



**Manly Warringah  
Football Referees Association**

**Annual Report and Financial  
Statement for Season 2011**

**63rd Annual General Meeting**

**Monday 21 November 2011**

# **Manly Warringah Football Referees Association**

## **2011 Annual Report**

### **Notice of Annual General Meeting**

The 63rd Annual General Meeting of the Manly Warringah Football Referees Association will be held on Monday 21 November 2011, commencing at 7.30pm, at the Manly Warringah Football Association, Cromer Park, 101 South Creek Road, Cromer NSW 2099.

### **Order of business**

1. Welcoming of guests
2. Apologies
3. Minutes of the 2010 Annual General Meeting (Monday 22 November 2010) and the 2011 Special General Meeting (Monday 21 March 2011)
4. Business arising from the minutes
5. Presentation of reports
6. Nominations for life membership
7. Election of officials whose term of office has expired - Vice President Seniors, Secretary, Treasurer, Floor Member, Registrar, Gear Steward, Theory Trainer and Assessors' Convenor - and the Disciplinary Sub Committee
8. Notices of motion
9. General business
10. Closing of meeting

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## Office bearers

Led by incoming MWFRA President Robert Brennan, below are the people who helped to run the association in 2011. Ed Penny resigned as Registrar and Webmaster in March, with Craig McBurnie and Ben Pilarski replacing him as Registrar and Webmaster respectively. Mark Pryke and Tony Rathbone filled the Disciplinary Sub Committee casual vacancies, with Craig McBurnie replacing Ed Penny as its Convenor.

## Executive Committee

President	Robert Brennan
Vice President Seniors	Ryan Shephard
Vice President Juniors	Sebastien Brennan
Secretary	Mark Worwood
Treasurer	Glen Ashcroft
Floor Member	Thomas Lee

## Sub Committee

Registrar	Craig McBurnie/Ed Penny
Gear Steward	Trevor Croal
Theory Trainer	Steve Smit
Assessors' Convener	David Page
Assistant Secretary	Michelle Cole

## Other

Administration and Appointments Officer	Angela Crandell
Branch Coach	James Raphael
Assistant Branch Coach	Frank Best
Webmaster	Ben Pilarski/Ed Penny
Member Protection Information Officer	Sebastien Brennan
Auditor	Vince Santarosa, Santarosa & Associates
Disciplinary Sub Committee	Craig McBurnie/Ed Penny (Convenor)
	John Barnes
	Frank Best
	Sebastien Brennan
	Don Gale
	Mark Pryke
	Tony Rathbone

## Meeting attendance

The MWFRA office bearers applied themselves to their tasks with great enthusiasm. The Executive Committee met once to address a written complaint from an external source. There were a dozen Management Meetings to discuss and plan the association's activities, six General Meetings, two Special Management Meetings, one Special General Meeting at which the association resolved to change its name from the Manly Warringah Soccer Referees Association to the Manly Warringah Football Referees Association and one Disciplinary Sub-Committee Meeting to discuss the aforementioned complaint.

Name	Executive Meetings (1)	Management Meetings (12)	General Meetings (6)	Special Management Meetings (2)	Special General Meetings (1)	Disciplinary Sub-Committee Meetings (1)
Robert Brennan	1	12	6	2	1	N/A
Ryan Shephard	1	8	3	2	1	N/A
Sebastien Brennan	1	12	5	2	0	0
Mark Worwood	0	11	4	1	1	N/A
Glen Ashcroft	0	5	2	0	0	N/A
Thomas Lee	0	11	5	2	1	N/A
Ed Penny	N/A	3	N/A	N/A	N/A	N/A
Craig McBurnie	N/A	6	1	1	N/A	1
Trevor Croal	N/A	10	3	2	1	N/A
Steve Smit	N/A	9	2	0	0	N/A
David Page	N/A	7	2	1	0	N/A
Michelle Cole	N/A	4	6	1	1	N/A
John Barnes	N/A	N/A	N/A	N/A	N/A	1
Frank Best	N/A	N/A	N/A	N/A	N/A	0
Don Gale	N/A	N/A	N/A	N/A	N/A	0
Mark Pryke	N/A	N/A	N/A	N/A	N/A	1
Tony Rathbone	N/A	N/A	N/A	N/A	N/A	1

## Life members

Thirty-seven people have been appointed life members of the MWFRA in recognition of their outstanding service to the association and refereeing in the Manly Warringah area.

Fred Adler - 1964 (deceased)	John Brilman - 1987 (deceased)
JW Cook - 1966 (deceased)	Col Coupland - 1987
GH Hudson - 1967 (deceased)	Jack Vincent - 1987
Joe Breen - 1968 (deceased)	Bill McBurnie - 1988
Arthur Spence - 1970 (deceased)	Shirley Bones - 1988 (deceased)
Gordon Geeves Snr - 1971 (deceased)	Kevin Martin OAM - 1989
Jim Davidson - 1971 (deceased)	John Lax - 1989
JE Boyer - 1973 (deceased)	Dave Hill - 1990
Bill Van Leeuwen - 1973 (deceased)	Peter Lovett - 1991
Cyril Jack - 1975 (deceased)	Jim Loke - 1991
John Etherington - 1977 (deceased)	Hans Bosschieter - 1991
Gordon Geeves Jnr - 1980	Bernard Crowweller - 1992
Alan Bartlett - 1981	Gerry Muoio - 1993
John Geeves - 1981	Ian Massey - 1995
John Withnell - 1981	Peter Robson - 1995
Walter Kirk - 1982	Trevor Croal - 2001
Sydney Russell - 1983 (deceased)	Don Gale - 2002
Wayne Connor - 1983	Tony Seaman - 2005
Tony Rathbone - 1985	

## Executive Committees

Established in 1949 with Fred Alder serving as President for its first 17 years, the MWFRA is in its 63rd consecutive year of fostering football refereeing on Sydney's Northern Beaches.

