

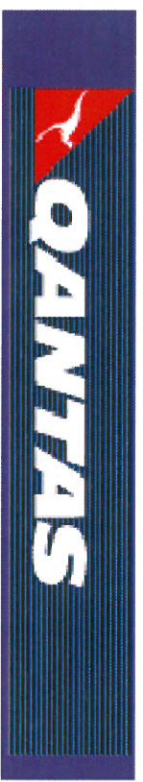
**New South Wales
Rugby League
Referees' Association**



**96th Annual Report and
Financial Statement 2003**

AAMI

**AAMI INSURANCE
MAJOR SPONSOR**



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NOTICE TO ALL MEMBERS

The 96th Annual General Meeting of the Association will be held in the Dining Room on the 2nd floor, at the NSW Leagues Club, Phillip Street Sydney on Wednesday 26th November 2003, commencing at 6.45pm. You are cordially invited to attend.

The Order of Business will be:-

1. Confirmation of Minutes of Previous Annual General Meeting;
2. Correspondence;
3. Chairmans Report;
4. Executive Officers Report;
5. Finance Directors, Financial Statements and Auditor's Report;
6. Directors Reports;
7. Election of Board and Office Bearers;
8. Notice of Motion;
9. Board Recommendations;
10. Life Membership Recommendations;
11. General Business.

Les Mathews
Executive Officer
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BOARD OF DIRECTORS & SUB COMMITTEES 2003

Patron
Mr Phil Ellis

Chairman
Mr Tony Danks

Deputy Chairman
Mr Paul Kalina

Executive Officer
Mr Les Mathews

Board Secretary
Mr Darren Alchin

Director Of Finance
Mr Paul Kalina

Committee
Mr John McCormack (Trainers Co-ordinator)
Mr Allan Farlow (Gear Steward)

Director Of Referee Development
Mr Dennis Spagarino

Graded Squad Coaches
Mr Michael Ryan
Mr Barry Goldsworthy
Mr Brian Bonnie
Mr Phil Cooley
Jnr Rep Squad Coaches
Mr Les Mathews (Co-ordinator)
Mr Max Dunn
Mr Peter Bungate
Mr Michael Lewis
NRAS Co-ordinator
Mr Barry Ruttle

Delegate to the N.S.W.R.L. Coaching and Development Policy Committee
Mr Alan Farlow

Director Of Member Services
Mr Tom Healy

Social Committee
Mr Joe Griffiths
Mr Frank Leonard
Mr Darren Alchin
Fees Committee
Mr Alan Farlow
Mr Riley Brown
Centenary Committee
Mr Luke Bugden
Mr Alan Farlow
Mr Mario Cafarelli
Mr Darren Alchin

Director Of Affiliate Liason
Mr Bryan Gilchrist

Liason Committee
Mr Glen Jackson
Mr Colin Jones
Mr Doug Keen

Director Of Marketing And Communications
Mr Jason Robinson

Communications Committee
Mr Russell Turner

Delegates to N.S.W.R.L
Mr Les Mathews, Mr Tony Danks

PATRON'S REPORT

Season 2003 was a more settled year for the Association. The appointment of Robert Finch as coach of the NRL referees was largely responsible for this. His approach to the appointment of Match officials, his relationship with Dennis Spagarino provided harmony that had been missing for some time.

This harmony was evident in the ranks of the active referees as well as the non-active and office bearers. The recognition of touch judges as having a legitimate career path was another important step as was the setting up of procedures to identify and foster new referees. Such initiatives saw Jason Robinson, Gavin Badger, Michael Jones, Peter Scriberas and Jason Obrien introduced to NRL fixtures.

The confusion and lack of direction for those aspiring to reach the highest level have been replaced by a system that should assist them, providing they have the necessary dedication to undertake the hard work involved. This has been achieved by the efforts of a lot of people undertaken in a spirit of co-operation.

The association has survived a number of turbulent years. It has exhibited the maturity to accept change and is still in a position to assist in the development of rugby league whatever direction it takes. Congratulations to all that contributed to a successful season.

Regards,

Phil Ellis

Patron

Season 2003 started with our first workable constitution in a long time, a board instead of a committee and new N.R.L. Referees coach in Robert Finch. With this appointment of Robert we saw for the first time in three years movement between the N.R.L. squad and the N.S.W. squad, it has now given our association members the chance to officiate at the highest level of our game. Funding this season was much more easy for us, as we had all our budgets in place to submit to Michael Stone, after being checked they went to the board for approval and we thank Michael for his help and support.

Last season I stated that the future of our association is in it's development programs, which have been in place over the last three years. We now have our first group of level 2 coaches that have been working together for twelve months, and a second group about to complete their level 2 course. This last group are our own appointments board, as we need a consistent level of coaching not just in the districts but right through to N.S.W. Many thanks to Michael Stone for his time and effort in this excellent course, and our thanks to David Jay now has taken over as level 1 coach. David has put many hours of his time into updating the level 1 course. The association continues to develop match officials of the highest quality.

Congratulations to Bill Harrigan to his appointment to all 3 State Of Origins for the 4th time in a row and his tenth grand final. Bill is setting records as a referee that I believe will not be broken which I wrote last year. Sean Hampstead on his appointment to his 1st Test match between Australia and New Zealand, and Tom Archer refereeing the 1st Premier League Grand Final, and Jason Robinson for the Grand Final of the Jim Bear cup. Congratulations to those members who were honoured during the season for their off field contributions to refereeing in particular Joe Griffiths on obtaining Life Membership of the Association, and Darren Alchin o being awarded the Hanson trophy.

Tom Healy as Director of Member services once again a tremendous job, with all our social events extremely well organised and well supported, and to his committee thank you for a great social year. The bbg's after training were very much appreciated by both squads and again thank you for all your hard work. Tom has decided to step down as a Board member in 2004 and his contribution to the Board this season will be very much missed.

On behalf of all members I thank Geoff Cartl ARL and NSWRL, Chris Turner (NSWRL), Graham Amnerley Michael Stone (NRL), John Coates and Martin Meredith (NSWRL) and Dennis Spagarino in his role of NSWRL Referees coaching Co-ordinator for their assistance and support throughout the year.

To the Board members, I express my gratitude to each of you for all your time and effort and on behalf of the Association members. At the start of this season none of us thought it would be easy for us but you professional and positive approach made this a very enjoyable season. Further more I wish to thank Le Mathews and Paul Kalina for their support throughout this season. To all members, it has been a pleasure to serve as chairmen of the board and I wish you a very happy Christmas and new year.

Regards,

Chairmen

Mr Chairman and Members,

It is with pleasure that I submit to you the 96th Annual Report and Financial Statement from the Board of Directors for season 2003 for your perusal and adoption.

The NSW Rugby League appointed Michael Ryan (Premier League) and Barry Goldsworthy (Jim Beam Cup) as Referees' coaches with Brian Bonnie and Phil Cooley appointed as Touch Judge coaches, to assist Dennis Spagarino with the coaching, development and appointments of the NSWRL Referees.

From the Active Grade list of 2002, the following members retired, David Astill, Riley Brown, Allan Farlow, Bryan Gilchrist, Col Jones, Tom Peet, Scott Portsmouth and Martin Ryan.

The following referees retired during the season, Phil Dorahy, Brett Meredith, Ken Midwater, Mark Oaten and Steve Richards, we thank them for their past efforts and wish them all the best for the future.

Les Matthews (Co-ordinator), Michael Lewis, Max Dunn and Peter Bungate, were appointed by the NSW Rugby League, to select, develop and appoint referees from the District Associations as members of the Inter-District Representative Development Squad. These members also visited District Associations and Country League Group games to view the on field performances of referees.

The following members were Graded at the completion of the Jersey Flegg and S.G. Ball Inter District Junior Representative competitions, Peter Betts (Central Coast), Daniel Eastwood (Parramatta), Mohamad Fajio (Canterbury/Bankstown), Phillip Haines (Penrith), Jared Maxwell (Cronulla/Sutherland), Alan Shortall (Parramatta), Darryn Smith (Newcastle), Bernard Sutton (Parramatta), Glen Toland (Cronulla/Sutherland) and Greg Yates (Penrith).

Trent Elkin had the responsibility for the conditioning of the NRL squad of Referees & Touch Judges, Trevor Davies, along with Ron Casserly and Donna Kickett looked after the conditioning of the Referees & Touch Judges graded by the NSW Rugby League and the Inter-District Representative Development Squad referees.

Directors and members of the Association visited District, Inter-State and Country Associations during the season and as always we were well received.

The NSW Rugby League All Schools State Carnival was again held in the Manly Warringah district this year. Thanks to Tony Danks and Tom Healey for their efforts in arranging dinner for all referees who officiated at the carnival.

The Association entertained senior members of the Association at the Appreciation Day Dinner held at the NSW Leagues Club, all had an enjoyable afternoon. Our thanks to Eric Cox (OAM) for organizing the refreshments.

The Life Members Reunion Dinner, also held at the NSW League Club, was an outstanding success, thanks to all guests, members and delegates that attended.

CONGRATULATIONS

To Steven Clark on achieving his 200th first grade centre during the year.

To Sean Hampstead on his initial Test match appointment.

To all members appointed to Representative Fixtures

State of Origin

Bill Harrigan (Referee) on his appointment to all 3 State of Origin Fixtures;
Darrin Gocher (Touch Judge) all 3 State of Origin Fixtures
Pat Reynolds (Touch Judge) 1st State of Origin in Brisbane
Glynn Henderson (Touch Judge) 2nd (Sydney) & 3rd (Brisbane) State of Origin.

