



NSWTA ANNUAL REPORT

Annual Report and AGM Papers

10 February 2024

TBA

NSW

Meeting Book - NSWTA AGM

Apologies

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It will be recorded from the online register and venue sign-in process.

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Hearnden

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EW SOUTH WALES TOUCH ASSOCIATION
ANNUAL GENERAL MEETING
5th November 2022
The AGM was conducted in Person and via ZOOM

MINUTES

1. Welcome

Mark Hearnden (MH) opened the meeting at 10.11am and gave an acknowledgement of Country. He thanked all for attending. MH welcomed Life members and TFA Chair Anita Hagarty (AH) and CEO, Jamie O' Connor (JOC) from TFA and any new members attending the AGM for the first time.

2. Apologies

Tony Trad Director of Coaching and HPU Chair
Cary Thompson Life Member
Michael Clark Life Member
Fran Hanson Director of Selectors
Tony Doyle Life Member
Judy Begnell Life Member
Griffith TA -Nick Altin
Northern Suburbs TA- Aida Catalano
Forbes TA- Lara Dwyer
Westmead TA- Paul Khoudair
Peninsula TA- Daniel Gatt

3. Registration of Attendance

Mark Hearnden NSWTA Chair (MH)
Chris Dolahenty NSWTA Director (CD)
Rod Hetherington NSWTA Finance Director (RH)
Ian Matthew NSWTA Technical Director (IM) {Life Member}
Liz Jackson NSWTA Independent Director (LJ)
Dean Russell NSWTA General Manager (DR)
Kylie Hearne NSWTA Business Operations Manager (KH)
Rob Pidgeon NSWTA State Participation Manager (RP)





Satya Puthi NSWTA Finance Officer (SPu)
Henrik Anthony NSWTA Member Services Coordinator (HA)
David Stone NSWTA Member Services Coordinator (DS)
Ben Halmarick NSWTA Member Services Coordinator (DS)

Voting Delegates

Joe Dougall Balmain Jnrs TA (BAL)
Kylie Wilkinson Bankstown TFA (BTF)
Craig Thomas Schumacher Jerrabomberra TA (JBA)
Craig Englert Macksville TA (MAC)
Erin Perini Mudgee TA (MUD)
Pam Hetherington Parramatta TA (PAR)
Paul Wines Ryde Eastwood (RED)
Scott Henderson St George (STG)
Phil Rainger Taree TA (TAR)
Victor Baptista Western Suburbs TA (WES)
Evan Robertson West Southwest Suns (SUN)
Clayton Blackman Sydney Rebels (REB)
Johanne Joe Sydney Scorpions (SCO)

Non-Voting Members

Fran Hanson Director of Selectors (FH) {Life Member}

Observers

Anita Hagerty TFA Chair
Jamie O'Connor TFA CEO
Anette Thomas Schumacher Jerrabomberra TA

MH advised that the meeting has a quorum.

MH requested DR to run through how the voting process will take place via in person and via zoom.

DR spoke on the voting process using the online process, Election Runner, and explained how it would be conducted. DR explained that the special resolution must have a 75% vote for passing and to move any motions asked that members type their names into the chat function on ZOOM which would be monitored by NSWTA State Participation Manager, Rob Pidgeon and Staff.

4. Minutes from previous AGM

There were no questions of the previous minutes.

Resolved to accept the minutes of the previous NSWTA Annual General Meeting.

Moved STG

Seconded

TAR



Carried

5. Annual Reports

a. Presidents Report

MH spoke briefly on his report. He stated that it was a challenging year for our sport as we learn to live with COVID and the impacts of La Nina. He addressed the cancellation of local affiliate competitions as well as NSWTA event. He stated we understand the disappointment of the members, but acknowledged and recognised our volunteers and thanked them for their hard work over the last 12 months. He advised that the Board was pleased that we were able to launch the NSW Touch Strategic Plan during the year.

He thanked the Board for their support and acknowledged DR, KH and RP on their leadership of the organisation. HE made special mention of both KH and RP during DR illness.

MH thanked all involved in the sport over the last 50years past and present as we celebrate our anniversary and reiterated what a wonderful evening the Gala Dinner was.

b. General Managers Report

DR noted that the 2021/22 year has proven to be the most challenging year to navigate in his time in the sport.

