



**Western Australia Rugby Union  
Referees Association  
2025 ANNUAL REPORT**

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# PRESIDENTS REPORT – 2025

## ***“2025 – The year of Progression”***

Why, well it has been a year of change and development for the association, starting all the way back in November 2024 with the new Executive. The new Executive started with a vision to narrow the gap with RugbyWA working together for the benefit of the Association and wider RugbyWA affiliates.

The first step was the establishment of some new frameworks together. These were borne out of our **engagement with RugbyWA** to better affiliate ourselves through a **Memorandum of Understanding**. This spawned a gathering of energy quickly turning into development workshops with some guidance from higher powers.

It began with some simple guidelines and pathways that we needed to address.

- Education and Accreditation
- Referee Pathways
- Recruitment of Match Officials
- Retention of Match Officials
- Administration and Governance

From this initial prework and idea generation, the guidelines developed, and some key initiatives were founded such as

the **Mental Health Initiative**, **Recruitment and Retention** initiatives and later on the **Green Shirt** revival which is still under development. From where we were in 2024 toying with ideas and thoughts, we now have some concrete foundations to move on for the remainder of 2025 and onwards into 2026.

## **Strategic Highlights**

Overall strategic highlights are the main items listed above with the **Mental Health and Recruitment and Retention Strategy**. For 2026 the Executive will continue to build our records, Policies and documentation and update our Strategic Plan to align to our new additions.

## ***Executive Committee – Going Forward into 2026***

For 2026 I see the season moving fast and progressively. **2027 is the World Cup** and we need to prepare for it. Contributing to this we will be setting ourselves up for future years of success through **improved governance, development and long-term recruitment**, with Referee and MoD recruitment, development and retention at the fore front of where we are heading. We have a lot of work to do as an association, but it is only through the **efforts of the volunteers** that we can do this. To this, I would like to thank the following (in no particular order).

- **Roisin Ward** - for stepping in for our previous Secretary Sandra Mazarakis who unfortunately had to step away due to family health issues.
- **Ben Jones** - for stepping up as our Lead Trainer, graduating from his Physio degree and giving back to those who were able to turn up to his brutal training sessions.
- **Hayden** - our social media Guru who never stops amazing us with his weekly appointments, Instagram special promotions and hilarious outtakes.
- **Dom Carlsen** - for his tireless effort to get the Mental Health strategy in place, growing it from a dream to a reality. Your work has really hit the mark with several members expressing sincere thanks for your efforts in this space.
- **Joanne Langleley** - for her tireless work behind the scenes, making sure everyone has been reimbursed on time, fed and stopping me from spending too much money!
- **Jordan** - the ever-giving Educator, Club Captain and all-round great stylist. Your efforts to lead, by example by giving back, never stop, through your education, mentoring and ability to be available at any time to help others is more than impressive.
- **Kim Short** - yes, it's a surprise to me as well, but his ability to find a fine in the most innocuous photo or event is

relentless. Your efforts are appreciated, bringing a sense of community and engagement through your often dubious but impressive.

- **Liam Ward** - for his guidance and experience has been paramount for the past two years. Always good for a good debate and discussion, you have been a pillar of the Association for nearly 10 years representing and protecting us and your drive during the COVID years was paramount to this.

And lastly at least, closing off, I can now confirm that we have finally settled the new age debate. We Match Official Developers, not Coaches anymore!

# RECAPPING THE YEAR

The Pre-Season Seminar went off without a hitch and the season got kicking with the **Rendezvous Cup and preseason games**. It was not long before though the Season itself kicked off and now the 2025 season is complete.

2025 itself was challenging but through RugbyAU and RugbyWA, the Association was **blessed with the new appointment of the RugbyWA Match Official Co Ordinator, Jessie Treherne**. An unknown Victorian was coming to help, and with a few frantic LinkedIn searches conducted to find out who this mysterious person was. Well, that was nearly 6 months ago, and **Jessie came in with all gun's blazing!** It was a like a fire had been lit under the cauldron for many of us, but the **Executive are grateful for the work that she started and got moving on**. It was great to see all those little things that could never be done, start to be progressed and moved so that the Executive could get on with running the association. A lot of work has been done **but a lot more has to be done and with the help of Jessie**, 2026 is going to be a year that we really set out to deliver what we said we would.

Overall, the season saw some big surprises with the culmination of the year in Rockingham, with both Wanneroo teams coming up as Champions for 2025.

I am not sure anyone predicted that outcome but **well done to them and our teams that officiated**.

Rockingham, despite having the Ainsworth brothers, did a great job looking after us Referees and the next host has a lot to live up to in this regard.

For 2025 we saw close to 1300 games **officiated from U12 to Premier Grade** games involving a central referee, a massive effort. We will be working with RugbyWA to see where we can assist in **improving the game across the board and pushing hard to centralise where possible** junior games at grounds. This will not only allow greater referee flexibility but also allow us to **flood the games with Match Official Developers** to get the most out of our cohort.

Peter Miller

WARURA President

# VICE PRESIDENTS REPORT

## – 2025

The RWA board made it only a “guideline” this season for new recruits from each club in accordance with the WAC2. Unfortunately, this was not supported or implemented by RWA. WARURA will keep trying to streamline these “guidelines,” and generally ensure the relationship is as beneficial as possible for all, including all Clubs. **We have been able to work well, under pressure, handle conflicts, and negotiate effectively.**

WARURA had hoped to have a junior rep/rep`s in place to forward actions mainly based around the development of junior members, this will be high priority for next season.

**Ben, Jordan and others have put in a lot of time and effort into the Education training,** it is very time consuming and those involved should be recognised for their fantastic work, this has shown in the high attendance at meetings.

We should also try increase the opportunities with RugbyAU for the further development of our top number of referees, even if it must be at our cost.

The Judiciary did a great job, using National guidelines and structures and with a balanced and experienced setup. With a RWA official controlling the input and timescale of actions, issues are getting resolved quicker and in-line with the

sanction. Still addressing some approaches to different issues but making good progress. There is now a few WARURA members on the judiciary. **Again, a big shout out to Kim Short on all his help within the judiciary process.**

The JRAC achieved a good structure between RWA, Clubs and WARURA within JRAC, a good working board. Looking at what all coaches and team managers should have to sign off on their knowledge of the laws, responsibilities and comp guidelines, this would allow the judiciary faster progress and clubs are then responsible for the coaches/manager/team behaviour. Unfortunately, they only meet three times this season.

The CRAC, in my option, this year again, was very much inoperative. Many members have resigned from CRAC, leaving clubs, views and ideas unrepresented. Many believe, and rightly so, with the only 4 meeting a season now, the CRAC has become irrelevant. We are reminded by the board and RWA, we are only an adviser committee, and the board choose to use the advice if, where and to whom they decide to. I report back to our executive after each CRAC meeting.

The **Ladies Comp/events**. Unfortunately, with no women’s rugby development person within RWA, WARURA were not involved to any development or consultation within the ladies’ comps, seniors, or juniors, or invited to be involved with any process involving the

growth of rugby in the ladies' comps 2025 again. **We have given 100% support to the ladies and Friday night and Saturday games.**

Liam Ward  
Vice President

# CLUB CAPTAIN REPORT - 2025

## Club Captain's Report - 2025

2025 saw me continue in the role of Club Captain, a position that has allowed me to advocate for referees, strengthen engagement across all levels, and contribute to the ongoing professionalism of our association. As the intended primary point of contact for referees, I've aimed to provide open and constructive feedback to the Executive, ensuring members' voices are heard and considered in key decisions. My duties have included developing and delivering referee education sessions, managing kit distribution, and supporting referee wellbeing. With the appointment of a Match Official Coordinator at RugbyWA, I was able to hand over several time-consuming administrative tasks - such as recruitment and facilitation of Referee Ready courses - allowing me to focus more closely on member engagement and development.

Last year, our TDG members took the lead in developing and delivering education sessions at our monthly club meetings - an approach that allowed me to focus on other areas of association leadership. With the Match Official Coordinator position at RugbyWA now in place, I was pleased to resume coordinating these sessions this year, a responsibility I thoroughly enjoy.

A key change this year was the decision to split sessions between Referees and Match Official Developers. While this approach initially differed from our traditional format and raised some concerns, it has proven to be a positive step forward. The smaller, targeted sessions have encouraged stronger participation and open discussion - particularly from our junior referees, who are now more confident engaging in the learning environment.

Topics in 2025 included:

- Material Effect
- How to Change Behaviour
- Refereeing Set Piece: Scrum
- Refereeing Set Piece: Lineout to Maul
- Assistant Refereeing: How to Add Value

These sessions provided valuable opportunities for referees to learn from our top officials, exchange ideas, and connect socially. We've seen noticeable improvements in engagement and on-field confidence - particularly from developing referees who've benefited from learning alongside our most experienced members. As always, I remain open to feedback on both the format and content of these sessions, and I welcome suggestions for future topics.

This year, we were fortunate to have Premier Grade Referee and newly qualified physiotherapist Ben Jones lead the



development and delivery of our Strength and Conditioning Program. The program featured two weekly sessions - a Monday running session and a Wednesday weights session. Ben's leadership, along with his efforts to secure access to the Western Force recovery room facilities (sauna and ice bath), has been outstanding. Beyond the physical benefits, these sessions have fostered a stronger sense of camaraderie and accountability within the referee group. Training alongside peers and senior referees has built confidence and helped bridge the gap between development and premier levels.

We also saw continued growth in attendance at association-run events, including education sessions and club meetings. One of my ongoing goals as Club Captain has been to strengthen the social fabric of our club and promote transparency in decision-making. The increased participation reflects a more connected and supportive culture across the association. I believe members now feel more confident sharing ideas, raising concerns, and contributing to the ongoing improvement of our community. Improved communication between the Executive, Appointments Board, and refereeing group has been key to this success, and I extend my sincere thanks to all involved - particularly RugbyWA's Match Official Coordinator, whose support has been invaluable.

When I first took on this role in 2023, my intent was to bridge the communication gap between the Executive and our members. Acting as the go-to person can at times be demanding, which is why I've strongly supported the introduction of the Match Official Coordinator role within RugbyWA's structure. This year, however, I recognise that my professional and personal commitments meant my responsibilities as Club Captain did take a step back at times. I'm aware of this, and I welcome being challenged by other members who may wish to take on the role or offer new ideas and energy. That said, if re-elected, I remain committed to giving my best effort and continuing to represent our members with honesty, consistency, and care.

Looking ahead, I intend to re-nominate for the position in 2026. However, I also encourage others within the association to consider putting their hand up for the role or to share feedback on how I can continue to improve. Whether re-elected or not, I remain dedicated to supporting our association's success. The strength of our club lies in our members' willingness to give back, and I look forward to continuing to mentor and support the next generation of referees - both on and off the field.

Jordan Kaminski  
Club Captain

# COACHING AND APPOINTMENTS BOARD REPORT - 2025

Throughout Season 2025, the CAB continued to use Competence, Character and Connection (on and off the field) as key drivers for our appointment decisions.

The Senior season commenced with the Rendezvous Scarborough RugbyWA Cup and associated friendly/ trial matches. These pre- season games once again provided an ideal opportunity to provide most of our senior referees with a run as central ref and/ or AR (particularly as around a dozen established premier grade refs were unavailable during the first three weeks of Cup matches due to SRP, SuperW and international commitments).

This also provided a timely indicator of early season form which guided us in our grading/ ranking of our senior referees within the three RugbyAU Referee Profile groups (Match Facilitator, Community and Performance).

The majority of our registered WA referees fall into the Community Group.

Multiple new referees (Match Facilitators) were successfully recruited/ onboarded during 2025, and the CAB supported the development of this critically important

cohort through appropriate/ supervised appointment to junior matches. In conjunction with Jessie Treherne (RugbyWA).