NRL 1st Grade Grand Final:

To Bill Harrigan (Referee).
Steve Carrall and Glynn Henderson (Touch Judges)
Stand By referee Tim Mander and Stand-By Touch Judge -----
Michael Jones and Steve Clapson (Inter-Change) on their appointment.

Premier League Grand Final.

To Tony Archer (Referee).
Michael Jones and Steve Clapson (Touch Judge).
David Abood and Luke Bugden (Inter-Change).
Stand-By referee Rod Lawrence and Stand-By Touch Judge David Abood, on their appointment.

Jim Beam Cup Grand Final.

To Jason Robinson (Referee).
Mario Catarelli and Glenn Jackson (Touch Judges).
David Abood and Luke Bugden (Inter-Change).
Stand-By referee Rod Lawrence and Stand-By Touch Judge David Abood, on their appointment.

To the:-

Penrith Panthers Club on winning the 1st Grade NRL Grand Final.
Canberra Raiders Club on winning the NSW 1st Premier League Grand Final.
The Entrance on winning Jim Beam Cup.
St Dominics school (Penrith) on winning the Arrive Alive Cup.
Cronulla Sharks on winning the Jersey Flegg Grand Final.
Canberra Raiders on winning the S.G. Ball Grand Final.
Parramatta Eels on winning the Harold Matthews Grand Final

HONOURS

Life Membership honours were bestowed on Joe Griffiths for his service to the Association, his Life Membership blazer was presented to him at the Presentation Dinner.

The George and Amy Hansen Memorial Trophy for 2003 was awarded to Darren Alchin for his outstanding efforts during 2002-2003.

The Frank Walsh Memorial Trophy recipient this year was Alan Shortall. This trophy is awarded annually to the District referee who is appointed to the highest Inter District Cup Final. Alan came into the squad from Parramatta Referees' Association.

The Dennis Braybrook Memorial Trophy for 2002 was awarded to Pat Walsh from the CRLRA and to Max Mannix in 2003, this trophy is awarded to a person in recognition of their work in developing Junior Rugby League referees.

THANKS

To David Gallop, Graham Ammesley and all the staff from the National Rugby League.

To Colin Love, Chris Turner (retired during season), Geoff Carr (new General Manager), John Coates, Dave Norman, Joanne Farr and all the staff from the NSW Rugby League.

To Robert Finch, NRL referees' coach on a successful year. Made some hard decisions early in his 1st year, I am sure the result of your decisions will improve the standard of referees coming into the NRL ranks.

To Dennis Spagarino and all his coaches, also made some difficult calls before the season had started, thank you all for your support throughout the year.

To Michael Stone, David Jay and Barry Keenahan on their excellent job in conducting the "Train the Trainer" courses

To Terry Williams and all clubs involved with the successful running of the Jim Beam Cup Competition.

To Martin Meredith, Steve Hewson, Anna Woods and all the staff from the NSW Rugby League Academy.

To the Murrumbidgee Anzac Club Board of Directors, thank you for the use of your club facilities throughout the year and your support with the Association's Golf Day.

To State Lotteries for your support with the Association's Golf Day.

To Chris Bowden and the Board of Directors of the N.S.W. Leagues Club, for your assistance and catering for our meetings throughout 2003.

To the Executive Officers and members of affiliated Referees' Associations, thank you for your support.

To the masscours, thank for your effort and assistance to members throughout the year.

To the Board of Directors and Sub-Committee Members of the NSW Rugby League Referees Association, thank you for your valuable assistance and support.

To Allan Farlow on a superb job as gear steward and our delegate to the NSWRL Coaching & Development Policy Committee.

To Darren Alchin (Assistant Secretary) thank you for all your assistance and support during the year.

Vale

The Association offers the family and friends of Life Members :- Mr Keith Arnold, Mr John Kelly, Mr Arthur Neville, Mr Aub Oxford, Honorary Member Mr George Kellahan and members who suffered sad losses during the year its deepest sympathy and sincerest condolences, also Tony Archer and his Partner Alison Fryer on the loss of their son Kyle.

In conclusion, it has been a pleasure to serve you as your Executive Officer in 2003 and I wish you and your families all the best for the festive season.

Les Matthews
Executive Officer

Members,

It's with great pleasure that I present for your adoption the Profit and Loss Statement and Balance Sheet for the year ended 30 September 2003.

Season 2003 saw major change take place in the Association's structure through the introduction of a Board to oversee the management of the Association.

This change proved to work very successfully and a lot of credit must go to our Chairman Tony Danks for the efficient running of Board and Association meeting throughout the year.

In terms of my role, a major change took place through the responsibility of sponsorship co-ordinator being added to my position. I would like to thank Bryan Gilchrist for his assistance during the year which allowed for a smooth transition.

The programs of the Association were once again funded through the assistance of the NRL via the sponsorship agreement with AAMI and Qantas. The grant for 2003 totalled \$319,000.

During the year the Association was called upon to assist both the QRL Referees' Board and the NSWRL through the allocation of funds towards the purchase/leasing of on field communication gear for their respective premier competitions.

The Association also received assistance from the Murrumbidgee Anzac Club throughout the season. Our thanks must go to Mick Farrell -Secretary Manager and his Board and we look forward to continuing this association in the coming years.

The arrangement with the Anzac Club would not be possible if it wasn't for the efforts of our own Phil Coolcy

Throughout the year the following people provided assistance to me and I wish to thank:-

- Chairman Tony Danks
- Board of the NSWRLRA
- Gear Steward - Allan Farlow
- Trainers - John McCormack
- Dennis Spagarino - NSWRL
- Michael Stone - NRL
- Tom Healy

A special mention must go to my wife Anne and my three girls Lauren, Renee and Jemma for putting up with the fact dad isn't home up to 4 nights a week during the season.

Without their support and encouragement I would not be to carry out my role as both an active and Board member.

I have once again enjoyed serving you all during 2003 and I'm looking forward to doing so once again in 2004

Paul Kalina
Director - Finance

For the year ended 30th September, 2003

ASSETS

Current Assets	
Current/Savings	
General Fund	167,267.24
Total Current/Savings	<u>167,267.24</u>
Total Current Assets	167,267.24
Current Liabilities	
Other Current Liabilities	
Tax Payable	9,474.36
GST - Refunds	6,318.00
Total Other Current Liabilities	<u>15,792.36</u>
Total Current Liabilities	15,792.36
Fixed Assets	
Computer (2)	
Purchase Price	2,099.10
Accumulated Depreciation	<u>(350.00)</u>
Total Computer (2)	1,749.10
BBQ	
Purchase Price	379.95
Accumulated Depreciation	<u>(167.00)</u>
Total BBQ	212.95
Video Recorder (2)	
Purchase Price	300.00
Accumulated Depreciation	<u>(300.00)</u>
Total Video Recorder (2)	0.00
Photocopier	
Purchase Price	2,400.00
Accumulated Depreciation	<u>(2,400.00)</u>
Total Photocopier	0.00
Television	
Purchase Price	300.00
Accumulated Depreciation	<u>(300.00)</u>
Total Television	0.00
Computer (1)	
Purchase Price	3,050.00
Accumulated Depreciation	<u>(3,050.00)</u>

Total Computer (1)

0.00

Video Recorder (1)

Purchase Price

312.55

Accumulated Depreciation

(312.55)

Total Video Recorder (1)

0.00

Total Fixed Assets

1,962.05

NET CURRENT ASSETS

151,474.88

TOTAL ASSETS LESS CURRENT LIABILITIES

153,436.93

NET ASSETS

153,436.93

Equity

Opening Balance Equity

187,353.25

Net Income

(2,176.14)

Retained Earnings

(31,740.18)

Total Equity

153,436.93

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC
PROFIT AND LOSS STATEMENT

For the period 1 October 2002 -

30 September 2003

Ordinary Income/Expense	
Income	
Association Sponsorship	
NRL Grant	290,000.00
Total Association Sponsorship	290,000.00
NSW Referees Golf Day	
Sponsorship	5,545.45
Golf Receipts	1,204.54
Total NSW Referees Golf Day	6,749.99
Members Tickets	
Presentation Dinner 2003	5,463.64
Presentation Dinner 2002	90.91
Reimbursements	3,272.73
NRL Ltd	
Total Reimbursements	51,350.00
Bank Interest	
Cash Management A/c	
General Fund	171.73
Total Bank Interest	368.63
Active Referees' Levy	
Annual Subscriptions	13,886.36
Affiliated Associations	
Non-Active Member	155.44
Total Annual Subscriptions	236.42
	391.86
Total Income	371,745.85
Expense	
Administration	
Donation	1,300.00
Referees Web Site	1,741.82
Telephone	3,552.43
Stationery	2,036.61
Printing	1,967.91
Postage	1,426.17
Meeting Expenses	332.51
Machine Repairs	638.64
Legal	2,741.05
Insurance	
Flowers	2,935.31
Computer Software	356.45
Total Administration	250.00
	19,278.90
Trophies	
Ticket	572.73