He highlighted the timing of the Omicron variant and the accompanying lockdown, initially in the greater Sydney region and then wider regions across the state, had a devastating effect on participation at the affiliate level and school-based events and interactions. Coming at a time when affiliates are preparing for the commencement of their S2 competitions, our biggest season.

Therefore, the negative impact was twofold. Firstly, participants decided whether they would participate as there were concerns about the risk and the governments vaccination policies. For our volunteers, the timing of the lockdowns meant that any competition they would commence could not do so until post-November 1st. This made it difficult for them to secure green space if they needed to push their starting and finishing dates back. They also had to navigate the Government's vaccination policy which meant that non-vaccinated persons could not participate until post-December 15 or decide whether to run a short phase competition or their regular length.

Faced with all these complications, we saw several volunteers choose not to run their Season 2 competitions. More than 18 Junior or Senior competitions did not proceed. A vast majority of the rest of our Affiliate based competitions saw a downturn in participation as people made decisions around the level of risk they were willing to entertain.



We certainly acknowledge those volunteers' running affiliates who decided to push through in what was a stressful time for all.

When lockdowns were lifted, there was a genuine excitement within the state to kick start the sport again. However, it seemed that the weather gods conspired against us. The La Nina weather pattern disrupted our grassroots game and our representative calendar significantly.

The representative events are the sports' second line of income. Of our six (6) major events, only two were completed: the Junior State Cup Southern Conference and the Junior Regionals.

However, the weather, through constant rain and flooding, really impacted our domestic grassroots competitions again, with many having to cancel their Season 1 competitions or forcing them to delay the start to post July 1. Some have also had to cancel competitions due to the inability to get onto fields. However, even in instances where Affiliates were able to get up and running, with the amount of rain the fields have received since October 2021, their saturation point has not allowed them to recover. Again, impacting the Affiliate's ability to run full regular-length competitions.

DR noted the impacts of both elements, Omicron and weather effects, have considerably reduced our ability to deliver in the Schools arena throughout 2021/22 placing further downward pressures on participation at that level.

He advised that the net result of these two significant disrupters this year is substantial. Our senior participation dropped by 27%, and Juniors by 19%. This, coupled with the loss of four (4) major events, has significantly impacted our financial performance for the period. DR stated that we are grateful to the Government via federal and state government financial support packages that have greatly aided the organisation.

He extended our thanks to Jamie O'Connor and his team at TFA for their support of NSWTA during the reporting period and look forward to continuing to work together for the benefit of the NSW membership.

He also acknowledged and thank Greg Denny and his team at Queensland Touch Football. The relationship that has developed continues to go from strength to strength.

During the period development of our Strategic Plan was approved and commenced from the beginning of the 2022. At the end of the period the following elements of the plan had been completed:



Support

Digital Strategy- Ensure that all NSWTA major events are livestreamed with commentary to a professional production standard.

Digital Strategy- Develop annual digital communications plan (e.g. EDM, social media campaign, NSWTA app and NSWTA website network)

Grow

Participation Growth Strategy- NSWTA Referee Development human resource.

Succeed

Performance Pathway Review- Clear transparent communication for player, referee, coach, selector pathways

The following were in progress:

Support

Affiliate and Region Accelerator Program- Develop and deliver simple governance guideline with constitutional and Annual General Meeting templates.

Coach, Referee and Selector Development Framework Review- Review all NSWTA coach, referee and selector development programs and resources.

Succeed

Performance Pathway Review- Review NSWTA Pathways- referee, coach and selector

Foundations Projects

NSWTA Commercial Strategy- Undertake full audit of NSWTA commercial properties and develop a Commercial Strategy.

National Safe Sport and Integrity Framework- Implement TFA's National Safe Sport and Integrity Framework in NSW.

DR thank the Staff for their continued passion for the organisation in periods where they were on reduced hours. He made special mention of their work during the time of his illness.

He also thanked the Board for support of the staff and guidance of the organisation through a rocky 12months.

c. Technical report

i. Referees report

IM alluded to a reasonably lean year with our tournaments, but highlighted the female referee group has delivered a Her Sport Her Way programs and this will continue next year noting that it is producing some great results.



He spoke to an elite youth squad that has been put in place and it is growing with a number of our youth on show at the Vawdon Cup grand finals.