At the upper end, we identified circa twelve referees in the Performance group of which a few are in the Elite Performance category (by virtue of their recent appointments to international and national fixtures).

The CAB regularly revisited the groupings/ rankings to ensure that we appointed the best available referees to the best matches across the senior grades

At the same time, we endeavoured to identify emerging talent which required development and testing in higher level games, as guided by feedback from our Match Official Developers (MODs), the TDG and Rugby AU.

Additionally, as was done successfully in Season 2024, the CAB identified a group of senior refs in the Community category who officiate predominantly in the Women's Premier Grade Competition, the Championship division, Third Grade, Fourth Grade and Community Grade.

The CAB advised WARURA members throughout the season that best performers in these two groups would be selected to referee the quarter, semi and grand finals in the respective senior men's competitions.

Prior to commencement of the Junior competition, the CAB advised the WARURA Executive that we were concerned that we would not have enough referees to cover all the likely number of fixtures during the 2025 Junior season (particularly for U16 and U18 fixtures).

This proved to be the case throughout the 2025 season and was unfortunately exacerbated by the largely chaotic management of the Junior competition (fixtures were rostered mainly on a week by week basis, no predictable time slots for each age groups which was the case in previous seasons, very difficult for our young player/ referees to officiate as, for example, the U16 games clashed with U14s and U13s)

The WA Girls and the WA Boys Regional State Championship fixtures provided an excellent opportunity for several of our leading junior referees to officiate in higher intensity matches and they performed very well.

Congratulations to all the referees who officiated in the very successful Grand Finals at Rockingham Rugby Club on 6 September!

And very well done to all the WARURA award winners as well as Ben Jones who

received RugbyWA's Referee of the Year award for 2025!

With regards to MODs, we implemented the new RugbyAU development framework to ensure that our coaches effectively transition to competent developers as soon as possible.

I would like to sincerely thank the following individuals for all their support and assistance during 202:

- My fellow CAB members Hamish Miller and Matt O'Brien;
- Jessie Treherne for all her fantastic work and assistance, particularly with the onboarding of our new referees.
- The WARURA Executive.
- Brendan McKibbin and Graham Cooper from RugbyAU.

All our MODs for their commitment, hard work and contribution towards the development of our referees; and

Most importantly, all our wonderful WA referees for their commitment and officiating efforts throughout the season! In summary, 2025 was a successful and enjoyable season and I look forward to discussing how the structure and operation of the CAB could be modified/ improved to ensure continued success.

Louis de Klerk  
Chairman

# MENTAL HEALTH & WELLBEING

WARURA continues to champion the mental health and wellbeing of its Match Officials, recognising the unique pressures they face both on and off the field. From officiating anxiety to exposure to abuse, the psychological demands of officiating are real and often underacknowledged.

To address this, this year we implemented a comprehensive Mental Health and Wellbeing Policy (**Policy**), which affirms that **mental fitness is just as critical as physical fitness**. This policy promotes awareness, education, early intervention and access to support services, while **fostering a culture of openness and psychological safety**. A key component of the Policy is a commitment from WARURA to allocate specific budget annually to fund mental health and wellbeing initiatives.

In addition, our other key health and wellbeing initiatives launched this year include:

- **Publication of our Post Match Mental Wellbeing Toolkit:** Designed for easy access to mental health regulation after a hectic match, available in both digital and physical formats.
  - **Wellbeing Services Contact Form:** A confidential channel available on the webpage for Match Officials to seek support or request outreach.
- To coincide with the launch of the Policy, in August 2025, WARURA hosted its inaugural **Mental Health and Wellbeing Seminar**. Fuelled by a morning coffee, the seminar brought together Match Officials to discuss the challenges and opportunities in Match Official welfare. The event featured an expert-led lecture by **Ben Alexander**, former Wallaby and mental health advocate. Ben shared insights from his work in athlete wellbeing and personal development. Ben's session focused on the importance of vulnerability, connection, and proactive mental health strategies, drawing from his own experiences in elite sport and his post-rugby career supporting others through mental health education. **We were particularly grateful to have good representation of each faction of the Association in attendance, including several Life Members.** The seminar was well received and marked a milestone in WARURA's wellbeing journey, setting the

tone for future engagement and education in this space.

One Life Member commented, *'this is the best thing the Association has ever done!'*

To cap the year out and in a significant step forward, in September WARURA formalised its partnership with TrueSport, enabling access to a Volunteer Assistance Program (VAP) for all members. This program offers confidential, professional support services tailored to the needs of volunteers - including Match Officials - who may be experiencing stress, burnout, or other mental health challenges. Members can access the services for up to six sessions. To access the program, simply identify yourself as a WARURA member when making contact.

Next year, we plan to continue the momentum with several events already in the pipeline. Expect to see invites to the TrueSport Mental Health Champions Network | Critical Incident Response Workshop, as well as promotion of several other initiatives stemming from the Policy. I'd sincerely like to thank WARURA President Peter Miller for his sage

stewardship in driving this initiative. Pete understood the importance of this initiative and threw his support in behind it from the outset. I'd also like to thank Jessie Treherne and Hayden McGregor for their contributions to the initiative. Hayden has done a stellar job of promoting and marketing the initiative on WARURA socials, as well as moderating the Seminar in August; navigating what is usually pretty heavy chat with grace and professionalism. Hayden has been central in the establishment of the Policy. Jessie has been a key team member behind the scenes. Jessie organised the bulk of our events and publications - most importantly, the coffee cart at the Seminar.

Lastly, thank you to all members for getting around the initiative.

*Everyone experiences officiating differently and it's important we collectively continue to recognise the extraordinary stress and toll we voluntarily expose ourselves to each weekend.*

Dom Carlsen  
Executive Committee Member & MO  
Mental Health Officer

# MEMBER RECOGNITION

It's long been outstanding that we don't recognise our members well enough. From this, we established our new Coin 'memento' recognition for our members. To date, we only have the records from 2021 through RugbyXplorer, but we are slowly building the historical data. In fact, Julie Skiba our long standing Past president has found a bundle of information dating back to 2004, including past Appointments and other Executive information.

Something for the off season to review 20 years of week-by-week appointments and collate as much data as we can.... *Who knows, Brendan Davies might achieve his 100 games at WARURA!*

The Coin recognition process is only the start, with plans to further what we have including recognising National and International appointments. With this, two new coins will be coming into effect in 2026.

- **National Appointments:** Anyone selected to represent WARURA in an official capacity through appointments such as the Hottest 7's, the Bloody Slow Cup, Super Rugby, National Championships and other interstate appointment will be recognised.
- **International Appointments:** Hopefully this one speaks for itself for recognition of those who represent not only WARURA but also Australia being recognised.

Again, we will be using the data we have, but we will be seeking guidance from our members for assistance for years past.

# Awards & Recognition

At our Annual Dinner we proudly recognised the following individuals:

<b>President's Award</b>	Hayden McGregor
<b>Outstanding Effort off Field Award</b>	Dominic Carlsen
<b>Outstanding Contribution Award</b>	Jayde Proctor
<b>Club Hospitality Award</b>	Palmyra Rugby Club
<b>Match Official Developer Award Dr Russel Perry</b>	Brian Eckhart
<b>Procopis Day Award</b>	Graham Cooper
<b>Most improved Senior Referee James Hill Award</b>	Katie Kilbane
<b>Most improved New to Senior Referee Fitzgerald O'Shea Award</b>	Tyler Stein
<b>TDG Best Developing Referee of the Year Hilgendorf Hailes Award</b>	Cambell Duff
<b>Best Assistant Referee Brian Eckhart Award</b>	Darren Birtles
<b>Club Person of the year Members Choice Award</b>	Cambell Duff
<b>AB Chairman award U18 GF Referee</b>	James Matson
<b>Most improved referee of Juniors Russell Perry Award</b>	Conor Coulthard
<b>Most improved New Juniors referee (open age) Brent Mews Award</b>	Jayden Van Helsdingen
<b>Most Improved Male Junior (U18) Referee Short Carroll Award</b>	Douglas Melville
<b>Most Improved Female Junior (U18) Referee Julie Skiba Award</b>	Bella Houghton

## Finals Appointments

<b>Grade:</b>	<b>Team 1</b>	<b>Team 2</b>	<b>Referee</b>	<b>AR1</b>	<b>AR2</b>	<b>No4</b>	<b>No5</b>	<b>No6</b>
<b>Men's Premier Grade</b>	Palmyra	Wanneroo	<b>Graham Cooper</b>	Jordan Kaminski	Sam Jones	Jack Mclenaghan	Madeline Putz	Jaxon Stevens on
<b>Women's Premier Grade</b>	Wanneroo	West's Scarborough	<b>Katie Kilbane</b>	Ben Thomson	Jayde Proctor	Morghen Sattler	Alice Goldsack	Doug Melville



<b>Reserve Grade</b>	Palmyra	Wanneroo	<b>Petrus van Aswegen</b>	Ben Jones	Dom Carlsen	Tyler Stein	Bradley Jackman	
<b>Championship Grade</b>	Rockingham	Mandurah	<b>George Foster Jones</b>	Darren Birtles	Jack McLenaghan	Justin Shakeshaft	Louis de Klerk	
<b>Colts</b>	Associates	Cottesloe	<b>Malcolm Klaver</b>	Tom Onions	Adam Fuller	Dom Carlsen	Brendan Fitzgerald	Conor Coulthard
<b>Third Grade</b>	Palmyra	Nedlands	<b>Cambell Duff</b>	Peter Miller	Ockert Visser	Mark Sherrif	Alex Anderson Hainsworth	
<b>Fourth Grade</b>	Perth Bayswater	Nedlands	<b>Neil Cruickshank</b>	Steve Hogden	Johnny Hennah	Brendan Davies	Peter Holmes	
<b>Community Grade</b>	Bunbury	North Coast	<b>Pieter Mostert</b>	Mike Stace	Tom Stephenson	Brendan Davies	Alex Anderson Hainsworth	
<b>U13 Gold</b>	Palmyra White	Joondalup Brothers Blue	<b>Doug Melville</b>	Johnny Hennah	Jaxon Stevens on	Lance Anderson Hainsworth	Conor Coulthard	
<b>U14 Girls</b>	North Coast Sharks	West's Palms Barbarians	<b>Alice Goldsack</b>	Adam Wairepo	Reid Chaney	Katie Kilbane	Keiran Jackson	
<b>U14 Gold</b>	Joondalup Brothers	Southern Lions	<b>Trinity Lea</b>	Tim McLoughlin	Finlay Cambell	Tom Stephenson	Peter Miller	
<b>U14 Swan</b>	ARKS	Associates	<b>Josh Cahill</b>	Michael Willis	Adam Wairepo	Chris Groom	Colin Dow	
<b>U15 Swan</b>	Nedlands	Wanneroo	<b>Ray Cooper</b>	Kai Davies Kanakis	Taj Smith	Tim Smith	Peter Holmes	
<b>Women's Community</b>	Rockingham	Perth Bayswater	<b>Ratu Manoa Rodromunavula</b>	Chris Groom	Finlay Cambell	Josh Cahill	Paige Thornton	
<b>U15 Gold</b>	Palmyra	Kalamunda	<b>Ockert Visser</b>	Ratu Manoa Rodromunavula	Bryan Thomas	Justin Shakeshaft	Paige Thornton	
<b>U16 Gold</b>	Mandurah Pirates	Joondalup Brothers	<b>Tyler Stein</b>	Rory O Carrol	Lance Anderson Hainsworth	Kim Short	Jordan Kaminski	
<b>U16 Girls</b>	MPW Barbarians	Southern Lionesses	<b>Morghen Sattler</b>	Kai Davies Kanakis	Taj Smith	Tim Smith	Keiran Jackson	
<b>U18 Gold</b>	Southern Lions	Nedlands	<b>James Matson</b>	Mark Sherrif	Ben Thomson	Bryan Thomas	Colin Dow	