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC

SOO II - 03	1,781.82
Grand Final - 02	4,109.09
Total Tickets	5,890.91
Honorariums	
Depreciation - BBQ	9,900.00
Depreciation - Computer	142.00
Bank Fees	350.00
	62.50
Life Members Jackets	
Social	699.54
Brooklyn	340.91
Presentation Dinner - 03	1,000.00
NSW Golf Day - 03	11,559.00
Life Members Dinner - 02	3,272.73
Presentation Dinner - 02	13,966.10
Total Social	30,138.74
Sponsorship Allocation	
Association Travel	
Grants	1,832.26
Masseurs Expenses	77,295.45
National Ref. Accred. Scheme	60,441.48
Referees Uniforms	84.64
Sponsorship Management	61,764.40
Affiliated Assoc. Meetings	
Sponsorship Management - Other	918.07
Total Sponsorship Management	5,041.12
	5,959.19
Training & Coaching Expenses	
Pre-Season Seminar	
Monthly Seminars	1,570.81
Training BBQ	6,240.45
Training & Coaching Expenses - Other	3,249.55
Total Training & Coaching Expenses	60,738.93
	71,799.74
Train the Trainer Program	
Total Sponsorship Allocation	11,594.51
	290,771.67
Total Expense	357,806.99
Net Ordinary Income	13,938.86
Other Income/Expense	
Other Income	
Colin Jones Fund	(16,115.00)
Total Other Income	(16,115.00)
Net Other Income	(16,115.00)
Net Income	(2,176.14)

Independent Auditors Report to the Members For The Year Ended 30 September 2003

Scope

We have audited the financial statements, comprising of the receipts and payments statement, Income and expenditure statement and Balance Sheet of New South Wales Rugby League Referees' Association Inc. for the year ended 30 September 2003. The committee is responsible for the financial statements and have determined that the accounting policies used and described in Note 1 to the financial statements which form part of the financial report are consistent with the financial reporting requirements of New South Wales Rugby League Referees' Association Inc. and are appropriate to meet the needs of the members. We have conducted an independent audit of these financial statements in order to express an opinion on them to the members of New South Wales Rugby League Referees' Association Inc..

The financial report has been prepared for the purpose of fulfilling the requirements of the New South Wales Rugby League Referees' Association Inc.. 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.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial statements are free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with accounting standards and other mandatory professional reporting requirements so as to present a view which is consistent with the understanding of the association's financial position and performance as represented by the results of its operations and its cash flows. These policies do not require the application of all Accounting Standards and other mandatory professional reporting requirements in Australia.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In our opinion, the Financial Statements present fairly, in accordance with the applicable Accounting Standards and other mandatory professional reporting requirements the financial position of New South Wales Rugby League Referees' Association Inc. as at 30 September 2003 and the results of its operations and its cash flows for the year then ended.

Coulton Isaac Barber
Chartered Accountants

George Isaac
Partner

Dated: 10 November 2003

Place: Parramatta, NSW

Members,

It is with pleasure that I submit the inaugural Member Services Report.

At the outset, it would be remiss of me to not thank the Members, firstly for electing me to this position at last year's Annual General Meeting, and, secondly for their continued friendship, support and belief in my ability.

The season started off with a golf day at Macarthur Grange Golf Club. An early hit off after a quick bite to eat did not prepare the players for what was in store, with temperatures exceeding 40° (remembering this is the same day of the Canberra fires). To their credit, every player completed their round of golf but it took some quite a while at the bar to replenish the fluids lost on the course. Thank you to Steve Clapson, Phil Cooley and Les Mathews for their assistance in making this day run as smoothly as it did.

At the seminar held at the beginning of the year the Members present voted unanimously for the adoption of an agreement between the Referees Association and the NSW Rugby League. The adoption of this agreement means that active Members, both now and in the future, have a precedent on which to rely when liaising with the NSW Rugby League.

Training BBQs and chicken nights were provided at various venues and seemed to be welcomed and enjoyed by all. Trot nights were held throughout the year with numbers increasing each time this event was held. The Seniors Appreciation lunch and the Life Members' Reunion were both held at the NSW Leagues Club. Both these functions were well received by all who attended. Brooklyn was once again frequented on the second Saturday of October and, as usual, the stories and jokes got better as they day progressed. I'm not sure if the same can be said about the punting.

Our premier event, Life Member's Presentation dinner was held at White Castle Lakemba. After some scepticism as to the choice of venue, an enjoyable evening was had by all who attended. Congratulations to Joe Griffiths on receiving his Life Member's blazer on this night.

Also, on this night the George & Amy Hansen trophy was awarded to Darren Alchin and the Dennis Braybrook trophy was awarded to Max Mannix. Congratulations to both these men as well.

At this stage it still has not been resolved with the League as to whether Officials are entitled to long service leave. It will be interesting to see what the outcome of this enquiry will be.

With the Board of Directors, Fees, Social and Centenary Committees established and working well together, and with the decline of social events (and attendance) over the past few years, perhaps the time has come for me to stand down from this position and someone with fresh ideas take over the reigns. Accordingly, I hereby advise I will not be seeking re-election as Director of Member Services for Season 2004.

It goes without saying that the support offered to me by Darren Alchin, Riley Brown, Luke Bugden, Alan Farlow, Joe Griffiths and Frank Leonard has made my job not only easier but more enjoyable.

To my fellow Directors, it has been a pleasure to work along side you and to be associated with the implementation of the new Board structure. I wish each of you and the Association continued success.

Finally, I would like to extend to all Members and their families all the very best for the Christmas season and look forward to seeing you all next year.

Tom Healy

DIRECTOR OF REFEREE DEVELOPMENT

Season 2003 has been my sixth season as the NSWRL Referees' Coaching Co-ordinator and it has been a season, which has produced the greatest changes both in competition structures and active referee personnel. I have also been elected on to the NSWRL Referees' Association Board as the Director of Referee Development. Both these roles have complimented each other and allowed me to co-ordinate both the League's and Association's goals of developing referees for the future of rugby league.

We saw the creation of the Jim Beam Cup with the introduction of Central Coast teams and the Flegg and S.G. Ball Cup reduced to shortened competitions. The Matthews Cup was reduced to a two-day knock out format.

All of the above, combined with referee retirements, impinged greatly on our refereeing ranks. The 2002/2003 off-seasons saw the retirement of some of the most senior and experienced referees namely, Messrs. Riley Brown, Allan Farlow, Bryan Gilchrist, Colin Jones, Scott Portsmouth, Martin Ryan, David Astill and Tom Peel.

There was also a number of further retirements during the season namely, Messrs. Phil Dorahy, Stephen Richards, Brett Meredith and Ken Mildwater.

Reading through the above list one can see the loss of experience to the active graded ranks caused by these retirements. All of these officials have given enormous commitment and loyal service without seeking any special recognition. On behalf of the NSW Rugby League and all Association members, I would like to extend my gratitude to each and every one of them for their effort, commitment and loyalty shown over a number of years.

Retirements open up opportunities to new generations of referees. Season 2003 has seen a huge influx of personnel namely, Messrs. Alan Shortall, Jared Maxwell, Daryn Smith, Peter Betts, Bernard Sutton, Phillip Haines, Daniel Eastwood, Glenn Toland, Grey Yates and Mohamed Fajajo. All young and keen referees aspiring to reach the highest level the game has to offer. On their performances thus far, it all looks well to reach that goal.

The most positive effect on NSW Rugby League graded referees was the appointment of Mr Robert Finch as the NRL graded referees coach. Robert made some major changes to the structure and career paths for referees as soon as he took up his position. The changes had an immediate effect on our squad of referees. It returned to the days when on field performance governed the progression of referees. He also recognised that referees who wanted to progress to NRL level had to come through, the second best competitions, namely Premier League and Jim Beam Cup.

All of the above allowed for a number of our squad members to earn their first NRL appointments, including Jason Robinson, Gavin Badger, Michael Jones, Peter Scriberras and Jason O'Brien.

I must sincerely thank Robert Finch for the co-operation, courtesy, goodwill and faith shown to me during the season. At the start of the season he requested that we meet with Michael Stone every week so we could report and discuss from NRL to NSWRL squad members regarding their on field performances. This worked very well and allowed us to identify individual weaknesses and strengths. Another initiative was combined training sessions, which allowed the two squads to be more interactive and in my opinion, better on field performances. It has also allowed the newly graded members to experience first hand what is required physically to reach first grade. This must continue and expand in season 2004.

This season saw the introduction of video referees for the Premier League and Jim Beam Cup Grand Finals. I must wholeheartedly thank the NSW Rugby League Board for having the foresight in introducing the video referees as it proved most successful and allowed both games to be controversy free. I hope this remains an integral part of Grand Final day.

Grand Final day proved for us what a very good season referees had by the way all officials performed and I congratulate Tony Archer, Steve Clapson and Michael Jones in Premier League and Messrs. Jason Robinson, Mario Cafarelli and Glenn Jackson in the Jim Beam Cup.

The Referees' Coaching Panel and Advisory Board again were of enormous assistance to all referees in improving performances. A special thank you to the coaches, Michael Ryan, Barry Goldsworthy, Brian Bonnie and Phil Cooley. Also, a thank you to the Development Squad coaches, Les Matthews, Max Dunn, Michael Lewis and Peter Bungate. They should be very proud of the performances put in by the newly graded squad members. It is always pleasing when hard work produces the goods.

This season saw the introduction of six new Advisory Board members namely, Riley Brown, Allan Farlow, Peter Filmer, Bryan Gilchrist, David Jay and Brad Levy. They certainly added a new dimension of expertise and we thank all the Advisory Board members.

One major assistance to referees this season has been the introduction of the new Murray Treginning's "Ref Talk" communication gear. It was introduced at considerable expense to the NSW Rugby League and the NSW Rugby League Referees' Association. The Executive Board of the Referees' Association, Tony Danks, Paul Kalina, Les Matthews, Tom Healy, Bryan Gilchrist and Jason Robinson need to be congratulated on showing the initiative with the NSW Rugby League in supplying this new communication gear for its members.