He advised that the State Cup will see Referee Coaches from every state attending so they can upskill themselves thanks to the success of our Coaching program

IM also noted that at State of Origin, 3 NSW Referees were appointed to the Men's Open division which has not been seen for some time.

ii. **Selectors report**

There were no questions of the report.

iii. **Coaching report**

There were no questions of the report.

d. Regions reports

i. **Suns**

No questions of the report.

ii. **Sydney Rebels**

No questions of the report.

iii. **Sydney Mets**

No questions of the report.

iv. **Sydney Scorpions**

No questions of the report.

v. **Hornets**

No questions of the report.

vi. **Eagles**

No questions of the report.

Resolved to accept the reports of the 2021/22 NSWTA Annual General Meeting.

Moved WES

Seconded

TAR

Carried

6. Financial Statement

RH spoke on the report highlighting the loss of income due to COVID and the rain, however we still showed a profit. This was due in the main to the recovery grant and job keeper from the Federal and State governments.



He noted that we are still in a strong financial position but due to our interrupted financial position we are looking at other ways to increase income via investments and sponsorships.

He anticipated that the next financial year will be a break-even budget and we hope that the budget won't need to change due to weather impacts.

He also offered his assistance to anyone needing Financial questions answered.

RH thanked SP from our office for his hard work with answering his questions and assisting with all financial queries.

Resolved to accept the financial report of the 2021/22 NSWTA Annual General Meeting.

Moved JER Seconded WES

Carried

7. Election of Officers

MH vacated the chair and asked CD to take over.

CD commended both nominees on their hard work and congratulated them on their Golden Jubilee nominations last week at the Golden Jubilee Dinner

He advised the meeting that a Nominations Committee was initiated this year that consisted of Chris Dolahenty (Board Member), Tony Doyle (Life Member) and Caroline Campbell (Independent Member). He advised the process and charter of the committee. He advised both nominees had met the required criteria.

WES asked if there was a need to vote if only 1 person was standing for a position. CD advised that our constitution states a vote must take place. WES thanked him for the clarification.

CD asked RP to explain the voting procedure for those on ZOOM and DR for those in the room.

Voting members then voted.

CD welcomed and congratulated MH and IM on their re-election.

MH thanked everyone for their support stating that it is a privilege to be on the Board of NSWTA and one he doesn't take lightly.

IM reiterated MH sentiments and stated it's a lot of fun on the Board but its also results driven and promised not to let anyone down.



Resolved to destroy the voting poll.

Moved JER Seconded TAR

Carried

8. Appointment of Life Membership

NIL

9. Special Resolutions

MH noted that there were two (2) Notices of Motion which were very similar in nature, however Northern Beaches have withdrawn their motion.

MH spoke on the motion and gender equity obligations. He advised that in recent times the NSWTA Board and some of the senior staff have been involved in an education program with Sport NSW and we have been working to move down this path.

MH gave credit to northern beaches for the push along which then fast tracked this Notice of Motion which aligns with best practise Sports Australia governance standards and is similar to TFA. He spoke to the effect of what it will do, being it is one addition elected member added to the current Board structure and the second element having a minimum gender target of 40% at any time on the Board. He noted if passed it would come into effect from the the next AGM.

DR noted that the board recognises diversity is critical and feel this is a positive step.

MH asked for any questions to which there were none and the vote was take.

The following motions are moved by the Board of the New South Wales Touch Association (inc) as Special Resolutions under clause 3 of the Association Constitution: -

1. THAT Clause 25.3 (b) be amended to delete the following:
The Interested Director with the responsibility of Finance and one (1) other Interested Director, being Country shall be elected, in each year of odd number and the Interested Director with the responsibility of Technical and one (1) other Interested Director shall be elected, in each year of even number.

And replace with the following sentence at in its place:

The Interested Director with the responsibility of Finance, one (1) other Interested Director, being Country, and one (1) other Interested Director shall be elected in each year of odd number and the Interested Director with the responsibility of Technical and one (1) other Interested Director shall be elected, in each year of even number.



12. General Business

No general business was declared prior to the meeting.

MH thanked everyone for their attendance.