## Grand Final Central Referee Appointment

<b>Premiership Premier Grade</b>	Graham Cooper
<b>Reserve Grade</b>	Petrus Van Aswegen
<b>Championship Grade</b>	George Foster-Jones
<b>Colts</b>	Malcolm Klaver
<b>Third Grade</b>	Campbell Duff
<b>Fourth Grade</b>	Neil Cruickshank



<b>Community Grade</b>	Pieter Mostert
<b>ATA Women's Premier Grade</b>	Katie Kilbane
<b>Women's Community Grade</b>	Ratu Monoa Rodromunavula
<b>Challenge Cup</b>	Sam Jones
<b>Challenge Shield</b>	Jack McLenaghan
<b>Challenge Plate</b>	Petrus Van Aswegen
<b>Challenge Bowl</b>	James Gatenby
<b>Challenge Cup - Women's</b>	Dane Lazarus
<b>U13 Swan</b>	Ronan O'Shea
<b>U13 Gold</b>	Doug Melville
<b>U14 Girls</b>	Alice Goldsack
<b>U14 Gold</b>	Trinity Lea
<b>U14 Swan</b>	Josh Cahill
<b>U15 Gold</b>	Ockert Visser
<b>U15 Swan</b>	Ray Cooper
<b>U16 Girls</b>	Morghan Sattler
<b>U16 Swan</b>	Lance Anderson - Hainsworth
<b>U16 Gold</b>	Tyler Stein
<b>U18 Gold</b>	James Matson

# SOCIAL MEDIA & COMMUNICATIONS

I joined the committee for the 2024 season and have continued for the past two seasons with a focus on turning around our social media and general presence online. **Before joining our external Facebook was non-existent and our external Instagram account lacked any engaging or consistent content, with an average reach of only 28 accounts per post.** Although our closed Facebook group was widely used, nothing we produced was used to promote our referees in the rugby community and engage with the clubs, RugbyWA or Rugby Australia.

I took the opportunity to start to build content that focused on promoting our referees, not just as information but as members of our rugby community. Our appointment posts grew from club logos to clear headshots of each referee in 2024 for our Senior grades, to include three posts per week covering all grades in 2025. This has led to **over 140,000 views** of our content on Instagram and **over 135,000 views** on Facebook for 2025.

My goal was to promote the referees the same way clubs promote their players, which gives our audience a human element to connect to, not just - 'the referee'. Alongside Facebook and Instagram, we

also have a LinkedIn page, although this has fallen behind over the seasons due to workload, it can be grown to become a good asset, particularly with our current and future sponsors. The question may well be asked - where is our TikTok account? The answer is simple - our Facebook content outperforms Instagram almost consistently, as the average audience for both of our accounts are the 35-44 demographic. Although we have room to improve with the younger generation and linked with youth recruitment, the numbers are not yet there for us to dedicate to regular content.

Another important addition was the introduction of Canva Pro, as a not-for-profit we are eligible for free Canva Pro subscription, this has enabled me to create much better and more engaging content than we otherwise would have been able to without it. Although we could have paid for a regular subscription, the **cost-saving means that money can be better spent on direct services to our Match Officials.**

2025 was also the year I introduced **reels as a mechanism to create some humor and try and generate more viral content.** It is not the core purpose of our accounts, but it does give us exposure and could help us generate more sponsors in the future. I am looking forward to building more consistent content outside of our appointment posts next season, alongside hopefully recruiting

others to assist with the page. The time commitment is growing, and **as volunteer positions - we all need to contribute, no matter how small.** I am also looking forward to our committee getting better role clarity on who communicates what, and when - enabling us to focus on both our appointments, **important announcements and other communication that is vital to the functioning of our association.**

Alongside our social media, I have also had the opportunity to re-build our website to a better more useful experience for all. Although not perfect (and not updated as often as we would like) it is a far cry from our old website that lost a significant amount of our historical data. I was also fortunate enough to assist in **onboarding us to SharePoint** which is a common service in most businesses that enables us to store and work on documents remotely, while also giving us access to Teams and other services that assist us in our governance. Hopefully in the future we can integrate this into our website and **build an online resource hub that all match officials can access and work from.**

I would like to thank the Committee in 2024 and 2025 for trusting me in taking over the social media content, website and other communication channels on a whim. I am not a professional but was keen to turn it around to something that was functional and enjoyed by our community and I think I have achieved that in my short time.

I would also like to **thank Jessie Treherne, our Math Official Coordinator, RugbyWA,** this year. She has **helped immensely** in connecting with the right people in RugbyWA, generating content and making sure posts go out on time, and even stepping in one week to do the appointments while I was out. She has been a real asset to our success this season, and we look forward to working with you and RugbyWA for 2026 season and beyond.

Hayden McGregor  
General Member Social Media and Communications

# RECRUITMENT & RETENTION

In years past, our annual turnover of Match Officials has been sitting at around 30% resulting in the need to recruit heavily and continually throughout the year.

**2025 saw a churn rate of less than 10% across our association, which was extraordinary and bucking the national trend.** Increased engagement with RugbyWA early in the year led to planning in Referee Ready courses across almost 15 different venues before the season was halfway through.

Our total numbers have **jumped almost 40% since last year with roughly 170 active members.** Whilst this number is good, it was hard to get these referees onto the field, due to their own commitments such as playing and the number of available games. Junior workshops kicked off this year with a lot of learning for the Association around engagement with the younger groups required for next year. Engagement with the Junior referees has always been difficult and how we go forward will be pivotal for our long-term sustainability. With an **influx of 15 and younger ages group referees**, this is our time to educate, coach and develop these referees for the future 5-10 years going forward to make us strong. Overall, we are the 3<sup>rd</sup> largest association across Australia.

The Referee Recruitment and Retention strategy is live and up on our website. It focuses on our key outcomes through the RugbyAU pathway, the following Pillars:

- Right Support
- Right Environment.
- and the Right Education

**Under this new strategy we have 33 key actions to deliver on.** The themes of this initiative include:

- Development
- Mental Health
- Female Engagement
- Member feedback
- New Members
- Education
- Engagement with RugbyWA and Affiliates

**Of the 33 Initiatives listed we have 21 KPIs to track our performance.** To date for 2025, we can state that **at least 6 of these KPIs having been met** for this year from a high-level review with all metrics coming into force in 2026.

Overall, in 2026 it will be the Executives' goal to close out all outstanding KPIs and implement measures to make sure they are achieved not only for the year coming but for future years ahead.

# THE HOTTEST 7's – NO NOT DARWIN!

Australia Day approached and for a selected few of our members, they were selected to present our great City and sport through working with World Rugby in the Perth 7's.

From controlling the sidelines, the touch lines and where possible the referees themselves, it kicked started the 2026 Rugby Season for WA in international Style. WARURA was grateful for **Kat Roche** from the USA and **Peter Martin** from Ireland, representing the World Rugby 7s Referee Team were able to meet up with our members and discuss their experiences and love for the game prior to the 7's event.

**Our members represented the Association with diligence and expertise show casing our skills and professionalism.** Here's to 2027 and Perth again hosting the hottest event on the calendar.

# NAIDOC

2025 saw the addition of the 3<sup>rd</sup> Annual WARURA NAIDOC jersey come to fruition thanks to the talented artist **Carleen Dingo**. This was Carleen's second year providing her artistic vision to the Associations NAIDOC Jersey, with the theme being **The Next Generation: Strength, Vision & Legacy**. Carleen's vision and interpretation for this year were as follows:

*"The five Aboriginal flags and the Torres Strait Islander flags acknowledge the 50 years of NAIDOC. The coloured circles adjacent reflect the colours in both flags.*

*The spiral circles represent the Island of the Torres Strait, and the circles represent the reefs. The top coastline of Australia is depicted in the raised lines in the bottom right of the image. The sun imagery depicts a bright future, depicting fire burning for a bright future for generations to come.*

*The central image is based on an image of Carleen's daughter and grandchild, the future generations. The flowers around them depict their future in bloom (and also harks back to the wildflowers of Wajarri Country."*

# FINANCIAL REPORT – 2025

Please see the attached Financial Reports which have been supplied by the Accounting Firm, B M & Y, who have audited these in accordance with the Constitution.

The Financial year saw us have a few increases in expenditure and decreases in income. These were the RugbyXplorer payment system not releasing final reimbursements until after the 2024 Season Reporting period (30<sup>th</sup> September) being some \$34,000 being paid in the 2025 Reporting period, which has skewed the figures for Referee Payments in 2025. The End Profit and loss show a \$22,500 surplus being the pre-payment of DIABs Sponsorship for Season 2026, meaning the Association had a net loss of approximately \$7,500 for the year. Higher increases in Clothing purchases from our Growth in new members, Coin recognition Medallions, New AR Flags and other events have led to this increase. For Season 2026 and beyond the Executive is looking for new Grants and Sponsors to assist in keeping our budget balanced and allowing for more opportunities into the future.

The Dr David Haultain Development Fund has increased to over **\$39,000** and thank you to those that contributed by either a deposit or giving of their reimbursement monies.

It is becoming a very common and positive gesture countrywide for members to donate their reimbursement to Development Funds like ours.

Overall, the Association **remains in a strong position financially**, with significant funds available for the future. Over the coming years, the Association will need to continually assess the position the Association currently sees itself in and prepare us for the long haul.

Jo-anne Langley

Treasurer

# INDEPENDENT AUDITORS REPORT



# Financial Report

Western Australian Rugby Union Referees Association Inc.

ABN 54 784 169 913

For the year ended 30 September 2025

Prepared by BM&Y Accountants Pty Ltd

## Contents

3	Committee's Report
4	Assets and Liabilities Statement
5	Income and Expenditure Statement
7	Notes to the Financial Statements
9	Compilation Report

## Committee's Report

### Western Australian Rugby Union Referees Association Inc. For the year ended 30 September 2025

#### Committee's Report

Your committee members submit the financial report of Western Australian Rugby Union Referees Association Inc. for the financial year ended 30 September 2025.

#### Significant Changes

There have been no significant changes in the state of affairs of the association during the year.

#### Operating Result

The surplus for the financial year amounted to \$22,477.

#### Going Concern

This financial report has been prepared on a going concern basis which contemplates continuity of normal activities and realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the association to continue to operate as a going concern is dependent upon the ability of the association to generate sufficient cashflows from operations to meet its liabilities. The members of the association believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Members of the Committee on:

---

Date:

# Assets and Liabilities Statement

Western Australian Rugby Union Referees Association Inc.

As at 30 September 2025

	NOTES	30 SEPT 2025	30 SEPT 2024
<b>Assets</b>			
<b>Current Assets</b>			
Cash and Cash Equivalents		177,217	141,187
Trade and Other Receivables	3	700	3,640
<b>Total Current Assets</b>		<b>177,917</b>	<b>144,827</b>
<b>Total Assets</b>		<b>177,917</b>	<b>144,827</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and Other Payables	4	10,612	-
<b>Total Current Liabilities</b>		<b>10,612</b>	<b>-</b>
<b>Total Liabilities</b>		<b>10,612</b>	<b>-</b>
<b>Net Assets</b>		<b>167,304</b>	<b>144,827</b>
<b>Member's Funds</b>			
Capital Reserve		167,304	144,827
<b>Total Member's Funds</b>		<b>167,304</b>	<b>144,827</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

# Income and Expenditure Statement

Western Australian Rugby Union Referees Association Inc.