Year	President	VP/VP Seniors	VP Juniors	Secretary	Treasurer	Floor Member
1949	F Alder	J Breen	N/A	I Lewis	I Lewis	A Bowyer
1950	F Alder	J Breen	N/A	I Lewis	GH Hudson	J Smith
1951	F Alder	J Breen	N/A	I Lewis	GH Hudson	D Sinclair
1952	F Alder	J Breen	N/A	I Lewis	GH Hudson	O Scott
1953	F Alder	GH Hudson	N/A	J Breen	O Scott	O Scott
1954	F Alder	J Breen	N/A	GH Hudson	O Scott	GR Hudson
1955	F Alder	T O'Toole	N/A	GH Hudson	O Scott	GR Hudson
1956	F Alder	T O'Toole	N/A	GR Hudson	R Parker	GH Hudson
1957	F Alder	GH Hudson	N/A	JW Cook	R Parker	R Schofield
1958	F Alder	GH Hudson	N/A	JW Cook	R Parker	GR Hudson
1959	F Alder	R Parker	N/A	JW Cook	J Smith	GR Hudson
1960	F Alder	GH Hudson	N/A	JW Cook	J Smith	J Treloar
1961	F Alder	GH Hudson	N/A	JW Cook	GR Hudson	R Schofield
1962	F Alder	C Gavid	N/A	GH Hudson	C Sutton	A Spence
1963	F Alder	C Gavid	N/A	GH Hudson	C Sutton	A Spence
1964	F Alder	GH Hudson	N/A	C Sutton	J Cook	C Gavid
1965	F Alder	GH Hudson	N/A	C Sutton	J Cook	C Gavid
1966	C Gavid	G Antill	N/A	G Anderson	G Geeves Snr	P Scott
1967	C Gavid	G Antill	N/A	GH Hudson	G Geeves Snr	J Withnell
1968	J Davidson	J Withnell	N/A	W Van Leeuwen	G Geeves Snr	GH Hudson
1969	J Davidson	J Withnell	N/A	W Van Leeuwen	G Geeves Snr	GH Hudson
1970	J Withnell	C Jack	N/A	W Van Leeuwen	G Geeves Snr	
1971	C Jack	J Davidson	N/A	W Van Leeuwen	G Geeves Snr	W Kirk
1972	C Jack	J Davidson	N/A	R Duncan	G Geeves Snr	W Van Leeuwen
1973	J Davidson	A Perry	N/A	R Duncan	G Geeves Snr	W Van Leeuwen
1974	J Davidson	W Van Leeuwen	N/A	R Duncan	G Geeves Snr	R Cockman
1975	W Van Leeuwen	J Etherington	N/A	J Brilman/J Connor	G Geeves Snr	C Jack
1976	J Etherington	G White	N/A	P Wood	R Duncan	C Jack
1977	J Etherington	G White	N/A	P Wood	W Harper	C Jack
1978	G White	B Marsh	N/A	W Connor	G Richmond	C Jack
1979	G White	A Bartlett	N/A	W Connor/C Coupland	G Richmond	G Geeves Jnr
1980	G White	A Bartlett	N/A	C Coupland	G Richmond	W Connor

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Year	President	VP/VP Seniors	VP Juniors	Secretary	Treasurer	Floor Member
1981	A Bartlett	A Rathbone	N/A	C Coupland	B Rawling	W Connor
1982	A Bartlett	A Rathbone	N/A	C Coupland	D Hill	S Russell
1983	J Geeves	A Rathbone	N/A	C Coupland	D Hill	S Russell
1984	J Geeves	A Rathbone	N/A	C Coupland	D Hill	S Russell
1985	A Rathbone	B Fowler	N/A	J Loke	J Lax	P Lovett
1986	A Rathbone	C Coupland	N/A	J Loke	J Lax	P Lovett
1987	A Rathbone	C Coupland	N/A	J Loke	J Lax	P Lovett
1988	C Coupland	B Crossweller	N/A	J Loke	J Lax	P Lovett
1989	C Coupland	B Crossweller	N/A	J Loke	J Lax	P Lovett
1990	C Coupland	B Crossweller	N/A	J Loke/P Robson	J Lax	P Lovett
1991	P Lovett	C Coupland	N/A	J Loke	P Robson	B Crossweller
1992	C Coupland	J Loke	N/A	L Davies	P Robson	B Crossweller
1993	C Coupland	J Loke	N/A	P Robson	I Massey	B Crossweller
1994	A Rathbone	J Loke	N/A	P Robson	I Massey	B Crossweller
1995	A Rathbone	J Loke	N/A	P Robson	I Massey	B Crossweller
1996	A Rathbone	D Morris	N/A	P Robson	I Massey	B Crossweller
1997	P Robson	K Martin OAM	N/A	D Morris	J Cuttle	D Gale
1998	P Robson	C Stocks	N/A	D Morris	J Cuttle	D Gale
1999	P Robson	C Stocks	T Seaman	V Movsessian	J Cuttle	D Gale
2000	L Hudson	R Shepheard	T Seaman	W Ranson	A Vale	D Gale
2001	L Hudson	R Shepheard	T Browne	W Ranson	A Vale	D Gale
2002	L Hudson	R Shepheard	T Browne	T Browne	A Vale	D Gale/P Robson
2003	T Browne	R Shepheard	P Muir	D Hill	A Vale	C Stocks/P Muir
2004	T Browne	R Shepheard	P Muir	D Hill	A Vale	K Martin OAM
2005	T Browne	R Shepheard	P Muir	D Hill	A Vale	K Martin OAM
2006	T Browne	R Shepheard	P Muir	P Respicio	A Vale	K Martin OAM
2007	T Browne	R Shepheard	P Muir	P Respicio	C Stocks	K Martin OAM
2008	T Browne	J Raphael	P Muir	P Respicio	C Stocks	K Martin OAM
2009	J Raphael	R Shepheard	R Brennan	J Barnes	G Ashcroft	K Martin OAM
2010	J Raphael	R Shepheard	R Brennan	A Smith	G Ashcroft	I Bernard
2011	R Brennan	R Shepheard	S Brennan	M Worwood	G Ashcroft	T Lee



## Honour roll

The MWFRA has been handing out prestigious awards to its best referees since 1981.