Meeting closed 11.10am



CHAIR REPORT

There are encouraging signs that Touch Football in NSW is recovering from the adverse impacts of COVID-19 and the abnormal weather events of recent years with evidence of participation growth across both Senior (8% growth) and Juniors (21%) age categories. Whilst we are not yet back to pre-COVID-19 participation levels, a position shared by many sporting organisations, we are on track to achieve this over the next 12 months.

The Board of the NSWTA remains focussed on the delivery of the 2022-2024 Strategic Plan and I'm pleased to advise our organisation is making good progress towards delivery of various initiatives which underpin our strategic priorities of Support, Grow and Succeed.

On behalf of the NSWTA Board, I'd like to acknowledge and thank our volunteer community for their generous and selfless efforts in promoting, supporting, and delivering our sport across the State of NSW. The success of our sport can be attributed in many ways to the passion and determination of our volunteer community. Volunteers perform a diverse range of roles within our sport e.g. affiliate and regional committee members, directors, referees, selectors, technical panel members, coaching staff, team managers, ground staff, canteen operators and so many more.

It is pleasing to report another sound financial performance for the financial year ending 30/6/23 and this is a testament to the responsible financial leadership of Dean Russell and our team, under the astute guidance of the Late Rod Hetherington.

It would be remiss of me not to acknowledge the recent passing of both Rod Wise and Rod Hetherington.

Rod Hetherington held the role of NSWTA Finance Director for the past four years. Rod was highly respected within our Touch Football community for his passionate contribution to many aspects of Touch Football in NSW. NSWTA was fortunate to have someone of Rod's astute financial leadership as our sport navigated the financial challenges of COVID-19 and several abnormal weather events in recent years.

Rod Wise we all know as a giant of our sport. His contribution as a volunteer is well document and celebrated with the Rod Wise Medal, for the NSWTA Volunteer of the Year. His passion for the sport, for the Suns, for Yass TA and for his 'baby' the Yass Knockout are widely acknowledged throughout our community. His legacy is immense and he will be sorely missed by all in the sport.

Also, during the year, our General Manager, Dean Russell experienced a significant health scare which meant that he was offline for an extended period recovering. I'd like to acknowledge the support Dean received from our Touch Football community during this period. I'd also like to thank our NSWTA staff under the leadership of Kylie Hearne & Rob Pigeon for their outstanding efforts in supporting business operations during this period.

As I write this report, our Business Operations Manager, Kylie Hearne is dealing with her own health issues, and we extend to Kylie our very best wishes for a speedy and full recovery.

On behalf of the Board, our thanks to Queensland Touch Football and Touch Football Australia for your efforts in growing our game throughout Australia and for your support and collaboration throughout the year.

I'd like to acknowledge my fellow directors for their ongoing commitment & contribution to our sport in NSW, in particular as Board members, over the past 12 months and for their support of me in my role as Chair. We are fortunate to have diversity of opinions and experiences on the Board which contribute to robust discussions across the many topics we address, all of which are focussed on what is in the best interest of our membership.

Looking forward, I am optimistic and excited for Touch Football in NSW as we look to build on the momentum, we are experiencing in participation growth which is underpinned by an incredible volunteer community. As an organisation, we are focussed on continuing to find efficient and innovative ways of supporting our volunteers to deliver high quality experiences for all participants.

Mark Hearnden

General Managers Report



I am pleased to present the Annual Report of the New South Wales Touch Association. The Annual Report is an overview of activities conducted by the organisation for the 2022/23 period. The report also includes content from the Sports Department, headed by Rob Pidgeon, and the Business Operations Department, headed by Kylie Hearne.

EXECUTIVE SUMMARY

Despite the challenges that continued to shape the landscape of sports over the last few years, our association's unwavering commitment to promoting health, community, and excellence in touch football remained more robust than ever.

With four years of disruption, via the fires of 2019, the pandemic across 2020 and 2021 and the continual rain throughout 2022, the 2022/23 period saw a welcomed return to the game for many who had been forced to sit out or leave.

The highlight of the year was the organisation's 50th Anniversary celebrations. The gala dinner will live long in the memories of those who attended as the best night the sport has experienced. We would congratulate and recognise all those who were selected into the Golden Jubilee teams for Men's Open, Women's Open, Mixed Open, Men's Seniors, Women's Seniors, and Indigenous Mixed Team. Also, to the Coaches, Referees, and Selectors announced. We would also like to acknowledge those members of the selection panels and say thank you. Indeed, it was one of the most challenging roles undertaken in the history of the NSWTA to get to a final fourteen, a coach, a selector, and a referee team for each of these teams. A special mention must go to Cary Thompson, who put together the histories and achievements of all the eligible participants to aid the panel members, regardless of division or category, in determining the recipients of this remarkable honour. It would have taken Cary many hours to prepare, and his efforts ensured we got the selections right.