For the year ended 30 September 2025

	2025	2024
<b>Income</b>		
Annual Dinner	5,830	5,519
Clothing Sales	3,452	2,581
Membership Subscriptions	9,275	9,150
Reimbursement - 7s	9,053	700
Reimbursement - PSA	-	5,725
Reimbursement - Rugby WA	113,803	54,408
Reimbursement - WAJRU	-	47,195
Rugby Club Foundation Grant	-	8,175
Services	10,000	-
Social Events	5,509	100
Sponsorship & Donations	69,750	36,600
Fines	188	-
<b>Total Income</b>	<b>226,860</b>	<b>170,153</b>
<b>Gross Surplus</b>	<b>226,860</b>	<b>170,153</b>
<b>Other Income</b>		
Interest Income	291	346
<b>Total Other Income</b>	<b>291</b>	<b>346</b>
<b>Expenditure</b>		
Accounting & Audit Fees	1,210	1,210
Administration Costs	1,445	1,844
Annual Dinner Expenses	7,883	9,014
Bad Debts Written Off	2,500	-
Bank Charges	69	268
Clothing Purchase	23,842	39,161
Computer Expenses	1,580	1,358
Education Meeting	2,223	2,734
Freight	7	-
Honorariums	2,500	5,700
Meeting Expense	1,637	2,586
Pro Referee Hospitality	1,043	1,464
Referee Equipment	3,378	7,975
Referee Payments	140,715	70,729
Referee Refreshments	826	407
Referee Seminars	1,232	700
Referee Travel Related Expenses	7,549	5,336
Referee Video	-	2,895
Rugby Club Foundation Expenses	-	6,132
Social Events Expenses	218	4,457
Strength and Conditioning	-	9,240

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

	2025	2024
Sundry Expense	2,136	216
Trophies	2,683	1,534
<b>Total Expenditure</b>	<b>204,675</b>	<b>174,961</b>
<b>Current Year Surplus/ (Deficit)</b>	<b>22,477</b>	<b>(4,462)</b>

The accompanying notes form part of these financial statements. These statements should be read in conjunction with the attached compilation report.

# Notes to the Financial Statements

## Western Australian Rugby Union Referees Association Inc. For the year ended 30 September 2025

### 1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act Western Australia. The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

#### Cash on Hand

Cash on hand 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.

#### Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

#### Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the actual method.

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

#### Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

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These notes should be read in conjunction with the attached compilation report.

	2025	2024
<b>2. Cash on Hand</b>		
Business Trans Acct	910	3,529
CBA Dr David Haultain Dev Fund	18,414	18,375
Western Australian Rugby Union	136,448	98,091
Term Deposit	21,446	21,193
<b>Total Cash on Hand</b>	<b>177,217</b>	<b>141,187</b>

	2025	2024
<b>3. Trade and Other Receivables</b>		
<b>Trade Receivables</b>		
Accounts Receivable	700	3,640
<b>Total Trade Receivables</b>	<b>700</b>	<b>3,640</b>
<b>Total Trade and Other Receivables</b>	<b>700</b>	<b>3,640</b>

	2025	2024
<b>4. Trade and Other Payables</b>		
<b>Trade Payables</b>		
Accounts Payable	10,172	-
<b>Total Trade Payables</b>	<b>10,172</b>	<b>-</b>
<b>Other Payables</b>		
Sundry Creditors	440	-
<b>Total Other Payables</b>	<b>440</b>	<b>-</b>
<b>Total Trade and Other Payables</b>	<b>10,612</b>	<b>-</b>

These notes should be read in conjunction with the attached compilation report.



# Compilation Report

## Western Australian Rugby Union Referees Association Inc. For the year ended 30 September 2025

Compilation report to Western Australian Rugby Union Referees Association Inc..

We have compiled the accompanying special purpose financial statements of Western Australian Rugby Union Referees Association Inc., which comprise the asset and liabilities statement as at 30 September 2025, income and expenditure statement, the statement of cash flows, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1.

### The Responsibility of the Committee Member's

The committee of Western Australian Rugby Union Referees Association Inc. are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that financial statements were prepared.

### Our Responsibility

On the basis of information provided by the partners we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 *Compilation of Financial Information*.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 *Code of Ethics for Professional Accountants*.

### Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion or a review conclusion on these financial statements.

The special purpose financial statements were compiled exclusively for the benefit of the committee who are responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the special purpose financial statements.

### Independence

We are independent of Western Australian Rugby Union Referees Association Inc.

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Melvin Wong

Chartered Accountant (CAANZ)

Dated:

# 2025 WARURA SURVEY REPORT

# WARURA MEMBER FEEDBACK 2025

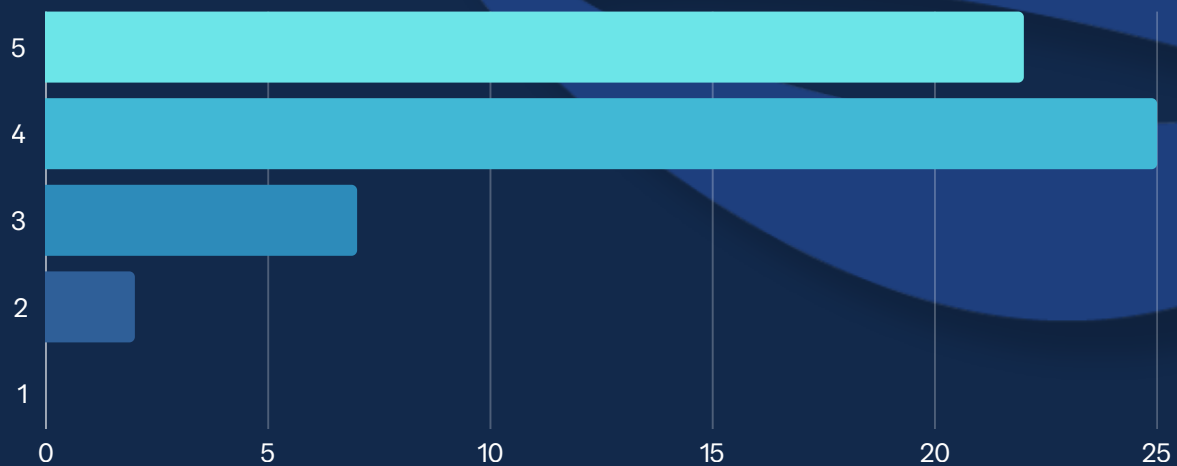


# Member Satisfaction

Overall experience as a member of WARURA

**4.20**

Average Rating



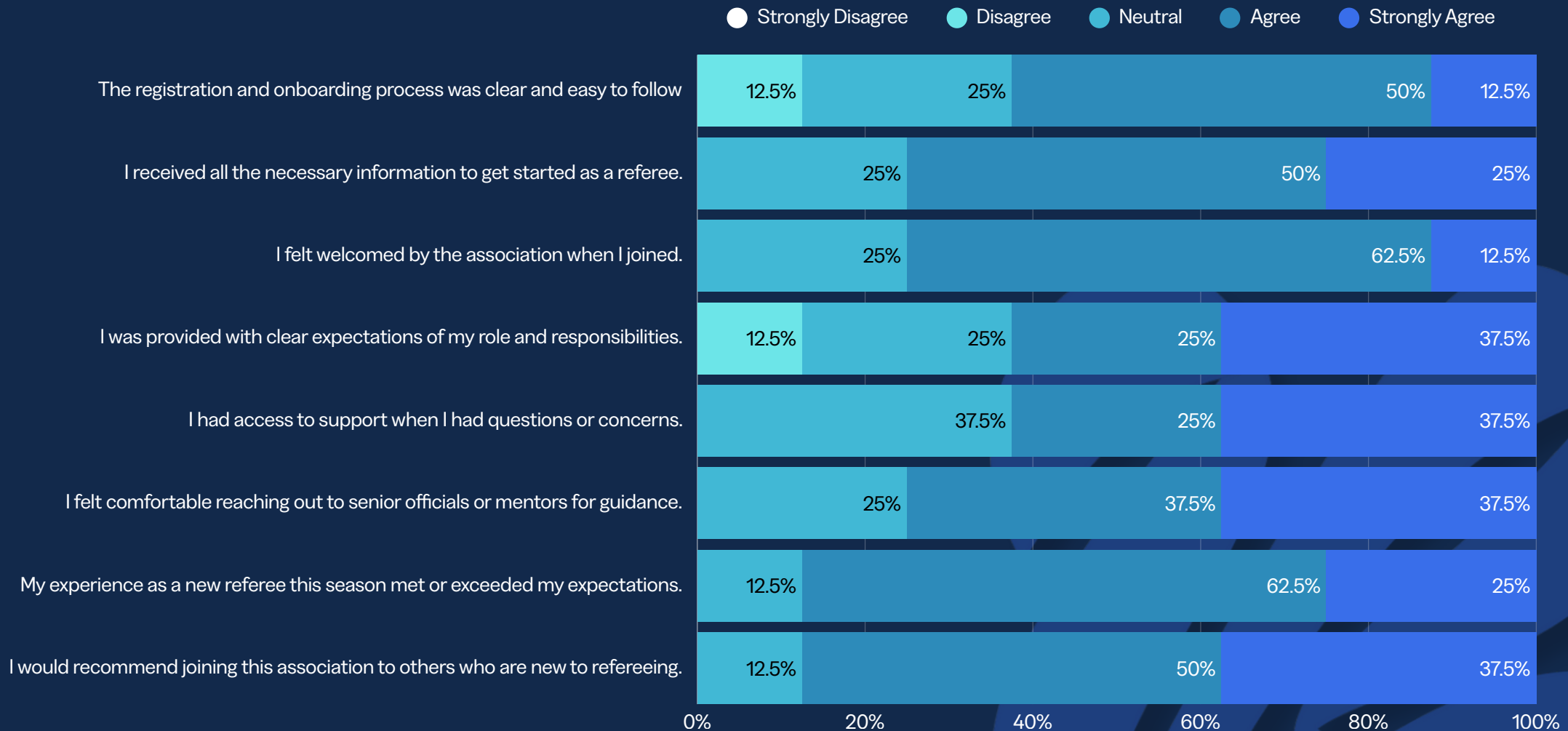
## Valued Aspects of Membership

**Honour** **Contribution**  
**Support** **Passion For Rugby**  
**Teamwork** **Making A Difference**  
**Friendships** **Development**  
**Respect** **Giving Back**  
**Enjoyment** **Community**  
**Opportunity** **Being Apart Of Rugby**  
**Social Side** **Camaraderie**  
**Recognition** **Connections** **Flexibility**