### Referee of the Year - Syd Russell Memorial Award

1981	Tony Rathbone	1997	Lyle Hudson
1982	John Geeves	1998	Colin Stocks
1983	Alan Bartlett	1999	Andrew Vale
1984	Gordon Geeves Jnr	2000	Graham Wilks
1985	John Geeves	2001	Andrew Vale
1986	Syd Russell	2002	Andrew Vale
1987	Dave Hill	2003	Lyle Hudson
1988	Syd Russell	2004	Ryan Shepheard
1989	Col Coupland	2005	Ryan Shepheard
1990	Syd Russell	2006	Andrew Vale
1991	Tony Rathbone	2007	Ryan Shepheard
1992	Tony Rathbone	2008	James Raphael
1993	Tony Rathbone	2009	Ryan Shepheard
1994	Tony Rathbone	2010	Jorge Martins
1995	Tony Rathbone	2011	Jorge Martins
1996	Lyle Hudson		

### Under 25 Referee of the Year

1991	Andrew Vale	2002	Ryan Shepheard
1992	Greg Coupland	2003	Matthew Gillett
1993	Andrew Vale	2004	Paul Clift
1994	Andrew Vale	2005	Matthew Gillett
1995	Andrew Vale	2006	Matthew Gillett
1996	Colin Stocks	2007	Matthew Gillett
1997	Colin Stocks	2008	Bradley Duke
1998	Nick Dracakis	2009	Brett Downie
1999	Ryan Shepheard	2010	Brett Downie
2000	Ryan Shepheard	2011	Brett Downie
2001	Ryan Shepheard		

### Under 21 Referee of the Year

1985	Annabel Lax	1999	Luke Ventress
1986	Andrew Eason	2000	Adrian Carratt
1987	Paul Blackwood	2001	Matthew Gillett
1988	Andrew Hill	2002	Matthew Gillett
1989	Greg Coupland	2003	Paul Clift
1990	Andrew Hill	2004	Matthew Gillett
1991	Greg Coupland	2005	Bradley Duke
1992	Scott Bendall	2006	Bradley Duke
1993	Michael Dine	2007	Bradley Duke
1994	Michael Dine	2008	Sam Steindl
1995	Christopher Parratt	2009	Alec Smith
1996	Ryan Shepheard	2010	Alec Smith
1997	Ryan Shepheard	2011	Sebastien Brennan
1998	Mark Higgs		

## Under 18 Referee of the Year - Shirley Bones Memorial Award

1983	Murray Connor	1998	Trevor Simonsen
1984	Ken Artuso	1999	Adrian Carratt
1985	Oscar Gonzales	2000	Matthew Gillett
1986	Thomas Haerland	2001	Andrew Best
1987	Greg Coupland	2002	Andrew Best
1988	Greg Coupland	2003	Bradley Duke
1989	Dean Heffernan	2004	Bradley Duke
1990	Julian Humphrey	2005	Howard Louis
1991	David Goodwin	2006	Adam Trevor
1992	Michael Dine	2007	Adam Trevor
1993	Rohan Ashover	2008	Alec Smith
1994	Matthew Jordan	2009	Matthew Collins
1995	Ryan Shephard	2010	Nick Barrett
1996	Andrew Jordan	2011	Nick Barrett
1997	Mark Higgs		

## Class 2 Referee of the Year - Peter Clay Memorial Award

1998	Graeme Kellow	2005	Paul Clift
1999	Greg Courts	2006	Colin Grant
2000	Greg Courts	2007	Ed Penny
2001	Richard Cant	2008	Paul Respicio
2002	Richard Cant	2009	Colin Grant
2003	Chris Grant	2010	Colin Grant
2004	Matthew Gillett	2011	Allan Whitford

## Senior Referee of the Year

2004	John Cuttle	2008	Frank Best
2005	David Torevell	2009	Kenneth Lewis
2006	Peter Robson	2010	Frank Best
2007	Niels-Otto Mathisen	2011	Keith Stewart

## Rookie Referee of the Year

2009	Hayden Jewell	2011	Joshua Pierre
2010	Adam Powers		

## Assistant Referee of the Year

2009	Thomas Lee	2011	Courtney Jones
2010	Tyler Egger		

## Football NSW Amateur Cup (State Cup) Final

1980	Tony Rathbone	2002	Adrian Barlow (U16)
1983	Syd Russell	2002	Greg Coupland (AL)
1988	Dave Hill (U21)	2009	Jake Parker (W-U12)
1993	Andrew Vale	2009	Christopher Parratt (AL)
1997	Colin Stocks (U21)	2011	Adam Powers (U14)
2002	Graham Wilks (U18)		

## Football NSW Champions of Champions Final

1997	Colin Stocks (U18)	2008	Matthew Gillett (U21)
1998	Colin Stocks (O35)	2008	Sam Steindl (U16)
2001	Andrew Vale (U18)	2009	Michelle Cole (W-O30)
2002	Greg Coupland (U21)	2009	Nick Barrett (U12)
2003	Chris Grant (U13)	2010	Chester Lenihan (U13)
2004	Ryan Shepheard (U13)	2011	Josh Ward (U15)
2007	Mitchell Compton (U15)		

## NSW Super/Premier Youth League Final

2001	Graham Wilks (U17)	2006	Wayne Ranson (U15)
2002	Andrew Vale (U17)	2007	Adam Trevor (U14)
2003	Andrew Best (U13)	2009	Alana Wallis (W-U16)
2004	Richard Cant (U15)	2009	Nick Barrett (U13)
2005	Howard Louis (U13)	2010	Nick Barrett (U15)

## NSW Umbro Cup

1995	2000
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## Australian Football Titles

1988	Kevin Martin OAM (U15)
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## 2010 Annual General Meeting minutes

Monday 22 November 2010, 7.30pm  
Manly Warringah Football Association  
Cromer Park, 101 South Creek Road, Dee Why NSW 2099

Present: As per attendance sheet.