The past year saw increased community engagement through various initiatives such as local clinics, Allschools events and programs, and our volunteer-led domestic competitions. Our efforts to make touch football accessible to all age groups and skill levels significantly increased participation in the previous period. While seeing a participation rise compared to the prior period of approximately 21% in juniors and 8.5% in seniors is pleasing, we have not yet been able to claw back to pre-2020 pandemic levels. Our school-based programs also saw significant growth, but again, we temper this with the knowledge that the past three years have seen many of these programs unable to be run. That said, the signs that we are on the road to recovery are good.

The disruptions caused by the pandemic and weather have dented our representative program and participants. In 2022/23, the Association successfully organised and ran all the scheduled representative calendar events. While all were pleasing, the State Cup continued to showcase the best talent in touch football and demonstrated the resilience of our athletes. The most pleasing, however, was to finally be able to hold the State Finals of the Junior State Cup in a new format for the sport, which proved to be a winner amongst parents and participants.

We continued to foster a diverse and inclusive environment within the touch sports community. It has been challenging to continue the All-Abilities program through the pandemic and rains. However, we were able to re-start it by staging an All-Abilities game on the main stadium of the State Cup. Efforts were made to create awareness, eliminate barriers, and provide equal opportunities for all participants.

Our commitment to developing elite athletes remained steadfast. The year saw advancements in our high-performance programs leading into this coming reporting period and the NSW player's performance in the State of Origin competition. This led to once again retaining the Shield, something the NSWTA has held since

2004. We would also like to acknowledge and congratulate Queensland Touch Football for making the 2022 Origin the most competitive on record.

We continue to embrace technology to enhance the reach and engagement of our game. Our live-streaming and social media engagements continue to grow. Both play an essential role via interactive digital content to help streamline communication and provide valuable resources for players, coaches, and officials alike.

The dedication of our volunteers was instrumental in overcoming the challenges of the past few years, and we thank them for their continuous and tireless work on behalf of the Association. We continue with our programs to recognise and appreciate their contributions, further strengthening the sense of community within the Association. The obvious highlights are Tony Trad of Western Suburbs TA being named the Rod Wise Medal winner as Volunteer of the Year and Shelley Rush-Nicholls of Maitland TA being named the Aileen May Medallist for President of the Year. Maitland also took out the Affiliate of the Year award.

Despite the economic uncertainties, we maintained financial stability through prudent management of resources, strategic partnerships, and diversified revenue streams, and we would acknowledge both the Finance Director, Rod Hetherington, and the Board for their stewardship in this area.

It would be remiss of us not to acknowledge the passing of two game stalwarts. Rod Wise and, more recently, Rod Hetherington. Rod Wise was a pioneer and Life Member of the NSWTA. The man affectionately known as 'Wisey' has left us with an outstanding example of volunteerism to follow. He was a giant of our sport and a volunteer by which all volunteers are measured. His benchmark led to the creation and naming of the NSWTA's most prestigious award in 2007, the Rod Wise Medal for Volunteer of the Year.

Rod Hetherington has been a long-term servant of the game, a game that he loved. He was a loyal and influential servant of the Parramatta Touch Association, serving in many roles, from coaching and administration to even picking up a whistle on occasion. He has served as the Eels President for the past 15 years; however, his dedication to the blue and gold stretches back to over 30 years on their committee. He has also spent two terms serving the game as the finance director of the New South Wales Touch Association. His contribution in that short period has been immense. Full tributes to both men are included later in this report.

As we step into the new fiscal year, we are excited about the prospects that lie ahead. We will continue to focus on promoting touch football to foster healthy lifestyles, build strong communities, and nurture sporting excellence. Our commitment to innovation, inclusivity, and sustainability will guide us in all our endeavours.

We thank our members, partners, sponsors, volunteers, and the broader touch footballing community for their unwavering support. Together, we will continue to achieve greatness on and off the field.