My many thanks to Trevor Davies and his training staff, Ron and Donna. Trevor was asked to implement some changes in the training this season particularly in the conditioning side of things. Although it may have been a bit of a shock to the system for some of our guys, it has made all members a step closer to the NRL in regards to their fitness. I also must thank Andrew Alchin for his efforts at training this year. Andrew was asked to keep a register of all injuries incurred by referees this season both on and off the paddock. He worked closely with David Nissan at the NSWRL to let him know of injuries sustained and treatment programs that had been implemented by the referee's medical practitioners to lessen the time off the paddock.

One very sad part of the season was the retirement of Mr Chris Turner as General Manager of the NSW Rugby League. Chris was always a great supporter and friend of the referees and myself personally.

I would like to pay a special tribute and thanks to Chris for his guidance and assistance while he was General Manager of the NSW Rugby League.

Also I would like to pass on a thank you to Mr Geoff Carr as the new General Manager of the NSW Rugby League. He has been very supportive to me since being appointed. Also a thank you to all NSW Rugby League staff namely, John Coates, Dave Norman, David Nissan, Scott Clendenning-Fenton, Christine Clark, Terry Williams, Ron Massey and John Hayes.

A special thank you also to Max Dunn and Mick Ryan for their great assistance every Monday in analysing videotapes.

Thanks must also go to Allan Farlow for his excellent efforts as Gear steward this season, as well as the Associations representative on the NSWRL development committee for season 2003. Alan spent many a night at these development committee meetings. Alan puts many hours work into not only ordering the gear, but also delivering and handing it out. On many occasions he has had to personally deliver on field clothing to grounds.

One person who continues to give me tremendous support is Michael Stone and I again thank him. To Joanne Farr, I must give special mention for her support and assistance throughout the year. My wife Karen, daughters Joanne and Deborah who deserve special mention for their support, understanding and patience. Season 2004 will present new challenges but as always we will have referees to meet them head on.

DENNIS SPAGARINO
NSWRL REFEREES' CO-ORDINATOR

DIRECTOR OF AFFILIATE LIASON

Members

It is with pleasure that I present the first ever Affiliate Liaison Report of the NSW Rugby League Referees Association.

With the introduction of a new constitution at the 2003 Annual Meeting, the new position of Director Affiliate Liaison was created with the general task of providing advice and support to affiliated associations. Whilst a number of other positions on the new Board of Directors remained virtually unchanged, perhaps with different tasks and titles, 2003 was the first time that the affiliate associations were provided with a collective voice at the NSW Board level.

Some two years ago at a "think tank" seminar which looked at the direction this association was heading, it was deduced that for a number of reasons we had forgotten where we had come from and where our new members were coming from. We had forgotten our grass roots, the grade referees of tomorrow and the associations that support them. We therefore created the Affiliate Liaison Committee comprising Glenn Jackson, Col Jones, Doug Keen and Barry Ruttle as NRAS State Manager to act as the initial contact between the affiliate associations and the NSWRLRA. Our role as the word says was to liaise closely with our affiliates, communicate with them, support them and assist them where possible to achieve their goals.

The Affiliate Liaison Committee undertook a survey at the beginning of the year by asking the affiliate Associations of the areas in which they believed the NSWRLRA could better assist them. The common response was that there was a general lack of communication between the two levels. To solve the communication problem the Affiliate Liaison Committee was able to attend every Sydney based affiliated associations' meeting on at least two occasions during the year, including Illawarra and our new affiliated association of the Central Coast. Unfortunately distance and work commitments prevented us from attending Canberra and Newcastle meetings. Late in the season, I did however accompany Dennis Spagarino and Les Matthews in attending a development meeting for the Newcastle Association, which was most beneficial to both the Newcastle and NSW Associations.

Affiliated Association's requested that two Presidents / Secretary's meetings be held in 2003. Discussion at these meetings centered upon providing as much information to the Affiliate Associations as possible. Martin Meredith provided information from the NSW Rugby League Academy, Barry Ruttle with regards to the NRAS System and Dennis and Les with information on the Graded and Development Referees Squads respectively. Many issues were raised at the Presidents / Secretary's meetings however the two issues of most concern raised by the associations related to insurance and the protection of referees at games and ultimately the retention of referees.

The Affiliate Liaison Committee investigated the insurance issue and with the assistance of Col White was able to offer all associations an avenue of cheaper group insurance policies for referees associations. It is pleasing that a number of associations are now reviewing their policies with a view of taking up the proposed offer made through the Affiliate Liaison Committee. The problem associated with the protection of referees is a far greater and wide-ranging issue. With the assistance of a number of associations we are currently collating information from various districts with regards to their policies and practices for the protection referees. It is hoped that we can provide associations experiencing difficulties in this area with ideas that are working successfully in other districts and enable them to look after their young referees.

As an avenue for affiliate associations to promote and share in information, the Affiliate Liaison Committee was able to assist in a number of projects throughout the season. West's and Illawarra provided information on their Buddy Systems that operated in each district, which allows for the on field assistance of new provisional referees in mini games. The training schedule from West's under the coordination of Col White was provided as a guide to affiliated associations. Central Coast provided eagerly sought information on the contact for repairs to the existing communication gear used by most associations. Penrith provided leadership with regards to NRAS problems on behalf of all associations whilst the Affiliate Liaison Committee assisted associations with collective issues such as district referees fees, the purchase of touch judge flags, and possible assistance from the NSWRL Academy. Many associations have benefited for the information supplied by their kindred associations during the year.

The NSWRLRA was again pleased to provide financial assistance to our affiliated associations with Administration Grants and Coaching & Development Grants. The continued financial assistance from the NSWRLRA to our Districts is a show of support for the ongoing commitment to the coaching and development of referees at the district level. The programs in place in each association as evident by the quality of the Coaching & Development Grant Applications ensure that the district referees are provided with the skills and knowledge to assist them in their refereeing career. The NSWRLRA congratulates all referees appointed to grand finals in their districts, whether it be A Grade or Under 8's. Being appointed a grand final in your district is an outstanding achievement and hopefully the forerunner to higher honours.

The Affiliate Liaison Committee this season was pleased to establish a group of prospective Development Squad Referees from each district. The Development Squad Coaches viewed these nominated referees in their own district with a view of possible inclusion in the Development Squad next season. The prospective referees were also invited to training at Milperra on a number of occasions with the Grade Squad late in the season to gain further experience and an understanding of what is required on the training track at the next level. My thanks to Dennis Spagarino for his support of this new initiative.

I take this opportunity to thank all Affiliated Associations for the support given to the Affiliated Liaison Committee in our inaugural year. The hospitality provided to our Committee Members at your associations meetings was very welcoming. I believe that not only was the initial goal of the Affiliate Liaison Committee of developing better communications between NSW and the districts achieved, we developed better communication between all our Affiliate Associations. To the Executive Officers of each Affiliated Association with whom I regularly communicated, I thank you for your commitment during the season.

Whilst perhaps some of our achievements listed above may have been small and elementary in our first year we are certainly heading in the right direction. I also take this opportunity to thank the Association Delegates for their contribution at NSW Meetings. Your contribution in providing information from your districts at the NSW level is vitally important to the success of affiliate liaison. The issue of better communication between the two refereeing levels does require input from the district associations. To better assist the district associations, the Affiliate Liaison Committee requires information and feedback from the districts as to the areas where we can be of assistance. It is hoped that as this program develops, associations will be more comfortable in coming forward with new ideas and initiatives for the betterment of refereeing at the district level.

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC

Finally I wish to thank the members of the Affiliate Liaison Committee, Glenn Jackson, Col Jones, Doug Keen and Barry Ruttle for their contribution and assistance in establishing the foundations of the Affiliate Liaison Committee. Your support throughout the year in attending district meetings and seeking information for the assistance of the districts has been very much appreciated. To my wife, Allison, I thank you for your support in my role as director. I was away from home far more this season than in previous years as I attended many district association meetings. I thank you for your understanding and patience. I also wish to thank and congratulate my fellow Board members, Tony, Les, Paul, Dennis, Jason and Tom. The initial year of the Board of the NSWRLRA has been an outstanding success due to your dedication and hard work. It has been a pleasure to work with you during the year and your support of my position and me has been very much appreciated. To all members, I congratulate you on your contribution to a fine season for the NSWRLRA and I wish you and your families a joyous festive season and a great season ahead.

Bryan Gilchrist
Director Affiliate Liaison.

MARKETING AND COMMUNICATION

It gives me great pleasure to submit the first report of the Director of Marketing and Communication. It was an honour to be selected as a member of the inaugural Board of Directors of the Association.

The role of the Director of Marketing and Communication is, in short, to raise the profile of the Association amongst members, affiliated Associations, and the League's. With 2003 being the Year of the Official, this task should have been a lot easier than it turned out to be. Proposals that were submitted to both the State and Federal Departments of Sport were aimed at increasing the recognition of on-field officials, educating the public, and attracting and retaining new members to the District Associations. Unfortunately, these proposals were rejected, making it impossible to achieve these goals on the large scale intended.

This required us to resort to internal means of promotion. As the season was well and truly underway, we tested some other initiatives to build a platform for future seasons.