Apologies: Jake Parker, James Raphael and Steve Smit.

### Minutes

The 2009 Annual General Meeting minutes were proposed as a true record by Robert Brennan, seconded by Don Gale and carried unanimously.

### Annual Report

The 2010 Annual Report were proposed as a true record by Frank Best, seconded by Ed Penny and carried unanimously.

### Treasurer

Income for 2010 equalled \$265,000 - \$23,000 due to the MWFA's overpayment; expenditure for 2010 equalled \$212,000, including \$161,000 of payments to referees - also, there are about \$4,500 in outstanding referee payments; bank total was \$64,748 minus the aforementioned \$23,000 and \$4,500 - approximately \$37,000 higher than last year; the audited accounts for 2008 had been completed and were available for viewing.

### Awards

The following awards were presented:

Referee of the Year: Jorge Martins  
Under 21 Referee of the Year: Alec Smith  
Under 18 Referee of the Year: Nick Barrett  
Rookie of the Year: Adam Powers

### Elections

John Barnes, Frank Best, Sebastien Brennan and Don Gale were elected to the MWFRA Disciplinary Sub Committee unanimously, with Ed Penny to act as its Convenor.

Position	Nominee	Proposer	Seconded	Elected
President	Robert Brennan	Sebastien Brennan	Nick Susko	Robert Brennan
Vice President Juniors	Sebastien Brennan	Robert Brennan	Nick Susko	Sebastien Brennan
Treasurer	Glen Ashcroft	Don Gale	Frank Best	Glen Ashcroft
Registrar	Ed Penny	Michelle Cole	Glen Ashcroft	Ed Penny
Assistant Secretary	Michelle Cole	Robert Brennan	Sebastien Brennan	Michelle Cole
Assessors Convenor	David Page	Robert Brennan	Michelle Cole	David Page
Theory Trainer	Steve Smit	Robert Brennan	Ed Penny	Steve Smit

The positions of Secretary and Floor Member were not filled. Anyone interested in either of these roles should contact incoming MWFRA President Robert Brennan.

## General business

Ryan Shephard thanked James Raphael for the effort that he had put into being MWFRA President. Ryan said that James had used his experience to oversee positive changes.

Kevin Martin congratulated Robert Brennan on his election to the role of MWFRA President. Kevin said that he believed that Robert will make a good President and wished him luck.

Kevin Martin noted that the attendance to the MWFRA Annual General Meeting was lower than in previous years. Kevin suggested that the Secretary send letters to the association's life members inviting them to attend the AGM each year. Also, Kevin said that the AGM was a good opportunity for referees to voice their ideas about the running of the association.

Don Gale asked what should a referee do if a player assaults someone at the ground after the final whistle has been blown. Kevin Martin said that a report must be submitted. Frank Best advised that, as the referee would still be in the vicinity of the field of play, the player should be red carded and a send-off report submitted.

John Barnes asked why only three of the accredited assessors were used during the season. Most assessors referee on Saturday afternoons and, therefore, they are only available to assess on Saturday mornings and Sundays. John said that he was available in the mornings and helped with mentoring but that he did not get asked to do many assessments. David Page did his best to achieve maximum coverage but was away for much of the season.

Ed Penny advised that assessing junior matches would not count towards the hours required to renew a referee's accreditation. A way to get around this, however, would be to assess Premier Youth League games that Elite Development Panel referees control. Ed presented a new set of Adidas uniforms that Football NSW allows now. Ed said that the new kits - \$35 for shirts and \$28 for shorts - could be made available to referees as an incentive for education. Trevor Croal said that the blue kit would clash with several MWFA clubs but, with blue, yellow and black kits available, this should not pose a significant problem.

Robert Brennan thanked Ben Pilarski for his contribution to the effective implementation of Goalline. The MWFRA Committee has decided to hire a part-time employee who would act as an Administration and Appointments Officer, checking the match cards, setting up payments and inputting appointments. Discussions with the MWFA have resulted in the MWFRA securing Internet access, a telephone and a desk at Cromer Park for this person.

## 2011 Special General Meeting minutes

Monday 21 March 2011, 7.30pm  
Manly Warringah Football Association  
Cromer Park, 101 South Creek Road, Dee Why NSW 2099

Present - MWFRA Committee: Robert Brennan, Michelle Cole, Trevor Croal, Thomas Lee, Ryan Shephard and Mark Worwood.

Present - MWFRA members: John Barnes, Ian Bernard, Frank Best, Tony Butler, Greg Courts, Adam Dayeian, Brett Downie, Michael Femia, Paul Franklin, Nick Frisina, Don Gale, Thomas Haerland, Daniel Hasler, David Hill, Gerry Lenihan, Kenneth Lewis, Benjamin Logue, Stephen Logue, Anthony Lo Surdo, Mark Lyell, Graeme Mahn, Niels-Otto Mathisen, Jorge Martins, Craig McBurnie, Stephen Morton, Ian May, Ed Penny, Lisa Peterson, Wayne Plant, James Raphael, Bruce Rickard, Peter Robson, Gary Siddons, David Scone, Anthony Tassone, Allan Whitford, Rob Wilkes, Jeremy Winer and Russell Wright.

Apologies - MWFRA Committee: Glen Ashcroft, Sebastien Brennan and David Page.