# New Members

Average Onboarding Experience Rating

3.88

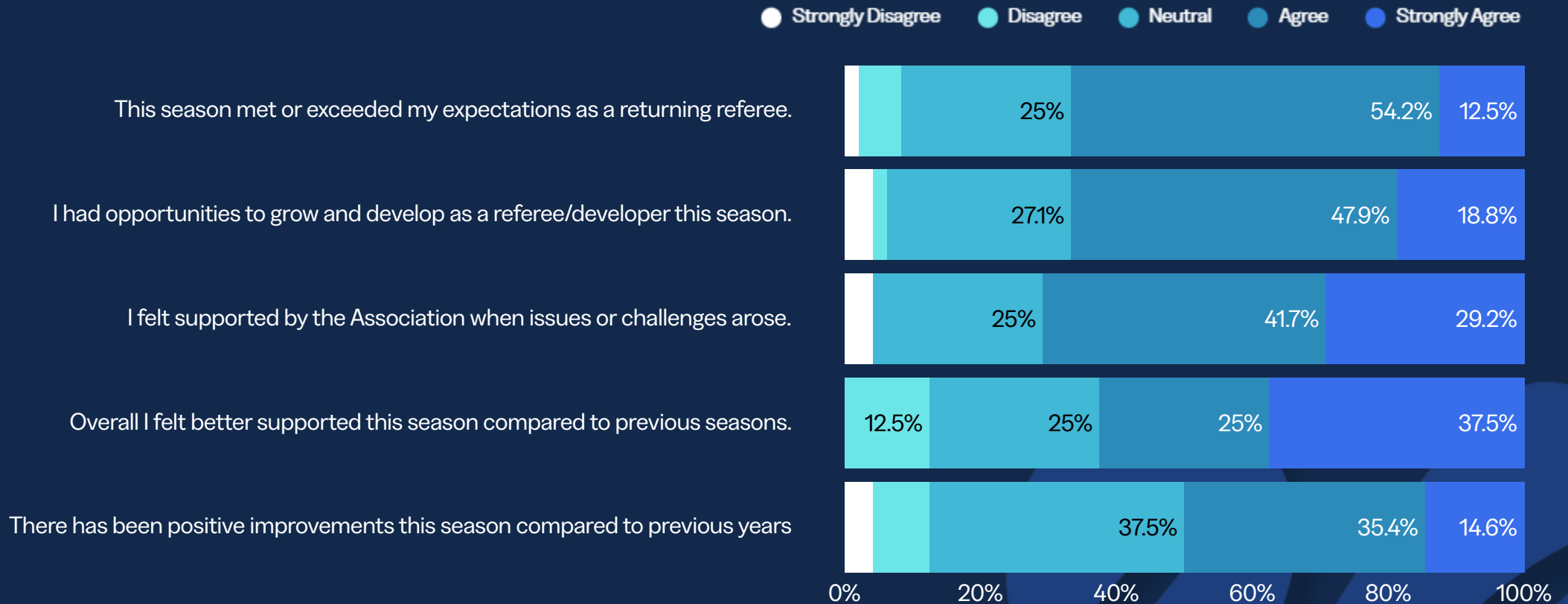


# Returning Members

## Reasons for Returning



# Returning Members



## Positive Changes in 2025

Most frequent themes:

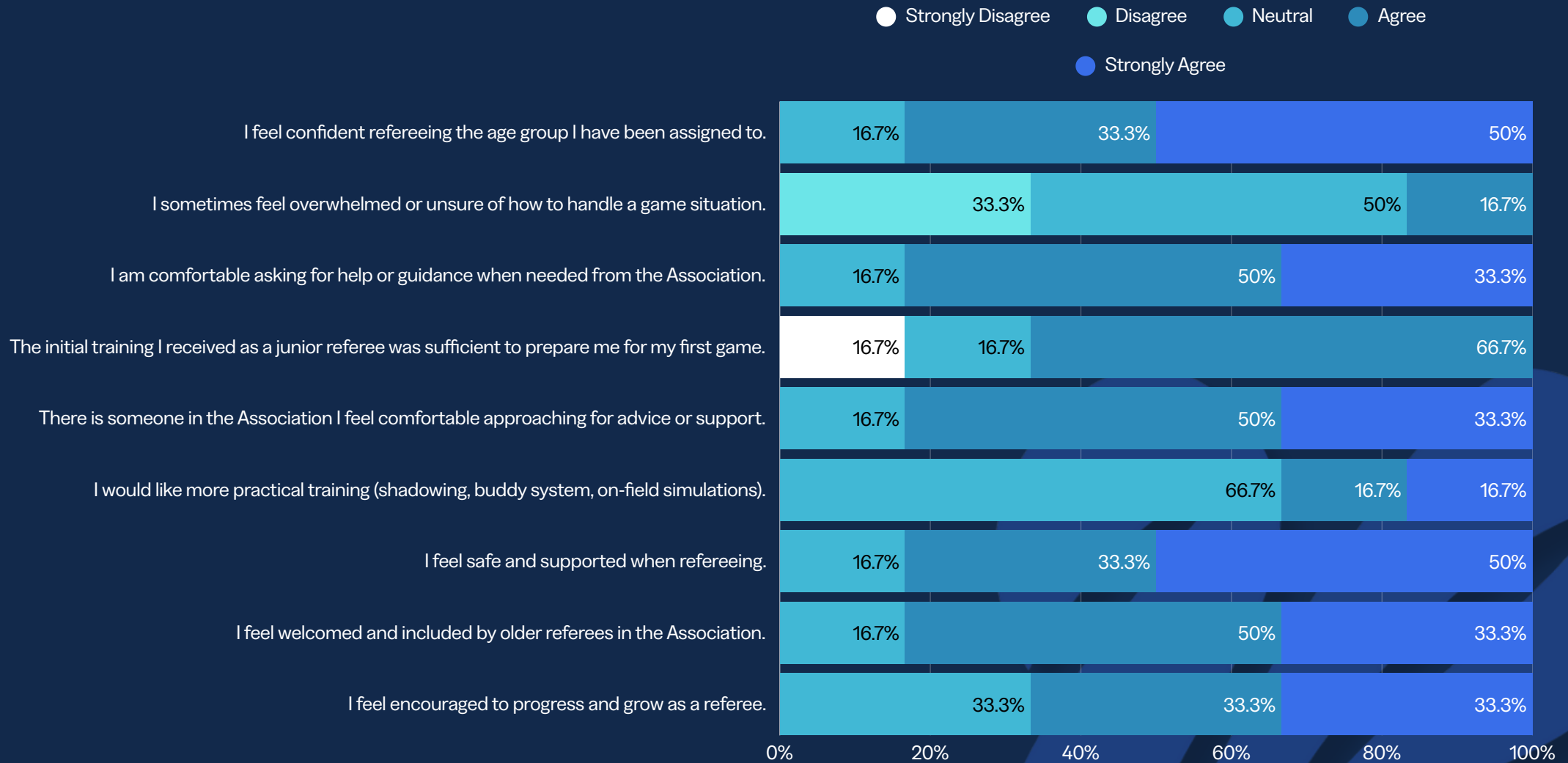
Mental Health

Organisation

Communication

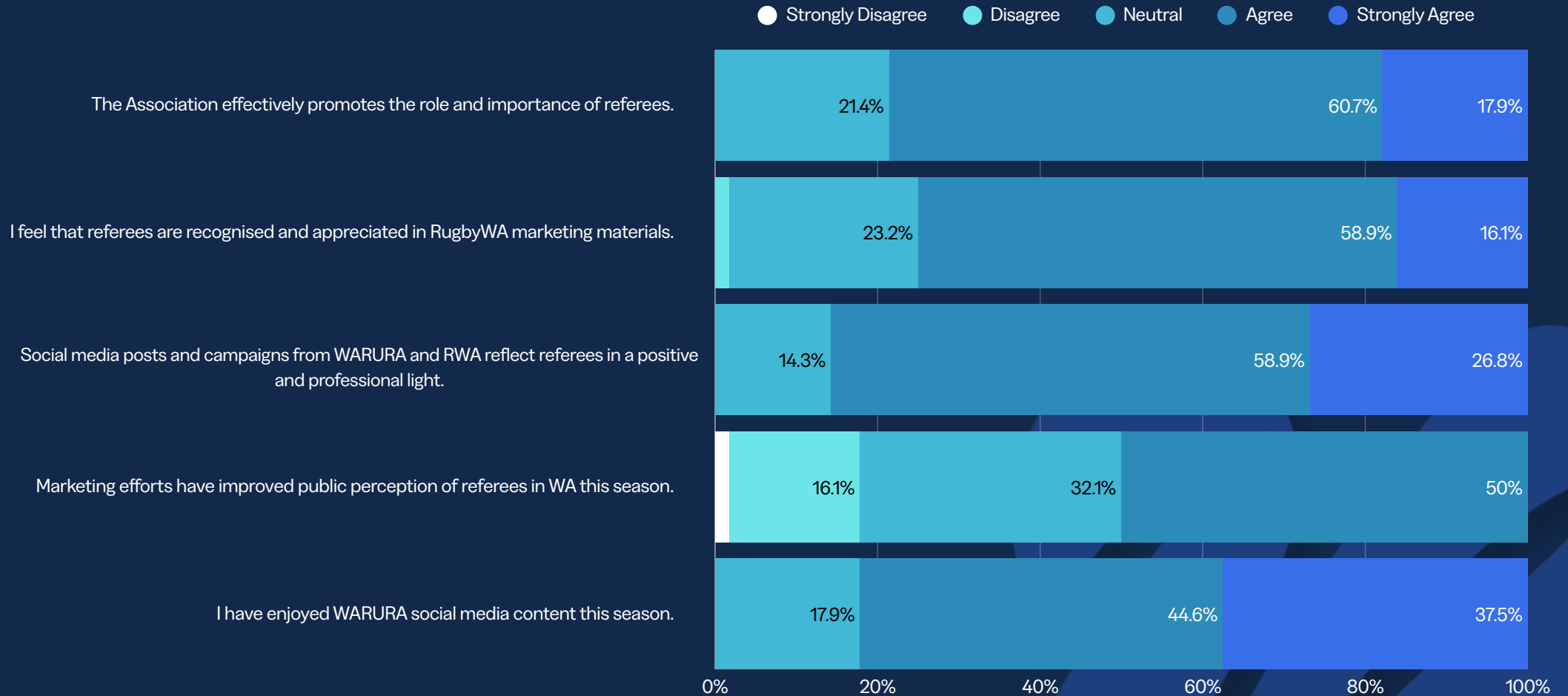
Engagement

# Junior Members

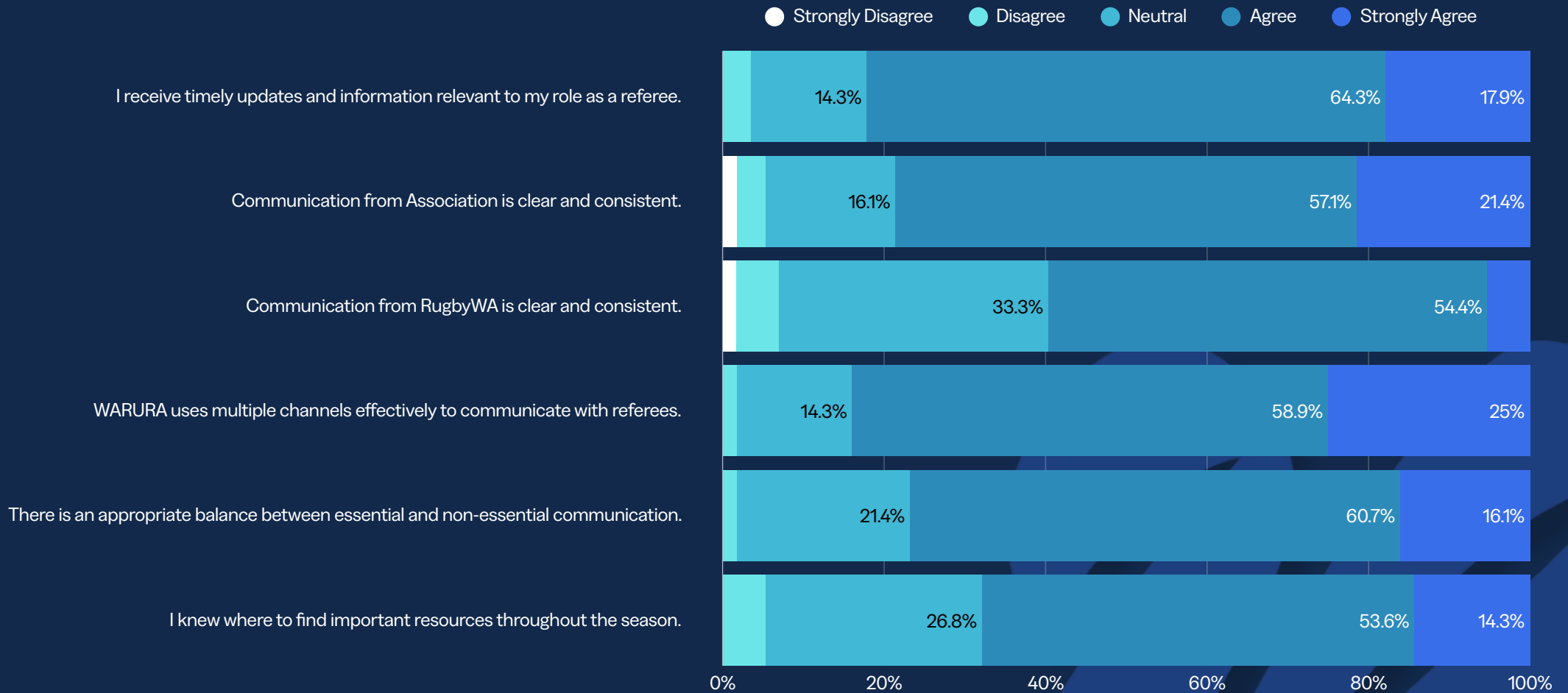




# Communications and Marketing

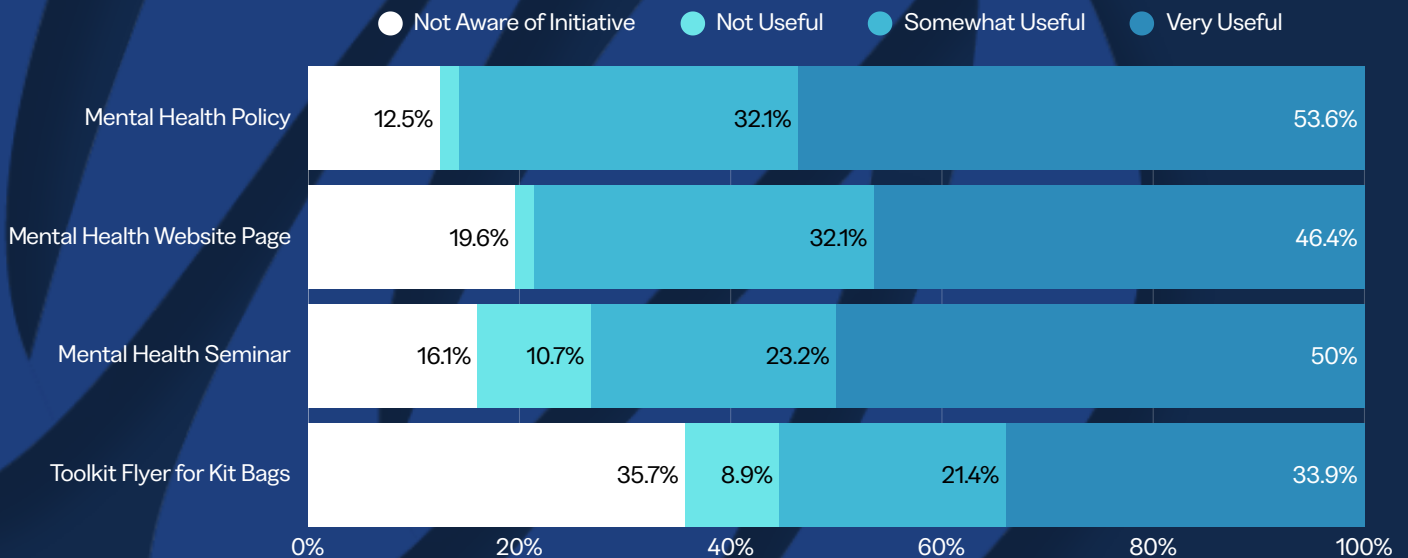


# Communications and Marketing



# Mental Health and Wellbeing

## Impact of the 2025 initiatives

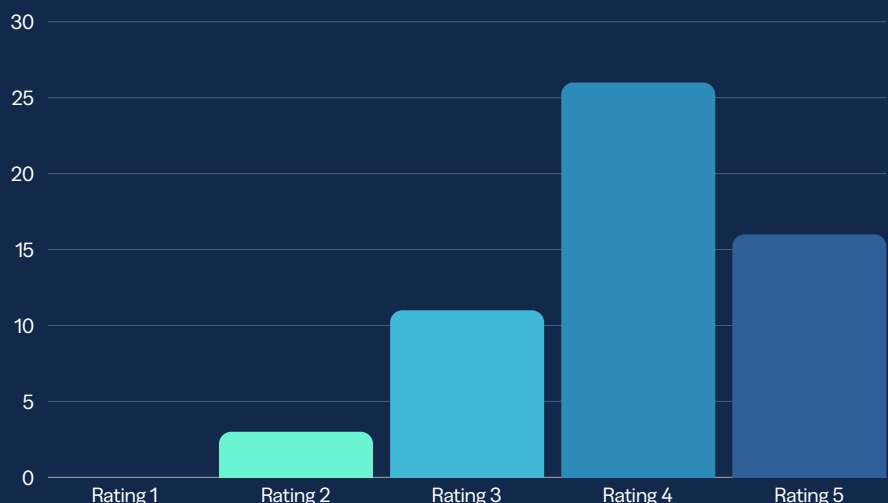


**46.4%** said the resources improved their confidence in managing thier own mental wellbeing.

**75%** said the initiatives made them feel more supported by the Association.

**64.3%** said they feel comfortable discussing mental health within the referee community.

How supported members feel by the Association when it comes to their overall wellbeing on a scale of one to five.

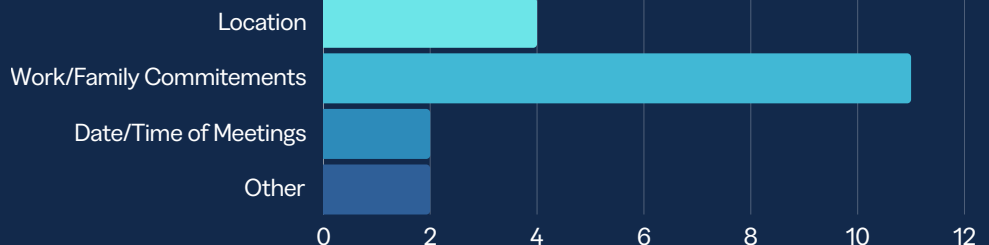


# Club Meetings

Average amount of meetings attended by members.

3

Reasons for not attending my members that attended one or none of the meetings.



**71.1%** responded positively (4 or 5) to the content of the workshops relevant to their development as a Match Official or Developer.

**87%** liked the new structure of the Education Workshops.

## Positives of the new structure

### Targeted and Relevant Learning

- Many respondents felt the split between referees and MODs made sessions more focused, relevant, and efficient.

### Improved Comfort and Participation

- Some found the smaller group settings less intimidating, allowing participants to ask questions more freely.
- The structure encouraged peer mentoring, discussion, and collaboration within specific groups.

### Better Organisation and Structure

- Comments like “better structure,” “good split,” and “to the point” were common.
- The new format was seen as well-organised and purposeful, keeping meetings from “going on forever.”

### Other Positive Notes

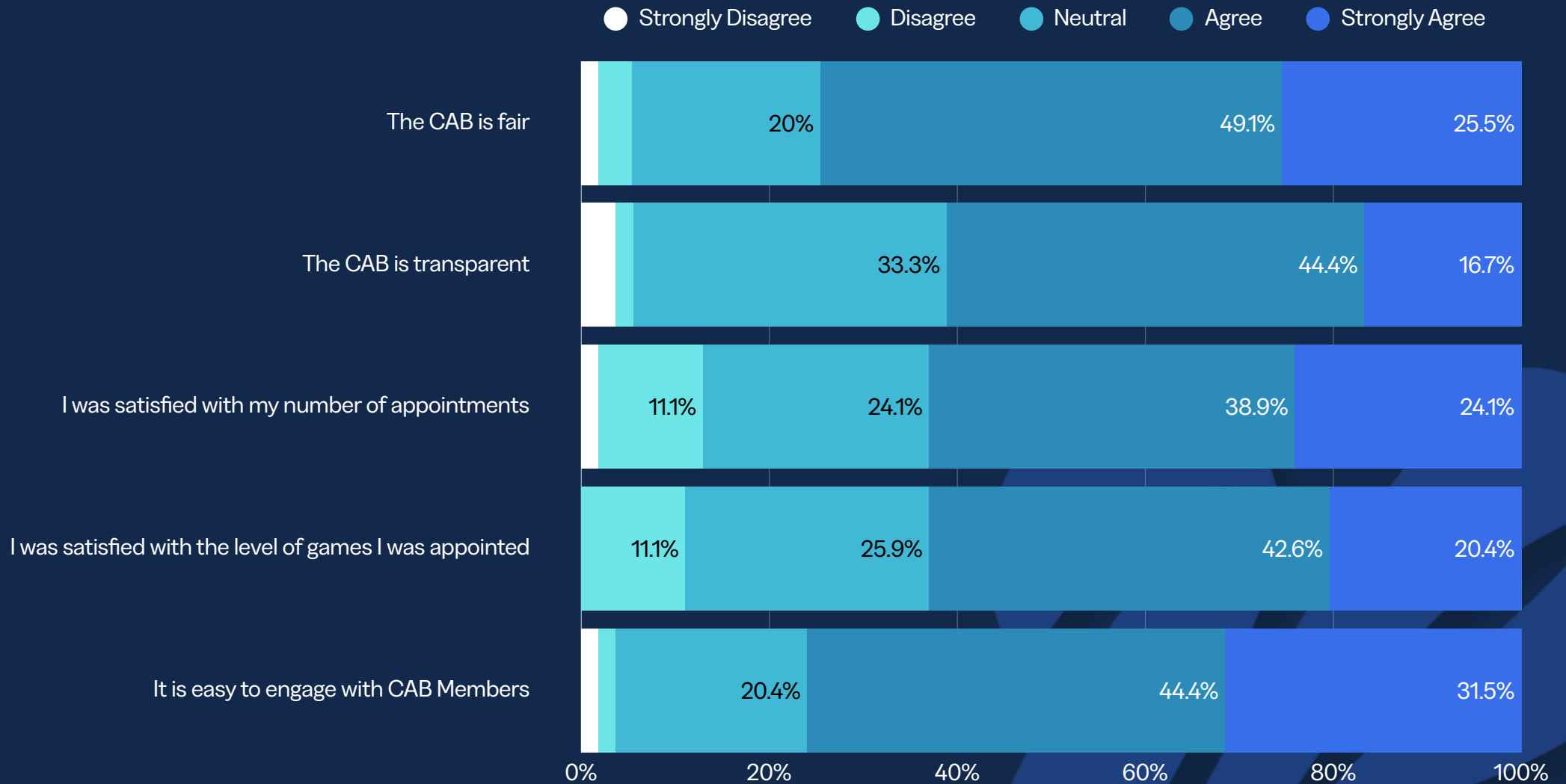
- Participants appreciated the education component and team camaraderie.
- Several stated simply: “I liked it,” “Good,” or “It was more relevant this year.”

## Negatives of the new structure

### Separation Challenges and Role Confusion

- Some participants (especially those who are both referees and emerging MODs) found it difficult to decide which group to attend.
- A few believed MODs should still attend or be aware of some referee sessions, particularly when it relates to best practice or current education topics.
- Concerns were raised that MODs could feel sidelined or out of sync with referee development.

