Partner

27 November 2020

Brisbane