Apologies - MWFRA members: Patrick Coward, John Cuttle, Colin Grant, Dale Halpin and Lynne Halpin.

Robert Brennan opened the meeting and introduced the MWFRA Committee, both new and old, to everyone in attendance before explaining the main purpose of the Special General Meeting, which was to pass a resolution changing the name of the Manly Warringah Soccer Referees Association to the Manly Warringah Football Referees Association.

Robert Brennan explained that a similar resolution had been passed in 2007 but that the process to change the association's name with the New South Wales Department of Fair Trading was not completed in the required manner. Robert explained the process, which includes reserving the name, passing the resolution and lodging the necessary paperwork within 28 days of the Special General Meeting at which the resolution was passed.

Kenneth Lewis enquired as to the cost of changing the name of the association with the NSW Department of Fair Trading. Mark Worwood replied that the total cost was \$97, comprising \$43 to reserve the new name and \$54 to register the new name.

Motion 1: To approve changing the name of the association from the Manly Warringah Soccer Referees Association to the Manly Warringah Football Referees Association.

Carried unanimously

## Reports

What follows are personal reports from various members of the MWFRA Committee.

### President, Robert Brennan

The 2011 season was challenging in terms of time commitment and complexity of dealing with a range of internal management issues but also rewarding with real progress achieved in a number of areas, including:

- Introduction of the new Adidas uniform that looks very professional for Men's Premier League, Men's AL1 and Women's Premier League matches.
- Appointment of Angela Crandell in the capacity of a part-time Administration and Appointments Officer that has delivered improved communication between the Manly Warringah Football Referees Association and its members - unfortunately Angela has joined the staff at the Manly Warringah Football Association so the MWFRA will need to find a new resource for 2012 season.
- Regular payment cycle during the season to all referees and assessors, with all match fees processed prior to Friday 30 September 2011.
- Lodgement of all outstanding financial returns with the New South Wales Department of Fair Trading and approval for the change of name from the Manly Warringah Soccer Referees Association to the Manly Warringah Football Referees Association.
- Migration of the manual registration process on to Football Federation Australia's new MyFootballClub online platform, with a streamlined registration process organised for the 2012 season.
- Appointment for the first time of a Branch Coach and an Assistant Branch Coach, with James Raphael and Frank Best accepting these respective positions.
- Coverage on the park increased from 2010 for both junior and senior matches.
- Strong ongoing commitment to the mentoring of the returning and first-year juniors.
- Substantial increase in the number of FFA Level Three Community Assessors who can assist with both the mentoring and coaching of referees.
- Improved transparency and communication with the MWFA, including continuing dialogue regarding the options for enhancing the development and performance of the player-referee system.

The key challenges for the MWFRA remain covering consistently to the best refereeing standard possible the allocation of games each weekend during the season and ensuring that there is a clear and defined pathway for the training and development of all referees.

I would like to congratulate the winners of the respective awards. Also, I would like to thank personally everyone on the MWFRA Committee who has worked tirelessly in a voluntary capacity to deliver progress in the areas listed above.

I look forward to seeing the ongoing development of the coaching and mentoring program for all referees next season, including a specific pathway for our talented juniors, and witnessing a successful overhaul of the MWFRA Constitution.

## Vice President Seniors, Ryan Shephard

Season 2011 was one that provided many challenges for the Manly Warringah Football Referees Association Committee as it endeavoured to educate, train and appoint match officials to the Manly Warringah Football Association and Football NSW competitions, as well as manage the affairs of the association.

During the season a number of key issues and incidents had to be addressed to ensure that the MWFRA remains a progressive organisation that operates with integrity, transparency and is held accountable to its members. To achieve this, decisive and strong leadership was required to make difficult and important decisions. As President, Robert Brennan has provided this direction.

If the MWFRA was to move forward and become a stronger referee organisation then it was vital that this year aspects of our operational strategies were addressed and changed. The change process can always bring about difficulties, resistance and a level of disagreement and well thought-out and agreed-to solutions have to be identified. After working through this process in 2011 I hope that in 2012 progress on a committee and member level can be achieved in a strategic and united way.

The main aim for the MWFRA should be to ensure that it provides all aspiring and current referees the opportunity to improve their knowledge and skills in the art of refereeing and to assist the vital role they play in the game of football. This task has become more complex of recent times.

Changes to the structure of the MWFA competition guidelines over the last few years have had a significant impact on the operating requirements of the MWFRA. The requirement for teams to have a minimum of two qualified referees has placed additional pressure on MWFRA resources and the members of the MWFRA Committee. Whilst the merits of the system are sound, the MWFRA continues to operate on the contributions of volunteers and this needs to be kept in mind when major decisions are made around football organisation and administration. To achieve this a workable relationship with the MWFA is required. Personally, I feel that the MWFRA has not necessarily been considered an equal party in discussions over the past few years. Hopefully, the joint meetings between both parties of this year will demonstrate progress in 2012.

To assist with an improved service to MWFRA members in 2011 was the recruitment and employment of an Administration and Appointments Officer to coordinate the process of appointing match officials each weekend. Angela Crandell was employed to fulfil this position and did so in a professional and personable manner. She did an outstanding job in a complex role that was made even more difficult with the wet weather that impacted severely on fixtures. Angela's dedication to the role and willingness to always be of assistance and accommodating to the requests of referees was welcome. I wish her well with her continued involvement with football through her new role with the MWFA.

Appointments and an effective system for managing them will always be an important consideration for the MWFRA Committee. The MWFRA has been built on the willingness of referees to be available and officiate on games that they have been appointed to each weekend. I would like to acknowledge the valuable contributions made by those referees who covered matches each weekend, irrespective of grade and location, and provided a competent service to players every time they entered the pitch. These referees are the backbone of the MWFRA and their efforts and commitment are greatly appreciated.