# The CAB

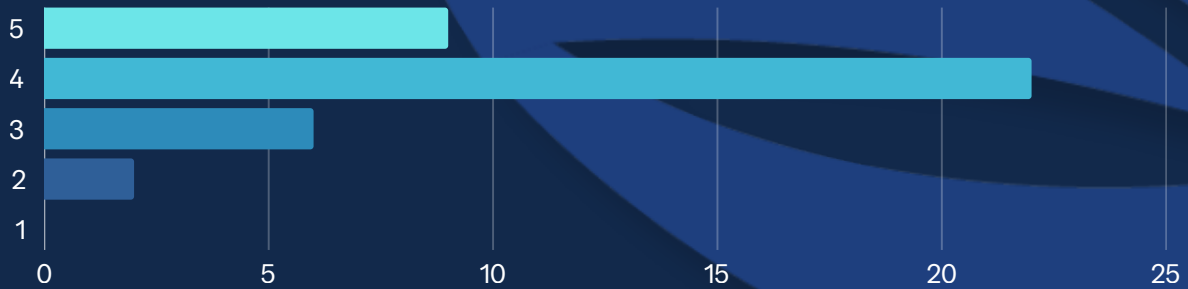


# Match Officials

Match Officials conducting their own personal development outside of Education Workshops

**3.92**

Average Rating

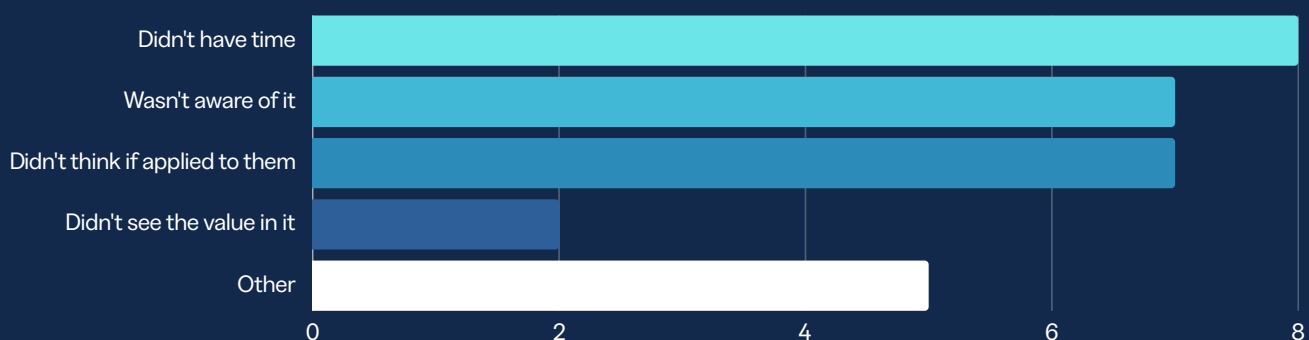


## Season Plans

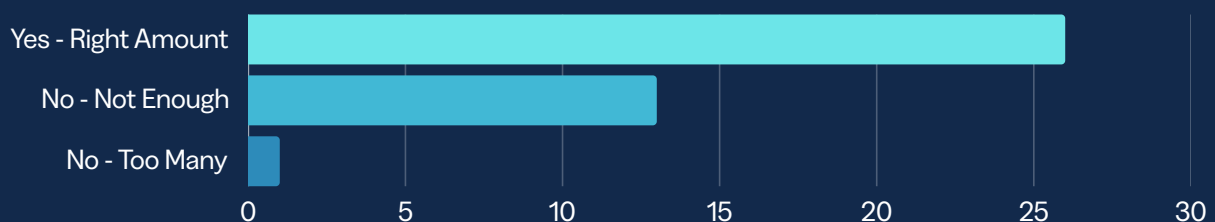
**33.3%** of Match Officials completed a Season Plan.

**84.6%** of those Match Officials said they referred back to that plan throughout the season.

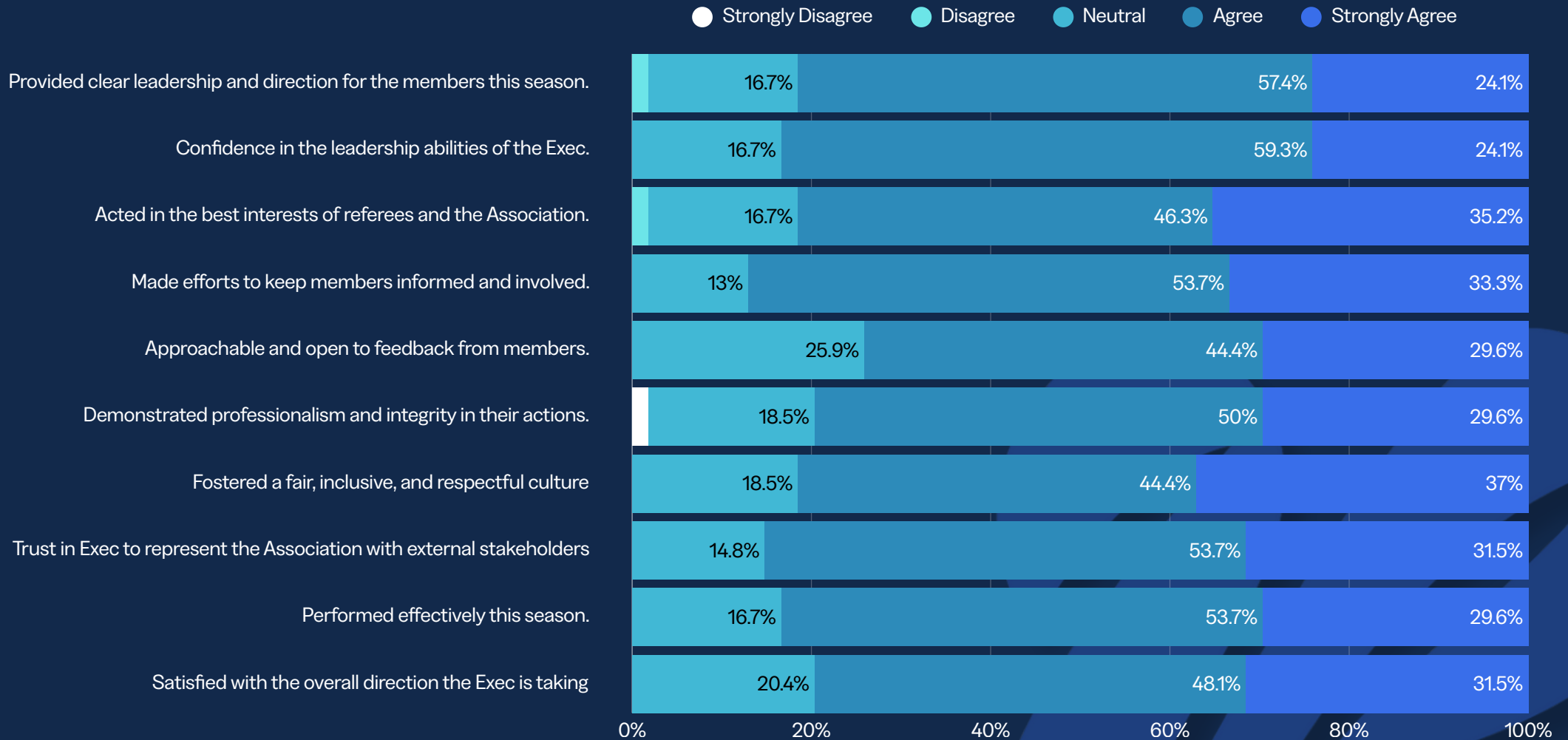
### Common Reasons for not completing a Season Plan:



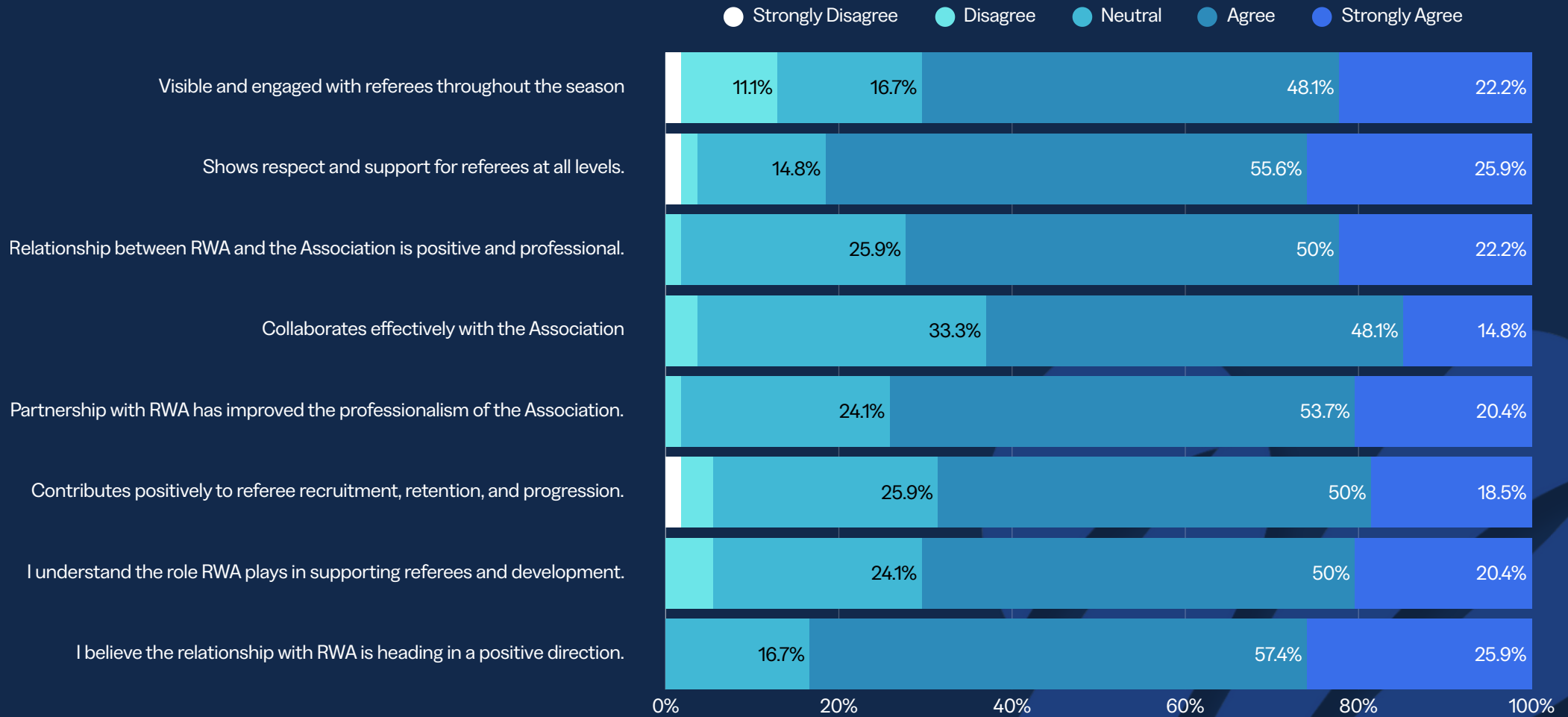
## Satisfaction with **Number** of Developer Appointments



# Executive Committee



# RugbyWA





# Clubs

## Relationship with Clubs

Most members described the relationship between referees and clubs as generally positive but inconsistent. Many acknowledged improvement and goodwill from clubs, though respect, consistency, and sideline behaviour remain key areas for growth.

THEME	DESCRIPTION	% OF RESPONSES (APPROX)
Generally Good / Positive Relationships	Majority reported good or very good interactions; referees felt respected and supported by most clubs.	45%
Mixed / Inconsistent Experiences	Several noted experiences varied between clubs or depended on individuals; some great, some poor.	25%
Improving / Better than Before	Many saw improvement compared to previous seasons, with clubs more accommodating and communicative.	10%
Respect Issues / Negative Behaviour	Ongoing concerns about certain clubs or individuals showing poor respect or outdated attitudes toward referees; sideline behaviour mentioned.	10%
Support & Facilities Gaps	Some referees noted lack of practical support (e.g., guidance to changerooms, refreshments, referee-only spaces).	5%

Members want simple, consistent respect and professionalism from clubs and coaches. The strongest relationships come from clubs that:

- Welcome and support referees on match day,
- Educate their community about the referee's role, and
- Maintain open, respectful communication.

**71.3%** of Match Officials said they would open to attending club/school training sessions to build better connections between referees, coaches and players.

# Members in 2026 want...

## **Social Connection & Community**

- More social events (quiz nights, golf days, dinners, team-building).
- Better planning and promotion of social activities.
- Regular opportunities for members to connect and build relationships.