The most successful and well-received addition to the Associations marketing was the initial newsletter, "Blowing the Whistle". The aim of the newsletter was to promote refereeing at all echelons, from the NRL to District level. The newsletter included articles including representative appointments, Association information, member's achievements and a section for the Districts to submit their own reports. Blowing the Whistle was extremely well received at all levels of officialdom, and will certainly be extended in the 2004 season.

As season 2004 is rapidly approaching, we have already begun to formulate plans to increase the Associations exposure, including:

- The expansion of the Marketing and Communication Committee to allow more input and productivity.
- Approaching the League's media outlets to assist with recruitment and education.
- Revamp the Associations web site, including greater exposure to the District Associations.
- Continuing and further developing the Association newsletter.

Being a newly established position, the role of Director of Marketing and Communication entailed a great deal of trial and error. Many of the goals we set ourselves were achieved, and the lessons learnt will allow for further growth of this position and the committee.

I would like to thank Russell Turner, as the other half of the Marketing Committee, for his help and input into this position this season. I would like to also thank the members and the Board for their support and guidance throughout the season.

In closing, I would like to wish all members and their families a safe and enjoyable off-season and festive period.

Jason Robinson
Director of Marketing and Communication

NATIONAL RUGBY LEAGUE REFEREES COACH

Providing this report to the New South Wales Referee's Association allows me to reflect on my 1st year as Referee's Coach for the National Rugby League. To say the role is challenging is an understatement but a challenge that I have enjoyed.

Full time professionalism has evolved quickly innovative changes in how clubs prepare in their search for the ultimate objective 'gaining a winning edge'. Highly qualified support staff, state of the art training facilities and statistical information that only a short time ago seemed many years away provide the environment that changed focused, innovative and creative allowing for rapid improvements in individual and team performances. Meeting the challenges that professionalism and change currently pose has been testing and at times frustrating, keeping pace is demanding but critical.

Indeed I acknowledge the support of the NRL in our move to state of the art training facilities at Telstra Stadium and access to statistical information that assists in the preparation and performance measurement that has not been available previously. I would also like to acknowledge all of the NRL squad whose attitude and discipline towards best performance is unquestioned and their training ethics outstanding. This attitude will be an important factor in meeting the ongoing changes that the game presents us. We will once again face many obstacles in our endeavour to keep pace with the game, as a collective group we must step up to meet these challenges in 2004.

In season 2003 a number of officials achieved recognition for their performances but a special mention must be made in recognition of the outstanding record of Bill Harrigan. His appointment to the 2003 Grand Final, his 10th, will be very difficult to surpass in the future along with his appointment to all 3 State of Origin games was once again a wonderful effort.

A number of other milestones were set throughout the year by officials and to all concerned congratulations, your achievements:

- Sean Hampstead's Appointment to his first test match along with winning the inaugural NRL Achievement Award.
- The appointment of Darren Gocher, Pat Reynolds and Glyn Henderson to State of Origin in 2003.
- Steve Clark's 200th 1st grade game.
- NRL debuts by Jason Robinson and Gavin Badger.
- NRL debuts on the line for Peter Scriberas, Michael Jones and Jason O'Brien.
- Tony Archer for being acknowledged as the NRL clubman of the year.

There is a new spirit of cooperation between the NRL and NSW squads which has been highlighted by the promotion of Jason Robinson, Gavin Badger, Peter Scriberas, Michael Jones and Jason O'Brien to officiate at NRL level and combined training sessions that strengthened the partnership. Special thanks to Denis Spagar and Tony Danks who have been of great assistance throughout the season.

Also a very special 'thank you' to Phil Cooley who gave up his valuable time to assist in the training and development of the NRL touch judges.

I would also like to acknowledge the contributions of Mick Stone, Trent Elkin, Don Stuart and Keith Onslow who provided me with outstanding support throughout the year. I would also like to thank Graham West, Chris Ward, Eddie Ward & Mick Lewis for the professional manner in which they carried out their duties in 2003.

I look forward to 2004 with great expectations as we have set a solid foundation for the future.

ROBERT FINCH
NRL REFEREES COACH

LIFE MEMBER 2003 RECORD OF SERVICE

JOE GRIFFITHS

Graded 1965 to 1969
Honorary Member 1970 to 1977
Non Member 1978 to 1993
Honorary Member 1994 to 2002
Total Membership 22 years

1965	13 (16)	1973	15 (0)	1997	5 (6)
1966	13 (15)	1974	14 (0)	1998	6 (6)
1967	14 (16)	1975	16 (0)	1999	6 (6)
1968	14 (17)	1976	16 (0)	2000	6 (6)
1969	15 (16)	1977	16 (0)	2001	4 (6)
1970	16 (0)	1994	2 (4)	2002	6 (6)
1971	15 (0)	1995	3 (4)		
1972	15 (0)	1996	6 (6)		

NSW Rugby League Advisory Board 1994 to 2002
George & Amy Hansen Memorial Committee Member 1999 to 2002

LIFE MEMBERSHIP NOMINATIONS FOR 2004

The following members were nominated for Life Membership of the Association and the Board of Directors recommendation will be announced at the Annual General Meeting where a copy of the successful nominee's records will be distributed.

Messrs Brian Bonnie, Alan Farlow, Tom Healy,
Col Jones, Paul Kalina and Frank Leonard

INTER-DISTRICT REPRESENTATIVE DEVELOPMENT SQUAD REPORT

Season 2003 can certainly be viewed as one of great success when it is considered that by the conclusion of the Inter-District Squad season ten members of the squad were elevated into the graded ranks. It is with much pleasure that we congratulate: Alan Shortall, Jared Maxwell, Daryn Smith, Peter Betts, Phillip Haines, Bernard Sutton, Daniel Eastwood, Glenn Toland, Greg Yates, and Mohamed Fajajo. It is testimony to the fact that the opportunity is there, now, for both referees and touch judges to move to the higher levels of our game. It also speaks volumes for the depth in the squad when by season-end, it was so very competitive for the Harold Mathews championship final positions. The feedback throughout the season was very positive from Dennis Spagarino, Michael Ryan, Barry Goldsworthy, Brian Bonnie and Phil Cooley and the expertise of these gentlemen was greatly appreciated. Very appreciative of the squad's efforts were the NSW Rugby League Academy as well as the coaches and officials of the district clubs.

Training has been well attended and therefore the opportunity to analyse games by video has been readily used. This also provides members with the opportunity to experience what graded members do each week. There have been many highlights throughout season 2003 with the following officiating in finals:

COMPETITION

REFEREE

TOUCH JUDGES

JERSEY FLEGG	ALAN SHORTALL	DANIEL EASTWOOD
		GLENN TOLAND

S.G.BALL	JARED MAXWELL	GREG YATES
		MOHAMED FAJAJO

HAROLD MATTHEWS	ADAM DEVCICH	STEPHEN WILSON
		SCOTT MURPHY

Congratulations to these officials as well as the Canterbury, Canberra and Parramatta clubs on their victories in the above competitions. Members of this year's squad also officiated at the Open National Schoolboys' Carnival in Darwin with Adam Devcich and Robbie Bowen experiencing refereeing in the Northern Territory; a number experienced the standard facilities and hospitality of New Caledonia and many offered their time and ability to control the St. Gregory's Schoolboy Carnival.

On behalf of Michael Lewis, Max Dunn, Peter Bungate and myself I would like to thank and congratulate all squad members on their efforts and dedication throughout 2003 and challenge them to work harder in 2004 when a number again may be provided with the opportunity to take the next step as well as work with a number of new squad members. Thanks must also go to Martin Meredith and Steve Howson as well as the staff of the NSW Rugby League Academy and the NSW Rugby League.

Finally the Inter-District Representative Development Squad sincerely thanks the NSWRL Referees Association for its support in all aspects related to the great game of Rugby League.

Les Mathews
Co-ordinator Interdistrict Development Squad

INTER-DISTRICT REPRESENTATIVE DEVELOPMENT SQUAD MEMBERS 2003

Atkins	Grant	Penrith	Laverty	Michael	Canberra
Berry	Danielle	Mainly Warringah	Lisle	Glen	Cant/Bankstown
Betts**	Peter	Central Coast	Maxwell**	Jared	Cron/Sutherland
Bowen	Robert	Central Coast	McFarlane	Ricky	Penrith
Callacher	Thomas	Balmain	McHarton	Brenton	South Sydney
Charnan	Shane	Mainly Warringah	Murphy	Kris	Cron/Sutherland
Daihl	Richard	Cant/Bankstown	Murphy	Scott	Illawarra
Devcich	Adam	North Sydney	O'Riordan	Cameron	North Sydney
Eastwood**	Daniel	Parramatta	Outram	Drew	Newcastle
Edwards	Craig	Newcastle	Potter	Luke	Illawarra
Elkins	Jayson	Mainly Warringah	Reynolds	Gavin	Parramatta
Evans	Shawn	Balmain	Shaw	Dean	Central Coast
Everill	Ben	Illawarra	Sheldrick	Aaron	Cant/Bankstown
Fajolo**	Mohamad	Cant/Bankstown	Shepherd	Scott	Balmain
Farlow	Jay	Penrith	Shortall**	Alan	Parramatta
Fecnan	Dominic	Canberra	Smith**	Daryn	Newcastle
Haines**	Phillip	Penrith	Smith	Nathan	North Sydney
Hall	Scott	Canberra	Stone	Jonathan	North Sydney
Hawkins	Mathew	Balmain	Sutton**	Bernard	Parramatta
Henderson	Phil	Canberra	Toland**	Glen	Cron/Sutherland
Hill	Nathan	Canberra	Unal	Viktor	Cant/Bankstown
Irvine	Ashley	Newcastle	Walsh	Brett	Cant/Bankstown
Jackson	Ryan	Illawarra	West	Mark	Western Suburbs
James	Chris	Western Suburbs	Wilson	Gavin	Newcastle
Jennett	Marcus	Illawarra	Wood	Steve	Balmain
Jones	Craig	Illawarra	Yates**	Daniel	Newcastle
K'neill	Tristan	Penrith	Yates	Greg	Penrith
Lake	Mark	Western Suburbs	Yates	Melissa	Penrith

NEW SOUTH WALES RUGBY LEAGUE REFEREES' ASSOCIATION INC NRAS MANAGERS REPORT

Another year gone and I suspect not a lot changes in some Associations in regard to the proper implementation of the Scheme. Ignorance cannot be used as an excuse in any litigation claim, that may eventuate, if a referee is questioned in court about their badge level and how they obtained their accreditation. I have advised you of possible ramifications and your responsibilities at every opportunity.