It is unfortunate of late that there have been an increasing number of referees who have been selective around their appointments. The number of declines by referees based on the location or division of their games has been a noticeable pattern for some time. The strategy of some to attempt to use the system and other methods to manipulate their choice of matches is unacceptable and unfair. This does not assist with game coverage and I feel that these people must consider their motives for being part of the MWFRA.



With the introduction of a structured accreditation process for referees by Football Federation Australia, the need for the MWFRA to maintain detailed and accurate records has been highlighted. Craig McBurnie has been a welcome addition to the MWFRA Committee and has made significant progress in consolidating and updating the association's records. Also, Craig has made significant progress in reviewing the MWFRA Constitution to ensure that it meets the various government regulations and reflect the development of the association. This has been a very time-consuming process but one of extreme importance.

As stated earlier, the history of the MWFRA has centred on the contributions made by volunteer members who have given willingly of their time to steer and manage the endeavours of the association. One of the MWFRA's members, Kevin Martin, was awarded the Order of Australia Medal in 2011. Kevin's achievements and service to football and other community organisations were recognised and celebrated through the awarding of this most prestigious accolade. Since being a member of the MWFRA myself, I know that Kevin is a highly respected and regarded life member who exemplifies the values and character of the association. Congratulations Kevin on being bestowed this honour.

The introduction of a Branch Coach (James Raphael) and Assistant Branch Coach (Frank Best) was a positive decision to assist the development of MWFRA referees. Both people brought experience to the role and initiated progress in a short period of time. These positions will be an important part of the MWFRA's future training structure.

In closing, I wish all MWFRA members the best for the close season and hope that they find time to spend with family and friends as being part of football can be very demanding. I hope that next season gives all referees who return to or join the MWFRA the opportunity to enjoy being part of the great game of football.

## Vice President Juniors, Sebastien Brennan

Firstly, I would like to thank Manly Warringah Football Referees Association Administration and Appointments Officer Angela Crandell who spent many hours not only covering the games every week but also ensuring that MWFRA referees were emailed early on Saturday and Sunday mornings to advise about washouts and other issues. Also, I would like to thank my fellow MWFRA Committee members for volunteering their time throughout the season.

In terms of junior referees, 2011 was a mixed bag. The MWFRA managed to get most juniors mentored at least once, however, the association lacked volunteers to mentor and thus not every referee was seen as was originally planned. I hope to encourage more referees to assist with mentoring next season. I think that the MWFRA's experienced juniors can help out, particularly with the first- and second-year referees.

At the start of the season some members of the MWFRA Committee and some of the association's senior referees began running a training/fitness session, which proved helpful for the juniors who attended. The MWFRA hopes to run a similar training/fitness session weekly from February 2012. It will be a good opportunity for new juniors to gain more hands-on experience before the season kicks off.

The MWFRA had to decline Super Youth League appointments after the first two weeks of the season because of the lack of interest from the association's referees to travel to other areas. This was unfortunate as it removed a key junior pathway and the MWFRA was the only association in Sydney not to cover these matches. I hope that next year we can go back to covering these games but ultimately it will come down to the level of interest from members of the association.

On a more positive note, the MWFRA ran a junior workshop halfway through the year and went over some common issues that it had identified with juniors through mentoring sessions. The meeting went very well and many referees were happy for the chance to attend a meeting with no senior referees where they felt more at ease in asking questions.

I received comments from many senior MWFRA referees that this year was one of the best in terms of the quality of assistant referees. The assistant referees on the Men's Premier League and the Men's AL1 panel are to be congratulated for their efforts over the season, particularly Courtney Jones, who was awarded Assistant Referee of the Year. Also, I received numerous positive comments regarding the performances of first- and second-year assistant referees doing the younger age groups. These assistant referees will be given opportunities to officiate on Men's Premier League and Men's AL1 games soon.

The MWFRA Rookie of the Year was Joshua Pierre; unfortunately Joshua was not available to referee the U11 Grand Final. Nick Barrett took out the MWFRA Under 18 Referee of the Year prize for the second season running and, once again, he was awarded a centre for the Premier Youth League U16 Preliminary Final. Congratulations to both Joshua and Nick.

A quick mention of the juniors who signed up for the Football Federation Australia Level Three Referee Course. Well done to those juniors who have met all the requirements. Some juniors must wait until next year to undergo their field test because it needs to be on an adult match and adequate preparation is required.

Also, congratulations to Anthony, James and Tys who represented the MWFRA at Canberra's Kanga Cup in July. I encourage other MWFRA juniors to take part in next season's event. A total of four MWFRA juniors were selected for State Titles over the course of year. Adam, Cameron and Miguel were able to attend but unfortunately Tyler was not.

Thanks to all MWFRA juniors for your efforts this year. I hope to see you again in 2012.

## **Secretary, Mark Worwood**

Keen to contribute something to football on Sydney's Northern Beaches, an area to which I moved from the United Kingdom 10 years ago, I filled the Manly Warringah Football Referees Association's casual vacancy for its Secretary.

Although the 2011 season has been one of many on- and off-field challenges, I believe that the MWFRA has taken steps towards making the pastime of refereeing more alluring to the thousands of football fans resident on the peninsula.

I would like to pay tribute to the drive, vision and integrity of MWFRA President Robert Brennan, who has overcome obstacles to steer the association in a positive direction. The hours that Robert and his son, Sebastien, spent training MWFRA Association Administration and Appointments Officer Angela Crandell paid rich dividends. It is impossible to understate the contribution of the Brennans to the MWFRA this year.

Also, I would like to acknowledge the work of my fellow MWFRA Committee members, particularly Craig McBurnie, Thomas Lee, Ryan Shephard and Steve Smit. Craig would have a lock on the MWFRA Best New Talent of the Year prize if such an award category existed.

From the position of MWFRA Secretary, this year's highlights were registering the association's name change successfully after a previous administration's attempt had gone off the rails and getting the association's financial accounts up to date with the New South Wales Department of Fair Trading.