## **Education & Development**

- Regular education and upskilling sessions (e.g., Tuesday meetings).
- Greater focus on learning over admin during meetings.
- Return to MODs and MOs working together in sessions.
- Continued development of interpersonal and soft skills.

## **Growth & Collaboration**

- Strengthen interstate connections and exchange programs.
- Keep building on strong foundations from this year.
- More engagement and proactive involvement from members in association activities.
- Online kit shop for easier access to referee gear.

## **Public Awareness**

- Increased promotion of refereeing and recruitment campaigns.
- More social media content showing referees' role and achievements.
- Public messages about respect and empathy for match officials.

# MEDALLION COINS

<p>Diecast moulded text on front</p>	<p>FRONT</p>	<p>Engraved varying data on rear</p>	<p>BACK</p>
			
<p>FRONT</p>		<p>BACK</p>	
			
<p>FRONT</p>		<p>BACK</p>	
			
<p>FRONT</p>		<p>BACK</p>	
			
<p>FRONT</p>		<p>BACK</p>	
			

Diecast moulds

FRONT

Engraved varying  
data on rear

BACK

Engel,

FRONT

BACK

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## 50 Games Clubs

<b>Ben Thomson</b>	62
<b>Benjamin Cairns</b>	54
<b>Bradley Jackman</b>	85
<b>Brendan Fitzgerald</b>	86
<b>Brent Mews</b>	96
<b>Brett Treacy</b>	77
<b>Desmond Roche</b>	56
<b>Diego Cardenas</b>	79
<b>Gary Bryant</b>	88
<b>Graham Cooper</b>	71
<b>Henry Egan</b>	84
<b>Ian Francis Hailes</b>	73
<b>Ian Sunderland</b>	73
<b>James Matcham</b>	69
<b>James Matson</b>	61
<b>Jayde Proctor</b>	52
<b>John O'Reilly</b>	63
<b>Justin Willis</b>	69
<b>Keiran Jackson</b>	85
<b>Kim Short</b>	62
<b>Lance Anderson-Hainsworth</b>	93
<b>Lee Kim Kong</b>	65
<b>Madeline Putz</b>	86
<b>Malcolm Klaver</b>	63
<b>Mark Langerman</b>	54
<b>Paige Thornton</b>	52
<b>Peter Hilgendorf</b>	93
<b>Ratu Manoa Rodromunavula</b>	68
<b>Sam Jones</b>	92

<b>Steve Hogden</b>	79
<b>Trinity Lea</b>	68
<b>Tyler Miller</b>	75
<b>Tyler Stein</b>	96
<b>Warren Lynch</b>	63

<b>100 Games Clubs</b>	
<b>Adam Fuller</b>	117
<b>Angus McMillan</b>	144
<b>Anthony O'Shea</b>	146
<b>Brendan Davies</b>	124
<b>Brian Eckhart</b>	131
<b>Cambell Duff</b>	144
<b>Chris Groom</b>	145
<b>Dominic Carlsen</b>	109
<b>Hayden McGregor</b>	136
<b>James Reilly</b>	120
<b>Joape Soko</b>	113
<b>John Hennah</b>	114
<b>Justin Shakeshaft</b>	148
<b>Kyle Burnett</b>	101
<b>Matthew O'Brien</b>	120
<b>Michael Stace</b>	105
<b>Petrus (Peter) Van Aswegen</b>	130
<b>Ronan O'Shea</b>	110
<b>Sion Gardner</b>	146
<b>Thomas Onions</b>	127
<b>Thomas Stephenson</b>	111

## 150 Games Clubs

<b>Alister Milligan</b>	184
<b>Benjamin Jones</b>	185
<b>Darren Birtles</b>	194
<b>George Forster-Jones</b>	166
<b>Hamish Miller</b>	157
<b>Jack Mclenaghan</b>	178
<b>James Gatenby</b>	166
<b>Jordan Kaminski</b>	153
<b>Louis de Klerk</b>	152
<b>Peter Miller</b>	199
<b>Pieter Mostert</b>	159
<b>Raymond Cooper</b>	153

## 200 Games Clubs

<b>Alister Milligan</b>	60 Referee Appointments 11 years of Referee Coaching	280 Games
<b>Anthony O'Shea</b>	14 Referee Appointments 24 years of Referee Coaching	494 Games
<b>Brendan Fitzgerald</b>	1 Referee Appointments 29 years of Referee Coaching	581 Games
<b>Brent Mews</b>	1 Referee Appointments 11 years of Referee Coaching	221 Games
<b>Brett Tracey</b>	1 Referee Appointments 11 years of Referee Coaching	221 Games
<b>Brian Eckhart</b>	5 Referee Appointments 24 years of Referee Coaching	485 Games
<b>Gary Bryant</b>	18 years of Referee Coaching	360 Games
<b>Henry Egan</b>	52 Referee Appointments 29 years of Referee Coaching	632 Games

<b>Keiran Jackson</b>	23 Referee Appointments 11 years of Referee Coaching	253 games
<b>Ian Hailes</b>	20 years of Referee Coaching	400 Games
<b>Alister Milligan</b>	60 Referee Appointments 11 years of Referee Coaching	280 Games

## Representative Appointments

- Ockert Visser - Australian Schools & Junior Rugby Union Championship 2025
- Tyler Stein - Australian Schools & Junior Rugby Union Championship 2025
- Graham Cooper - Super Rugby Australia, Super Rugby Pacifica, U21 World Cup TMO, Italy
- Jordan Kaminski - Super Rugby Australia, Super Rugby Pacifica
- Dominic Carlsen - Australian Rugby Shield
- Brian Eckhart - Super 16s Match Official Developer

## Debuts and Notable Appointments

- Malcolm Klaver - Premier Men's Grade Debut 2025
- Katie Kilbane - Premier Women's Grade Debut 2025

## All Appointments

Referee Name	Totals			
	Referee	AR Appointments	Ref Developer	Total with Coaching
<b>Adam Fuller</b>	62	55	0	117
<b>Adam Ingram</b>	1	0	0	1
<b>Adam Wairepo</b>	8	1	0	9
<b>Alexander Anderson-Hainsworth</b>	35	8	0	43
<b>Alexander Ninkov</b>	42	0	0	42
<b>Alice Goldsack</b>	9	10	0	19
<b>Alister Milligan</b>	47	13	124	184
<b>Angus McMillan</b>	99	45	0	144
<b>Anthony O'Shea</b>	14	0	132	146
<b>Bella Houghton</b>	9	0	0	9
<b>Ben Thomson</b>	47	15	0	62

Referee Name	Totals			
	Referee	AR Appointments	Ref Developer	Total with Coaching
Benjamin Cairns	43	11	0	54
Benjamin Jones	113	61	11	185
Bradley Jackman	51	34	0	85
Brendan Davies	102	22	0	124
Brendan Fitzgerald	1	0	85	86
Brent Mews	1	0	95	96
Brett Treacy	1	0	76	77
Brian Coughlan	24	7	0	31
Brian Eckhart	3	0	128	131
Bryan Thomas	3	3	0	6
C.J. Maritz	7	0	0	7
Cambell Duff	98	38	8	144
Casper Hogden	1	0	0	1
Chris Groom	131	14	0	145
Colin Dow	0	0	25	25
Conor Coulthard	27	3	0	30
Dane Lazarus	25	4	0	29
Darren Birtles	151	43	0	194
Desmond Roche	54	2	0	56
Diego Cardenas	65	14	0	79
Dominic Carlsen	65	41	3	109
Douglas Melville	18	1	0	19
Eoghan Nunn	2	0	0	2
Finlay Campbell	11	1	0	12
Freddie Day	6	1	0	7
Frederick Brockett	25	2	0	27
Gannon Nunn	24	4	0	28
Gary Bryant	0	0	88	88
George Forster-Jones	114	51	1	166
Graham Cooper	40	24	7	71
Grant Lazarus	11	1	0	12



Referee Name	Totals			
	Referee	AR Appointments	Ref Developer	Total with Coaching
Hamish Miller	30	12	115	157
Hayden Calvert	19	0	0	19
Hayden McGregor	72	59	5	136
Henry Dixon	2	0	0	2
Henry Egan	31	0	53	84
Ian Francis Hailes	0	0	73	73
Ian Sunderland	65	8	0	73
Jack Mclenaghan	136	34	8	178
James Gatenby	112	52	2	166
James Matcham	41	28	0	69
James Matson	49	12	0	61
James Paterson	4	1	0	5
James Reilly	80	40	0	120
Jarrold Smith	26	0	0	26
Jason Johnson	5	1	0	6
Jason Marrable	23	3	1	27
Jaxon Stevenson	15	2	0	17
Jayde Proctor	42	9	1	52
Jayden Van Helsdingen	19	9	0	28
Joape Soko	77	36	0	113
John Hennah	101	10	3	114
John O'Reilly	56	7	0	63
Jordan Kaminski	126	24	3	153
Joshua Cahill	29	8	0	37
Justin Shakeshaft	108	8	32	148
Justin Willis	48	20	1	69
Kai Davies-Kanakis	13	2	0	15
Kaiawha Heke	1	0	0	1
Katie Kilbane	18	3	0	21
Keiran Jackson	23	0	62	85
Kim Short	22	0	40	62

Referee Name	Totals			
	Referee	AR Appointments	Ref Developer	Total with Coaching
Kiriwai Tetuhi Nathan	4	0	0	4
Kyle Burnett	62	8	31	101
Lance Anderson-Hainsworth	80	13	0	93
Lee Broadbridge	43	5	0	48
Lee Kim Kong	61	4	0	65
Louis de Klerk	94	52	6	152
Louis Oosthuizen-4120142	20	4	0	24
Madeline Putz	32	22	32	86
Malcolm Klaver	46	17	0	63
Marco Nel	1	0	0	1
Mark Langerman	34	14	6	54
Mark Sherriff	31	13	0	44
Matthew O'Brien	65	25	30	120
Michael Stace	68	37	0	105
Michael Willis	10	1	0	11
Morghan Sattler	34	12	0	46
Nathan McStay	6	1	0	7
Neil Cruickshank	39	7	0	46
Nephi Baker	3	0	0	3
Nicholas Cumings	18	2	0	20
Noah Shaw	25	5	0	30
Ockert Visser	18	4	0	22
Paige Thornton	42	10	0	52
Peter Hilgendorf	59	12	22	93
Peter Holmes	6	0	18	24
Peter Miller	119	75	5	199
Peter Nield	14	3	0	17
Petrus (Peter) Van Aswegen	77	50	3	130
Pieter Mostert	112	47	0	159
Ratu Manoa Rodromunavula	63	5	0	68
Raymond Cooper	110	27	16	153

Referee Name	Totals			
	Referee	AR Appointments	Ref Developer	Total with Coaching
Reid Chaney	5	1	0	6
Rhys Jones	10	0	0	10
Robert Kellam	1	0	40	41
Ronan O'Shea	101	8	1	110
Rory O'Carroll	10	1	0	11
Sam Jones	70	20	2	92
Sion Gardner	87	45	14	146
Steve Hogden	73	5	1	79
Steven Comins	18	1	0	19
Stewart Rishworth	2	0	0	2
Taj Smith	5	1	0	6
Thomas Daniels	2	0	0	2
Thomas Onions	82	45	0	127
Thomas Stephenson	97	14	0	111
Tim McLoughlin	29	5	0	34
Timothy Hugo	9	0	0	9
Timothy Smith	9	1	0	10
Tony Mottershead	2	0	0	2
Trinity Lea	53	15	0	68
Tyler Miller	47	21	7	75
Tyler Stein	71	25	0	96
Tyson Duff	2	0	0	2
Warren Lynch	51	12	0	63
Washington Munetsi	16	2	0	18