Let me pass on to you an extract from the latest Fitness NSW Newsletter, with advise to Fitness Professionals.

Breach of professional duty is excluded under Public Liability Insurance. For sporting bodies this type of cover is relevant to coaches and referees and others involved in sport (are we not both). Incorrect advice to their pupils for example, or incorrect instruction could be interpreted as a breach of professional duty.

I apologise to all, that the promised draft of the revised NRAS SCHEME, has still, at time of writing this report, not been distributed by the Foundation. Is it lack of money or what? I will bet if it was to do with players or coaches it would have been out long ago.

So much for the Year of the Official. But that's another story.

Thanks again, must go to the Penrith Association for their ongoing very professional assistance with the conducting of the Level 2 courses. Two this year. March and Oct. Most of the candidates are also from Penrith and still some Associations are asking why their Referee's are not qualified and continue to appoint them to referee, outside their qualifications. You really have no excuse. Get them on the courses.

On a good note I recommend to Associations that their providers attend the Train the Trainers Coaching Course. It is an excellent course and should be one of the requirements to become a Provider.

I hope you all have a good break and Merry Xmas and a Happy New Year.

Regards,

Barry Ruttle

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC.
FITNESS TRAINING REPORT 2003
(Trevor Davies)

On behalf of Donna and Ron, I would like to thank you for your effort during training this year. There were times throughout the year when some people may have been unable to adequately carry out a full training session due to physiological or psychological reasons. Understanding game rules and being physically fit are important attributes for all referees however; being disciplined on and off the field makes a professionalism referee.

All Graded Referees and touch judges who turned up for training put in a great effort reaping the benefits of our fitness sessions, game nights and enjoying the occasional social gatherings around the BBQ.

Representative Referees and Touch Judges who trained on Wednesday nights displayed great effort by focusing on fitness sessions.

I am currently negotiating the purchase of some new training equipment, which will by used to supplement our current training format.

Fitness Assessments.

This years fitness assessments generally indicated fine results. September fitness assessment indicated a slight decrease in overall group fitness, this was undoubtedly due to some referees overtraining and carrying old injuries.

Transitional Training (off season).

October, November and December should have all graded referees and touch judges completing the 'transitional training' programme which I prepared last year. Remember to take it relatively easy during this time of year and that recovery is one of the most important principles of training. Overtraining brings about fatigue ('burnout'), which will ultimately lead to injuries. The transitional training phase should be utilized to recover from your usual style of training. Take yourself to a gym and include some strength or power training sessions, go swimming or play a sport. During this training phase avoid interval (sprint) training sessions as per our 'competition phase'. Focus more on relaxing, stretching and recuperate from old or new injuries.

NOTE SHOULD YOU FEEL FAINT OR DIZZY PLEASE STOP THE ACTIVITY AND SEEK MEDICAL ADVICE.

PLEASE ENSURE THAT YOU OBTAIN A MEDICAL SCREENING CHECK PRIOR TO COMMENCING ANY TRAINING PROGRAMME. ASK YOUR MEDICAL PRACTITIONER TO INCLUDE A STRESS TEST IN YOUR SCREENING CHECK.

Thank you all - have a very Merry Christmas.
Trevor Davies

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC.
TRAINERS' REPORT 2003

Season 2003 has come and gone so quickly and so much has happened over the past 12 months. The expertise and quality of our Trainers continues to evolve and improve as we keep pace with the increased professionalism in our game.

During the year Don Stuart looked after the training sessions at Telstra Stadium for the NRL squad and Andi Alchin managed the training sessions for the NSW squad at Milsberr. This year their roles were enhanced as they became responsible for maintaining the injury program and ensuring that referees maintained an injury recovery program before rejoining the main training squad.

Thanks to Dennis Reagan who once again co-ordinated the strapping and oil purchases from our supplier and distributing to the other Trainers throughout the season.

We welcomed some new faces into the ranks including John Florio, Emma Gillingham, Kristin Reynolds, Simon Wowk and Steve Kara (Melb). Each one of them brings new skills to the squad as we have a mix of qualified physiotherapists, those training to become physiotherapists or those who run their own business as personal trainer.

I would like to acknowledge the work that the Trainers outside of Sydney do to ensure that the visiting referees are relaxed in different surroundings. Apart from getting the guys ready for their game they are also the link knowing who to go to for resolving problems as they occur or simply pointing the guys in the direction of the new local drinking hole after the game. So thanks to Keith Wakeley, Sam Morgan, Scott Urquhart, Pat McCudden, Steve Kara and Grant Clark.

Finally, my sincere thanks to the Sydney team of Trainers who were always willing to cover grounds where ever necessary. This season additional grounds were added to the playing list, essentially on the Central Coast and Windsor. With the increased number of grounds being used, with only one game being played, there were occasions where the majority of the games were played in the greater Sydney area and a number of Trainers were required to double up to cover those games. At all times they demonstrated a professional approach to their work and recognise that a Jim Beam Cup game played at Ourimbah is as important to that referee as an NRL game played at Telstra stadium is to that referee.

Wishing everyone a safe and relaxing off-season and await an exciting 2004 season.

John McCormack
Director of "Rubbish"

BOARD OF DIRECTORS RECOMMENDATIONS

The Board of Directors of the Association makes the following recommendations for 2004, to be considered at the Annual General Meeting.

1. That members Subscription shall be five dollars (\$5.00) or one dollar (\$1.00) for a pensioner.
2. That Affiliated Associations shall pay an Affiliation Subscription of ten dollars (\$10.00).
3. That in 2004 the Association will hold four (4) General Meetings commencing at 7.45 pm. at the NSW Leagues Club:-
3rd March
5th May
14th July
1st September

GEORGE AND AMY HANSEN MEMORIAL TROPHY RECIPIENTS

1975	F. O. Cohen	1985	B. Wiseman	1995	B. Gilchrist
1976	C. E. Wiggzell	1986	L. Matthews	1996	J. Griffiths
1977	F. W. Walsh	1987	L. Williams	1997	D. Spagarino
1978	A. Shiner	1988	M. Ryan	1998	B. Ruttle
1979	D. Wintin	1989	M. Stone	1999	T. Healy
1980	J. Gocher	1990	I. Parnaby	2000	K. Roberts
1981	D. Braybrook	1991	P. Cooley	2001	Martin Ryan
1982	I. McCall	1992	R. Styles	2002	A. Farlow
1983	C. Gilchrist	1993	Kevin. Jeffes	2003	D. Alchin
1984	P. Longhurst	1994	T. Danks		

FRANK WALSH MEMORIAL TROPHY

Year					
1990	Michael Lewis	1998	Jeffrey Younis		Balmain
1991	Sean Fielder	1999	Jason Robinson		Penrith
1992	Craig Tracey	2000	Jennifer Robinson		Penrith
1993	Darren Gocher	2001	Brad Rye		Western Suburbs
1994	Brett Lynch	2002	Ben Cummins		Canberra
1995	Rod Lawrence	2003	Alan Shortall		Parramatta
1996	Jason O'Brien				
1997	Jason Weinstien				