Subject to being elected for a two-year term, I look forward to contributing more to the MWFRA. After all, without MWFRA referees there would be no football in Manly Warringah. I do not want to live in a part of the world without football.

## **Treasurer, Glen Ashcroft**

It is anticipated that the audited financial statements will be available at the Manly Warringah Football Referees Association's 2011 Annual General Meeting.

## Floor Member, Thomas Lee

I would like to begin by thanking Manly Warringah Football Referees Association members on behalf of the Manly Warringah Football Association Judiciary. The smooth operation of the MWFA Judiciary would not have been possible without MWFRA members submitting disciplinary reports in a timely manner. Additionally, the MWFA Judiciary would like to acknowledge the high quality of many reports this season, reports that enabled it to apply suspensions accurately.

I had three main responsibilities in my role as MWFRA Floor Member: to assist MWFRA members in completing satisfactory disciplinary reports for submission to the MWFA Judiciary; to liaise with the MWFA Judiciary Secretary regarding reports and referee appearances at hearings; and to act as an observer for the MWFRA at MWFA Judiciary hearings.

Regarding the completion of reports, the vast majority of reports were more than adequate and required no revisions following the initial draft. Some reports required minor improvements to make clear the offence that was being reported and the circumstances surrounding those offences. Other reports were particularly detailed and greatly assisted the MWFA Judiciary in coming to a quick and firm decision without cause for doubt.

All reports submitted were acted upon: by imposing a suspension on a player, requesting the player or team official to appear before the MWFA Judiciary or passing on the case to the MWFA Executive. In total, sanctioned players - or their clubs - challenged about a dozen MWFA Judiciary sentences. Only a small number of sentences were reduced by a week or two and no charge was wholly dismissed after challenge. In the instances where the suspension was reduced, it was not because the reports were incorrect but because there were additional circumstances surrounding the incidents that did not come to the attention of the referee at the time of incident and, therefore, altered the charge.

I would like to note some aspects of concern. Firstly, there were two known instances where a send-off had occurred but the reports were submitted late or not at all, leading to both incidents being dismissed. Secondly, the overwhelming proportion of reports submitted related to incidents in the Men's Premier League and Men's AL divisions. It was apparent to the MWFA Judiciary that many disciplinary sanctions were either not imposed on games at lower grades or not reported following the match. I repeat that regardless of the grade or the severity of the offence, all MWFRA members must act upon cautionable and sending-off offences and report those sanctions and offences to the MWFA Judiciary in a speedy manner.

Through the season, there were only two occasions on which MWFRA members were requested to attend the MWFA Judiciary to give oral evidence in addition to their written reports. In one case, three officials were able to attend and gave evidence in addition to their written reports. In the other case, the referee involved could not attend due to work commitments. The officials who gave evidence at the hearing were given ample time to make their statements, respectfully questioned and provided the opportunity to speak on any matter relevant to the case. Once again, the MWFA Judiciary would like to thank those people for their time.

As the MWFRA's incoming Floor Member, the MWFA Judiciary process of reaching a decision about a report was fairly new to me. Following each weekend of games, the MWFA Judiciary - comprised of four experienced people - sat and reviewed the reports submitted. I was present as an observer for almost every case that was reviewed this season. The MWFA Judiciary then came to a consensus about the sentence to be imposed in each case. In my view, the MWFA Judiciary set a consistent level of suspension through all divisions, all throughout the season, at a level that was both fair and appropriate.

Finally, I hope that the new PDF forms have been useful for MWFRA members, making it easier and quicker to submit reports.

## Registrar, Craig McBurnie

In 2011, the Manly Warringah Football Referees Association's membership totalled 707 - down from 800 in 2010 but about steady with the 2009 numbers of 733. The table below shows the variances in numbers across the various categories over the last three years.

Category	2009	2010	New	Transfers	Non-return	2011	Active
Juniors	160	191	+47	-9	-72	157	127
Seniors	573	609	+105	+10	-174	550	452
<i>Referee</i>	N/A	88	+3	+3	-11	83	67
<i>Player-Referee</i>	N/A	93	+9	+4	+5	111	97
<i>Team Referee</i>	N/A	428	93	+3	-168	356	288
<b>Total</b>	<b>733</b>	<b>800</b>	<b>+152</b>	<b>+1</b>	<b>-246</b>	<b>707</b>	<b>579</b>

Transfers equals the net movement in/out of categories within the MWFRA, as well as inter-association transfers. In Juniors, the MWFRA had one transfer in from another association, one transfer out to another association and nine transfer to Seniors spread among the subcategories of Referee, Player-Referee and Team Referee. In Seniors, the MWFRA had two transfers in from another association and one transfer out to another association. With nine transfers in from Juniors, Seniors gained a net 10 transfers.

The +5 for Player-Referee non-returners reflects the fact that more referees in this category returned in 2011 after one or more gap years than those who were non-returning referees from 2010. The other categories included some returners after a gap but not enough to turn the non-return category to positive.

Turnover of referees remained high in 2011. Measured as gross movements divided by average 2010 and 2011 balance, turnover was 74 per cent among Juniors and 50 per cent among Seniors - primarily from 67 per cent among Team Referees versus 16 per cent among Referees, excluding transfers.

As evidenced by previous MWFRA Registrar reports, a high turnover among Juniors is somewhat endemic. A small number of non-returning Juniors did respond to a survey early in the year and their reasons included to focus either on playing or their Higher School Certificate. However, the dominant reason cited was not enjoying the role, either because of the pressure of decision making or dealing with the sideline criticism - 67 per cent of non-returning Juniors were new entrants in 2010.

Among Seniors, the reasons unearthed for non-returning were more widespread, including retirement, injury, work commitments, playing only and moving out of the area. But the most common non-returners were the Team Referees who were first-time referees in 2010 - 47% of the non-returning Team Referees.