Finally, on a personal note, as many would be aware during the reporting period, I had a substantial health scare. I want to thank the Touch Footballing community for their overwhelming well wishes at the time, many of which continue to this day. It would also be remiss of me not to thank the Board for their protection, support, care and concern for me during that period. Also, I congratulate the staff for carrying on business as usual and stepping up into the void left during my absence. This was especially so with both Kylie Hearne and Rob Pidgeon. I am forever grateful and proud of how both led the organisation during that time.

Dean Russell

"The best way to predict your future is to create it" -Abraham Lincoln.



PARTICIPATION ANALYSIS

TOUCH FOOTBALL PARTICIPATION 2022-23

Data Source: TFA Participation report as 24 August 2023 compared with data from 21-22



FULL ACTIVE MEMBERS



EVENT PARTICIPANTS

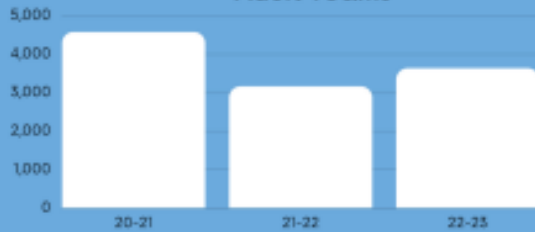
33,928



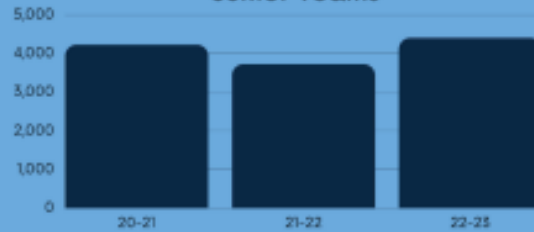
State/Region/Affiliate Events Combined

TEAM COMPARISON - LAST 3 FINANCIAL YEARS

Adult Teams



Junior Teams



SCHOOL DELIVERED PARTICIPANTS

34,202

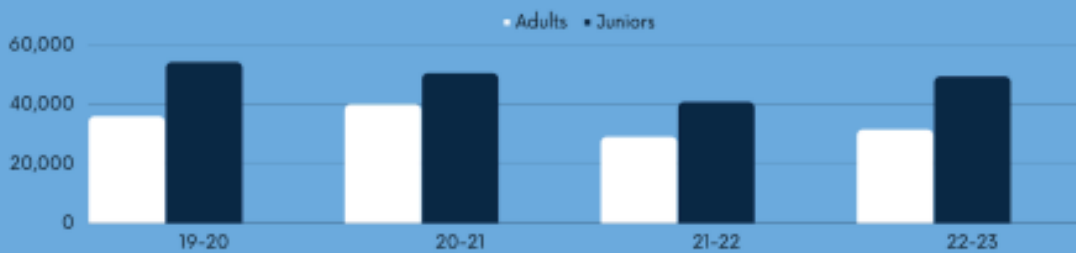


UNIQUE FULL ACTIVE MEMBERS

70,146



4 YEAR TREND - INDIVIDUAL FULL ACTIVE MEMBERS



ACCREDITED VOLUNTEERS

1,237



PROGRAM PARTICIPANTS

1,108



252,467 TOTAL PARTICIPATION*

*Data from financial year 1 July to 30 June

BOARD

Throughout the 2022/23 financial year, the Board conducted six (6) meetings as well as three (3) ZOOM conferences/meetings.

Board Member	Board Meetings	Attended	Extraordinary Meetings	Attended
Mark Hearnden- Chair	6	6	3	3
Chris Dolahenty- Director- Country	6	5	3	3
Rod Heatherington- Director- Finance	6	6	3	3
Ian Matthew- Director Technical	6	6	3	3
Liz Jackson- Independent Director	6	5	3	3
Sharnie Ramunno- Independent Director	3	3	3	3

Following the constitutional change at the 2021 AGM all Board roles were altered to Director roles. The role of Chair is elected by the Board.

Sharnie Ramunno was appointed by the Board to the vacant Independent Director role on 10 December 2022.

FINANCE

We have worked with Rod Hetherington on his report on the organisation's performance for the reporting period. It appears later in the Annual Report, and I would refer you to his remarks concerning this.