LIFE MEMBERSHIP HONOUR ROLL and ATTENDANCE

6 MEETINGS HELD IN 2003

K Arnold **	1971 D	1971 D	J Farquhar	1929 D	A Neville **	1987 D
L Baggett	1945 D		J Farrelly	1977 D	J O'Brien	1952 D
A Ballerum	1917 D		A Farrow	1922 D	R O'Donnell	1965 D
B Barry	1974 D		A Fildfield	1947 D	J O'Sullivan D	1974 5
J Bates	1946 D		P Filmer	1995 1	A Oxford **	1952 D
T Bellw O.A.M.	1961 D		E Fletcher	1941 D	K Page	1978 D
G Benson	1977 D		W Fry	1936 D	E Payne	1948 D
S Betts	2000 5		R Garwood	1988 1	I Parnaby	1996 0
G Bishop	1950 D		B Gately	1992 5	C Pearce	1960 0
N Bisset	2000 3		B Gilchrist	1998 6	G Pearce	1953 D
J Black	1928 D		C Gilchrist	1983 D	R Pearce	2001 4
B Bolton	1993 0		J Gocher	1983 0	H Pierce	1963 D
G Boyd	1918 D		M Godfrey	1979 0	H Poulton	1925 D
D Bratton	1953 D		B Goldsworthy	2002 5	K Roberts	1992 5
D Braybrook	1982 D		T Grew	1958 D	L Rosen	1955 D
T Brennan	1940 D		G Griffin	1951 D	H Rowlands	1928 D
R Brock	1967 D		J Griffin	1939 D	B Ruttle	1999 6
C Brown	1963 0		J Griffiths	2003 6	Michael Ryan	1991 4
L Bryeres	1972 0		R Hall	1939 D	P Ryan	1991 0
J Buchanan	1924 D		J Hansen	1925 D	L Samuelson	1973 0
E Buckley	1937 D		J Harris O.A.M.	1980 1	C Schomberg	1972 D
S Caery	1956 D		A Holt	1966 D	H Schuema	1940 D
J Clarke	1943 D		C Hudson	1975 1	A Shiner O.A.M.	1955 D
O Clement	1981 0		Kevin Jeffes	1995 1	A Shipway	1959 D
N Cohen	1948 D		J Jewell	1988 D	R Smyth	1951 D
J Colenso	1989 D		J Kelly	1954 D	A Soane	1971 D
A Collins	1947 D		J Kelly **	1982 D	D Spagarino	1997 5
J Connor	1985 0		W Kelly	1969 D	A Spankie	1945 D
P Cooley	1994 6		K Keough	1970 D	M Stone	1989 5
T Costello	1936 D		E Kerr	1938 D	R Styles	1994 0
B Cowley	1969 D		A Konnecke	1968 0	E Tinsley	1967 0
E Cox O.A.M.	1970 1		D Lawler	1957 D	M Tomsett	1979 0
W Cuke	1956 D		P Lee	1942 D	C Tunell	1984 0
R Cummins	1966 D		T Leffter	1956 0	J Turner	1942 D
T Danks	2001 6		P Longhurst	1986 2	B Wales snr	1935 D
J Davies	1954 D		D Macdonald	1976 D	F Walsh	1965 D
A Davis	1950 D		M Maloney	1941 D	C Ward	1990 0
L Deane	1935 D		J Martin	1968 D	R Ward	1949 D
F Delaney	1932 D		L Matthews	1986 6	M Weekes	1997 0
A Dennis	1936 D		I McCall	1984 1	G Welsh	1921 D
W Devine Snr	1949 D		J McGauley	1944 D	C West	1999 1
R Dick	1976 D		T McMahon	1915 D	C Wiggzell B.E.M.	1938 D
T Dickenson	1921 D		H Millington	1934 D	L Williams	1957 0
R Drake	1937 D		J Montgomery O.A.M.	1973 0	D Wintin	1981 2
M Dunn	1998 2		J Moses B.E.M.	1944 D	G Wirth	1939 D
H Elliott	1929 D		T Murphy	1985 0	B Wiseman	1987 0
P Elliss	1978 0		J Murray	1934 D	C Yorke	1943 D
F Erickson	1964 0		W Neil	1946 D		

** Deceased since November 2002

GRADED REFEREES SEASON 2003 and ATTENDANCE

6 MEETINGS HELD

D Abood	6	P Haines **	2	M Oaten #	0
D Adams	2	S Hampstead	0	J O'Brien	1
D Alchin	6	M Harradine	1	P Reynolds	1
T Archer	4	W Harrigan	1	S Richards #	0
G Badger	6	S Hayne	0	Jason Robinson	6
G Bailey	5	G Henderson	2	Jeanie Robinson	0
P Betts **	3	B Holland	3	B Rye	3
L Bugden	6	G Jackson	5	P Sciberras	2
M Cafarelli	6	G Jankowski	6	A Shortall **	4
S Carrall	2	M Jones	5	P Simpkins	0
P Castle	2	P Kalina	6	D Smith **	0
M Cecchin	4	D Keen	6	B Sutton **	6
S Chiddy	0	R Lang	5	G Sutton	5
S Clapson	5	R Lawrence	1	G Tolland **	5
S Clark	0	W Loveday	4	R Turner	3
B Cummins	5	S Lyons	0	J Walsh	4
T De Las Heras	6	T Mander	0	J Weinstein	4
P Dorahy #	0	J Maxwell **	3	G Yates **	2
D Eastwood **	5	J McCormack	4	J Younts	6
M Fajalo **	5	B Meredith #	0		
A Fallah	2	K Mildwater #	0		
D Gocher	0	S Nash	1		

** Graded during season (May)

Retired during season

6 MEETINGS HELD

K Allard	0	C Haynes	0	K Mildwater #	0
N Almond	0	T Healy	6	P Moon	0
B Apps	0	G Heaton	0	R Morris	0
D Astill	0	G Hedger	0	P Murray	0
B Barnes	0	R Hensley	0	K Neale	0
P Battin	1	M Hewitt	1	M Oaten #0	0
M Beacroft	0	P Hewitt	0	G O'Donnell	0
J Belgre	0	M Hoffmann	1	M O'Malley	0
J Blomfield	0	K Holman	0	W Pearson	0
B Bonnie	5	K Howell	0	T Peet	1
P Bowen	0	M Howell	0	L Penfold	1
R Bowman	0	R Humphreys	0	A Perry	0
D Bowron	0	R Hunt	0	R Picard	0
R Brown	4	M Jadwat	0	M Presland	0
P Bungalow	3	D Jay	2	S Portsmouth	4
A Butler	0	Kevin Jeffes	1	L Randle	0
M Cassidy	0	C Jones	5	B Reedy	0
W Close	0	B Keenahan	1	S Richards #	0
A Cole	0	G Kellahan **	1	K Russell	0
G Cook	0	A Kelly	1	Martin Ryan	4
R Cranston	0	P Kelly	0	A See	0
B Cripps	0	B Kendall	0	A Sercombe	0
B Cross	0	R Kiddle	0	R Sinclair	0
T Delaney	0	S Laws	0	I Smith	0
P Digby	3	G Lee	0	O Smith	0
C Dimon	0	F Leonard	6	D Sprout	0
P Dorahy #	0	R Lewis	0	J Stewart	0
P Duncan	0	M Lewis	0	P Stuart	0
L Edney	0	B Lynch	1	M Taylor	0
M Edwards	0	P Macinante	4	M Thompson	0
G Elias	0	A Maksoud	0	S Todd	1
A Farlow	6	D Manson	0	J Turner	0
P Field	0	K Manton	0	L Turner	0
S Fielder	3	P McBlane	1	D Turvey	1
R Fielding	0	G McCallum	0	B Wales	0
P Fitton	0	A McGilvray	0	E Ward	0
B Flint	0	V McGuiness	0	R Warner	0
P Freeman	0	R McIntosh	0	P Watkins	0
R Freeman	0	R McLannett	1	C White	0
B Grant	0	D McLean	3	J Whybrow	0
W Grech	0	P McMahon	0	R Williams	0
G Haines	0	J Melville	0	A Willis	0
L Harrigan	0	B Meredith #	0	J Yard	0

Deceased since November 2002 **

Retired during season

HONORARY ASSOCIATE MEMBERS FOR LIFE

J.R. Drewes	D	H. Gillard	D	W. Petley D.F.C.C.dag	D
W. Fallowfield O.B.E.	D	P. Goerner	0	L. Plowes	1
K. Gardner	D	C Turner	1		

NON-ACTIVE MEMBERS 2003 and ATTENDANCE

AFFILIATED ASSOCIATION DELEGATES ATTENDANCES 2003

6 MEETINGS HELD

BALMAIN	L. Bugden	1	S. Wilson	2
CANBERRA	G. Henderson	4	N Bissett	1
CANTERBURY-BANKSTOWN	S. Issa	2	R Daizli	3
CENTRAL COAST	M. Allen	3	R. Bowen	3
CRONULLA-SUTHERLAND	J. Maxwell	3		
FIJI	B.Bonnie	6		
ILLAWARRA	B. Everill	3	T De Las Heras	5
MANLY-WARRINGAH	S. Charman	4		
NEWCASTLE	P. Digby			
N.S.W. COUNTRY	K. Riolo	1	N. Best	1
NSW POLICE	S. Wilson	3		
NSW PUBLIC SERVICE	D. Turvey			
NORTH SYDNEY	S. Watson	6		
NORTHERN TERRITORY	D. Wintin	3		
PARRAMATTA	A. Essey	5		
PENRITH	J. Farlow	6		
QUEENSLAND	D. Wunningham	0		
ST GEORGE				
SOUTH AUSTRALIA	T. Danks	6		
SOUTH SYDNEY	B. McHutton	1	A Zapanitis	3
TASMANIAN	P. Cooley	6		
UNIVERSITY CUP				
VICTORIA	J. Robinson	5		
WESTERN AUSTRALIA	P. Kalina	6		
WESTERN SUBURBS	M. Burgess	1	M Ward	1

ASSOCIATION PRESIDENTS/CHAIRMAN

Mr.J.HOYLE and Mr.E.HOOPER	1908
Mr.E.HOOPER	1909 - 1912
Mr.T.McMAHON	1913 - 1915
Mr.A.BALLERUM	1916 - 1920
Mr.J.FARQUHAR	1921 - 1924
Mr.B.WALES	1925 - 1929
Mr.H.ROWLANDS	1930 - 1931
Mr.B.WALES	1932 - 1933
Mr.A.DENNIS	1934
Mr.J.GRIFFIN	1935 - 1942
Mr.C.WIGZELL	1943 - 1951
Mr.A.DAVIS	1952 - 1958
Mr.A.SHINER	1959 - 1967
Mr.L.BRUYERES	1968 - 1977
Mr.D.MacDONALD	1978 - 1979
Mr.LMcCALL	1980 - 1984
Mr.T.DANKS	1985 - 2000
	2001 -