The recruitment of 152 new referees in 2011 was much lower than the average of 232 over the preceding three years, although since then an additional 69 people have passed the entry examination to start refereeing in 2012.

The Juniors:Seniors split at 31:69 was slightly more in favour of Seniors this year, compared with 35:65 in 2010 and the 36:64 average from 2008 to 2010.

Notwithstanding the high turnover among first-year referees, longer-term retention is improving. This year, the MWFRA re-accredited 141 of its 2007 referee cohort with Football Federation Australia for the period 2011 to 2014. Going into 2012, 107 MWFRA members are due for re-accreditation, with another 144 holding a four-year accreditation that expires at the end of 2012. At that time, 55 per cent of MWFRA members should be into their second FFA accreditation cycle.

The MWFRA's processes of registration are improving as well. In the second half of the season the MWFRA introduced a single, two-page registration form to replace the four forms previously in use. This new form was used by some of the late registrants and, also, by the new entrants at the September course. Starting next year, the MWFRA will be taking registrations online via FFA's MyFootballClub website. The MWFRA has spent the past few months centrally populating the database with 2011 data. The MWFRA needs to clarify which information can be captured online and which will remain paper based but the prospects appear to be that, perhaps over a one- to two-year transition period, the association can reach the point where re-registrations are entirely online and new registrations are minimally supplemented with paper forms.

Making it easier for MWFRA members to register will make the Registrar's job easier too as chasing up registrations consumed a considerable amount of time this year. Regrettably, nearly half of all registrations were defective by being variously incomplete, incorrect, unsigned or not submitted at all.

Despite the trials and tribulations of being a newcomer getting my head around the system, I have enjoyed contributing to the work of the MWFRA this year, having been plucked from the relative obscurity of lower division refereeing and only 33 years after first becoming a member of the association.

The table below shows the distribution of MWFRA members across grades and categories.

FFA Level	FNSW Class	Juniors	Seniors - Referee	Seniors = Player-Referee	Seniors - Team Referee	Total
FFA 4	N/A	150	25	99	350	624
FFA 3	3T	5	6	4	1	16
FFA 3	3	2	8	5	2	17
FFA 3	2T	0	10	1	2	13
FFA 3	2	0	15	2	1	18
FFA 3	1T	0	4	0	0	4
FFA 3	1	0	14	0	0	14
FFA 2	N/A	0	0	0	0	0
FFA 1	N/A	0	1	0	0	1
Total	N/A	157	83	111	356	707

## Gear Steward, Trevor Croal

The Manly Warringah Football Referee Association is still using Kanga Sport uniforms and gear. Kanga Sport's prices have not increased in the last five years. Its deliveries are prompt, its staff eager to assist and its owner, Alex Spiroski, helps out the MWFRA with sponsorship. Alex will attend the MWFRA Annual General Meeting to present prizes.

I would like to thank my wife, Joan, and my daughter, Helen, for helping me service new MWFRA members with uniforms at the entry courses that Steve Smit runs. At the most recent course in September, the MWFRA collected no money from participants. All costs will be deducted from the running fees of those referees during the 2012 season.

## **Theory Trainer, Steve Smit**

Firstly, I would like to thank Ed Penny for assisting me with most of this year's courses. It was another big year for new Manly Warringah Football Referee Association members, with three courses run before the season - two for seniors and one for juniors - as well as a September course in preparation for 2012. Also, there was a May course for MWFRA members wishing to go from Football Federation Australia Level Four to FFA Level Three.

In total, the four FFA Level Four courses resulted in 222 people passing the examination, comprising 86 juniors - 56 boys and 30 girls - and 136 seniors - 110 men and 26 women. The FFA Level Three course attracted eight people - two juniors and six seniors. I would like to thank Forest Killarney Football Club for allowing the use of their clubhouse for that event.

If you are interested in furthering your knowledge of the game and, thereby, refereeing higher quality games in the Manly Warringah Football Association competition, please keep an eye on the MWFRA website for the next upgrade courses. Places will be on offer for national upgrades. If you are looking for state upgrades, you will need to become active within the New South Wales State League Football Referees organisation, where approval from it and the Football NSW Referees State Coach will set you on the path to becoming a possible A-League referee such as the MWFRA's very own Ryan Shepherd.

Finally, I want to thank everyone on the MWFRA Committee for their hard work this year, not least Glen Ashcroft and Trevor Croal, both of whom assisted me with courses.

## **Assessors' Convenor, David Page**

During the 2011 season - my third in the position - another 13 Manly Warringah Football Referees Association members completed the Football Federation Australia Level Three Community Assessor course, which should enable the MWFRA to improve its coverage in 2012 even though the majority of them are still refereeing on a regular basis.

This year the MWFRA set out to provide all referees from Under 18s and up with at least one assessment. I am pleased to announce that 94 per cent of coverage was achieved.

I would like to thank everyone who completed one or more assessments and make special mention of Don Gale, James Raphael and David Torevell for their dedicated and enthusiastic approach to supporting and improving refereeing at all levels.

Finally, a reminder to all assessors: to maintain your accreditation you must complete 24 hours of assessments over a four-year period, which equates to only four games per season, with one full report submitted to the MWFRA Branch Coach for review annually.

## Election of officials

The term of the office of the following MWFRA officials - Vice President Seniors, Secretary, Floor Member, Gear Steward, Theory Trainer, Treasurer, Registrar and the Disciplinary Sub Committee - has expired so these positions are up for election.

Position	Nominee	Proposer	Seconder	Elected
Vice President Seniors				
Secretary				
Treasurer				
Floor Member				
Registrar	Craig McBurnie	Sebastien Brennan	Robert Brennan	
Gear Steward				
Theory Trainer				
Assessors' Convenor				
Disciplinary Sub Committee				

## Notices of motion

There were no notices of motion for 2011.