I also acknowledge Rod's significant contribution to the organisation over the past four years as Director. Also, the work of Satya Puthi, along with the Board, for fulfilling their fiduciary responsibilities on behalf of the membership in a trying period.

A measure of this performance is the key financial ratios of the organisation.

MEASURING STABILITY

Financial stability indicators can be obtained by examining reported financial statements using ratio analysis to express the relationship and interpretation of the reported information.



LIQUIDITY = Current Assets/Current Liability

This indicator, often described as the current ratio, is the most common to determine an organisation's ability to meet short term debt. The analysis provided indicates that the NSWTA has \$8.56 in current assets to meet every \$1 in short term debt.



SOLVENCY = Total Assets/Total Liabilities

This analysis, debt/solvency ratio, demonstrates that the NSWTA overall solvency and organisational robustness in that NSWTA have \$8.64 in current assets to meet every \$1 in debt for 2022/23.



POSITION

This presents the organisation in a strong financial position.

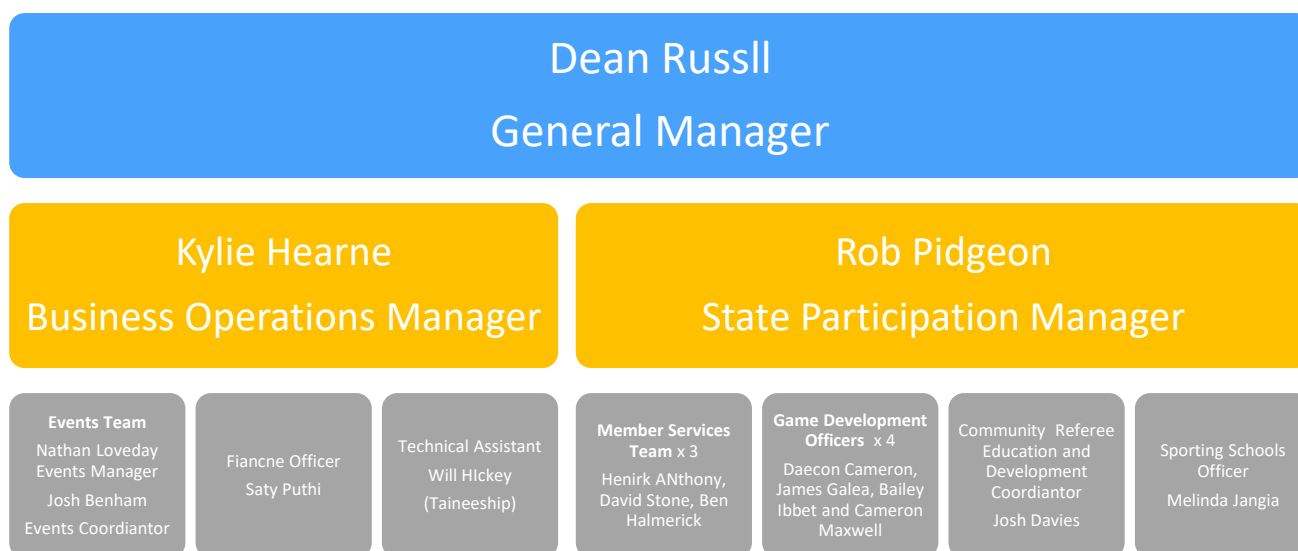
NB. All Regions were in an excellent financial situation at the years close.

OFFICE OF SPORT and SPORT NSW

Once again, we must thank the Office of Sport and Sport NSW for their support, guidance, stewardship, and advocacy, primarily through the COVID-19 recovery. Both organisations provided outstanding support and engaged with the government on ours, and all sports resulted in extended financial support for the sector. We must acknowledge the CEO of the Office of Sport, Karen Jones, Sport NSW CEO during the period, Ross Bidence and Stuart Hodge for the work and leadership all undertook with their teams to support and protect the sports industry during the reporting period.

STAFF STRUCTURE

The NSWTA has the following structure at June 30, 2022;



I would like again to acknowledge the staff for their performance and guidance during my illness—special commendation to both Kylie Hearne and Rob Pidgeon for their leadership during that period. I'm very proud of how all the staff have performed throughout the reporting period. Given the circumstances, the dedication and professionalism they continue to display for our members' benefit is outstanding.