ASSOCIATION SECRETARIES/EXECUTIVE OFFICER

Mr.A.WELSH	1908
Mr.W.FINEGAN	1909 - 1912
Mr.H.ALCORN	1913 - 1914
Mr.A.FARROW	1915
Mr.A.THORNTON	1916 - 1922
Mr.F.DELANEY	1923 - 1937
Mr.T.BRENNAN	1938 - 1962
Mr.E.COX	1963 - 1977
Mr.F.WALSH	1978 - 1983
Mr.C.TURNELL	1984 - 1985
Mr.F.WALSH	1986 - 1989
Mr.L.MATTHEWS	1990

ASSOCIATION TREASURERS/DIRECTOR OF FINANCE

Mr.G.BOSS	1908
Mr.A.WELSH	1909
Mr.A.BALLERUM	1910 - 1912
Mr.A.FARROW	1913 - 1914
Mr.C.YARD	1915
Mr.B.YARD	1916
Mr.V.DICKINSON	1917 - 1922
Mr.H.MILLINGTON	1923 - 1941
Mr.H.MILLINGTON and Mr.C.WARD	1942
Mr.H.MILLINGTON	1943 - 1956
Mr.O.COHEN	1957 - 1978
Mr.J.GOCHER	1979 - 1983
Mr.P.LONGHURST	1984 - 1985
Mr.M.STONE	1986
Mr.G.LEE	1987 - 1989
Mr.P.FILMER	1990 - 1998
Mr.P.KALINA	1999

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC
REPRESENTATIVE APPOINTMENTS 2003

STATE OF ORIGIN

New South Wales V Queensland

1st Brisbane

Referee
W Harrigan
Touch Judges
D Gocher P Reynolds

2nd Sydney

Referee
W Harrigan
Touch Judges
D Gocher G Henderson

3rd Brisbane

Referee
W Harrigan
Touch Judges
D Gocher G Henderson

Sydney Origin V N.S.W. Country Origin

Referee
W Harrigan
Touch Judges
S Chiddy D Gocher

L/I/17's New South Wales V Queensland

Referee
J Robinson
Touch Judges
P Castle S Clapson
Stand By Referee
J Younis
Inter-Change
M Cafarelli G Jackson
Stand-by Touch Judge
M Cafarelli

Indigenous Development Game NSW V QLD

Referee
T De Las Heras
Touch Judge
M Cafarelli G Jackson
Stand By Referee
A Shortall
Stand By Touch Judge
L Bugden

Jim Beam Cup Representatives Brisbane Capitals V

Referee
G Badger
Touch Judges
P Castle J O'Brien
Stand By Referee
Jason Robinson
Stand-by Touch Judge
D Keen

Jim Beam Cup Colts V Emerging States

Referee
A Shortall
Touch Judges
L Bugden G Bailey
Stand By Referee
J Maxwell

Great Britain V (3 Tests played) New Zealand (in England 2002)

Referee
S Clark
Touch Judges
England England

Australia V New Zealand

Referee
B Harrigan
Touch Judges
D Gocher A Clarke (N Z)

New Zealand V Australia

Referee
S Hamstead
Touch Judges
New Zealand New Zealand

Great Britain V (2nd Test played) Australia (in England 2003)

Referee
T Mander
Touch Judges
England England

1st GRADE NRL GRAND FINAL

Sydney Roosters V Penrith Panthers

Referee
W Harrigan
Touch Judges
S Carrall G Henderson
Stand By Referee
T Mander
Stand By Touch Judge
P Reynolds

PREMIER LEAGUE GRAND FINAL

Canberra Raiders V St Marys-Penrith Cougars

Referee
T Archer
Touch Judges
M Jones S Clapson
Stand-By Referee
R Lawrence
Stand-By Touch Judge
D Abood
Inter-Change
L Bugden

JIM BEAM CUP GRAND FINAL

The Entrance V Wentworthville

Referee
J Robinson
Touch Judges
M Cafarelli G Jackson
Stand-By Referee
R Lawrence
Stand-By Touch Judge
D Abood
Inter-Change
L Bugden

ARRIVE ALIVE CUP

Endeavour Sports High V St Dominic's Kingswood

Referee
J Younis
Touch Judges
D Alchin W Loveday
In-Goal Judges
D Adams G Jankowski

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC
TEST MATCHES

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC
N.R.L. 1st GRADE REFEREES 2003

T. Archer	S. Clark	S. Hayne	T. Mander
G. Badger	S. Hampstead	R. Lawrence	Jason Robinson
M. Cecchin	W. Harrigan	S. Lyons	P. Simpkins

INTER-DISTRICT JUNIOR REPRESENTATIVE FINALS

JERSEY FLEGG FINAL

<u>Cronulla Sharks V</u>	Referee	Touch Judges
<u>Canterbury Bulldogs</u>	A Shortall(Paramatta)	D Eastwood(Paramatta) G Toland(Cron/Sutherland)
Stand-By Referee	D Smith(Newcastle)	Stand-By Touch Judge S Wilson(Balmain)

S.G.BALL CUP FINAL

Paramatta V	Referee	Touch Judges
Canberra	J Maxwell(Cron/Sutherland)	M Fajajic(Cant/Bankstown) G Yates(Parrin)
Stand-By Referee	D Smith(Newcastle)	Stand By Touch Judge S Wilson(Balmain)

HAROLD MATTHEWS CUP FINAL

Paramatta V	Referee	Touch Judges
St George	A Devcich (North Sydney)	S Murphy (Illawarra) S Wilson (Balmain)
Stand-By Referee	C James(Western Suburbs)	

UNIVERSITY SHIELD OPEN FINAL

Endeavour Sports V	Referee	Touch Judges
Farrer Collage	B Cummins	V Unal(Cant/Bankstown) R Daizil(Cant/Bankstown)

BUCKLEY SHIELD 14 YEARS FINAL

Chifley High V	Referee	Touch Judges
Endeavour Sports	J Elkins(Manty-Warrnigh)	R Daizil(Cant/bankstown) M Hawkins(Balmain)

WESTMONT SHEILD 12 YEARS FINAL

Shalvey Public V	Referee	Touch Judge
Cimcumber Public	V Unal(Cant/Bankstown)	G Reynolds(Paramatta) S Evans(Balmain)

NEW SOUTH WALES RUGBY LEAGUE
REFEREES' ASSOCIATION INC
**POSITIONS HELD BY MEMBERS WITH THE
AUSTRALIAN R.L & N.S.W. RUGBY LEAGUE LTD**

VICE PRESIDENTS
Mr E Cox (OAM)

GENERAL COMMITTEE
Messrs T Danks and L Matthews

DIRECTOR OF THE N.S.W. LEAGUES CLUB.
Mr E Cox (OAM)

NSW RUGBY LEAGUE REFEREES COACHING CO-ORDINATOR
Mr D Spagarino

REFEREES ADVISORY BOARD
Messrs N Almond, R Brown, P Bungate, B Bonnie, P Cooley, T Danks, P Digby, M Dunn, P Ellis, A Farlow, P Filmer, B Gilchrist, B Goldsworthy, J Griffiths, T Healy, D Jay, T Kelly, F Leonard, B Levy, M Lewis, B Lynch, L Matthews, M O'Malley, K Roberts, B Ruttle, Michael Ryan, D Spagarino and S. Watson

NATIONAL REFEREEING ACREDITATION SCHEME COMMITTEE
Messrs, T Danks and L Matthews.

NATIONAL REFEREEING ACREDITATION SCHEME
NSWRLRA MANAGER
Mr, B Ruttle,

RULES COMMITTEE
Mr M Stone & Mr D Manson

**CO-ORDINATOR INTER-DISTRICT REPRESENTATIVE REFEREES
DEVELOPMENT SQUAD**
Mr L Matthews

COACHING AND DEVELOPMENT POLICY COOMITTE
Mr A Farlow

COACHING COUNCIL
Mr K Holman, MBE

NEW SOUTH WALES RUGBY LEAGUE
 REFEREES' ASSOCIATION INC
**POSITIONS HELD BY MEMBERS
 WITH THE N.R.L**

REFEREES CO-ORDINATOR AND SKILLS COACH

Mr M Strone

VIDEO REFEREES

Messrs, P. Cooley, M. Lewis, M Stone, C Ward, E.Ward, G West
 T Mander, S Clark and B Harrigan

GROUND MANAGER

Mr E Cox (OAM)

APPEALS COMMITTEE

Mr K Roberts

**BOARD of DIRECTORS
 MEETINGS ATTENDANCE RECORD**

Board Member	Number of Meetings Held	Attendance
T Danks	7	7
B Gilchrist	7	7
T Healy	7	7
P Kalina	7	7
L Matthews	7	7
J Robinson	7	6
D Spagarino	7	6
D Alchin (Minute Secretary)	5	4

Apologies were received from:- Dennis Spagarino, Jason Robinson and Darren Alchin for their non attendance at meetings.

NEW SOUTH WALES RUGBY LEAGUE
 REFEREES' ASSOCIATION INC
RESULTS OF ELECTIONS

Chairman Of The

Board.....

Director Referee
 Development.....

Director marketing and
 Communication.....

Director Member
 Services.....

Director Finance.....

Director Affiliate Liason

Executive
 Officer.....



WISHES TO THANK THE

MARRICKVILLE ANZAG CLUB

FOR ITS VALUABLE SUPPORT

THROUGHOUT 2003