TOUCH FOOTBALL AUSTRALIA

During the period, TFA had a change of Chair, with Anita Hagarty standing down and Erin Taylor being elected by their Board to the role. We want to acknowledge and thank Anita for her time as Chair and welcome Erin to the role, noting the NSWTA's willingness to work with her and the national body for the best outcomes for the sport.

NSWTA remains committed to working with TFA on MySideline. We acknowledged that it still needs to be fit for purpose; however, we similarly acknowledged that there have been improvements over the period to address the needs and wants of the NSW Touch Football community concerning the program. The process of engagement has been appreciated.

NSWTA, while maintaining our working relationship with TFA, may not always agree with the national bodies' views on different issues. The most obvious of those situations is with the remodelled National Touch League. The NSWTA view has remained steadfast in the matter and has signalled our support of the regions.

We want to extend our thanks to Jamie O'Connor and his team for their support of NSWTA during the reporting period. We look forward to continuing to work together for the benefit of the NSW membership.

We would also like to acknowledge and thank Greg Denny and his team at Queensland Touch Football. The relationship that has developed continues to go from strength to strength.

AFFILIATE SUPPORT

Affiliate Servicing

As two (2) of the three (3) the MSC's moved into their second year in role our MSCs focussed most of their administrative processes with MySideline support, relaunching the first face to face State Conference and rolling out the Affiliate Health Check process. In addition to this, new MSC Ben Halmarick picked up from where Nathan Loveday left off with the support of his MSC colleagues.

New Affiliated Competitions (2021/22)

NSWTA welcomed Carcoar TA (Western NSW) and Sapphire Coast TA (South Coast) as new affiliated touch football associations, both commencing in Season 2, 2022. Sapphire Coast were quick off the mark, sending a 14 Boys team to the Junior State Cup – Southern in Wagga Wagga gaining valuable experience.

MySideline

NSWTA are represented on the National MSL Working Group by MSC Henrik Anthony who is the conduit for feedback, advice and testing to ensure MSL is operationally ready for Affiliates. While it is always improving with various enhancements, we continue to encourage Affiliates to engage with your MSC for additional support and training.

State Conference & Awards

After the reporting period, the 2023 State Conference and Awards were held at Bankstown Sports on 5 August. Congratulations to the MSCs for pulling together the 1 day conference and awards evening, back at the traditional location. Thanks to all attending volunteers from our Affiliates.

GOLDEN JUBILEE TEAMS

GOLDEN JUBILEE MEN'S TEAM

Jamie Black	Jim Marinos
Mark Boland	Mick McCall
Scott Buckley	Matt Prowse
Shane Frederiksen	Steve Roberts
Nick Good	Steve Saunders
Dylan Hennessey	Garry Sonda
Owen Lane	Jamie Stowe

COACH - Tony Trad
SELECTOR - Cary Thompson

CELEBRATING



GOLDEN JUBILEE WOMEN'S TEAM

Maria Arthur	Samantha Rodgers
Bo De La Cruz	Gabrielle Rose
Amanda Judd	Karen Smith
Kristy Judd	Claire Tandek
Giselle Martin	Gai Taylor
Lisa Neal	Katrina Toohey
Laura Peattie	Louise Winchester

COACH - Mark Egan
SELECTOR - Michael Clark

CELEBRATING



GOLDEN JUBILEE MIXED OPEN TEAM

Tracey Arnott	Scott Mcleod
Nadina Bambury	Elin Michelsons
Tony Eltakchi	Dean Russell
Stacey Gregory	Darren Shelley
Mark Hearnden	Daniel Stone
Kylie Hilder	Steve Sutton
Cathryn Lochhead-Ogle	Dylan Thompson

COACH - Steve Sharman
SELECTOR - Geoff Thornton

CELEBRATING



GOLDEN JUBILEE MEN'S SENIORS TEAM

David Cheung	Barry McManus
Dennis Dwyer	Dean McManus
Ray Grigg	David Roberts
Phil Jarrett	Garry Simmons
Christopher Jonson	Peter Vincent
Michael Jonson*	Ron Wall
Tim Kitchingham	Andy Yiangou

COACH - Ian Stanley
SELECTOR - Don Green

CELEBRATING



GOLDEN JUBILEE REFEREES

<u>Men's Open</u>	<u>Women's Open</u>	<u>Mixed Open</u>
David Baggio	Bronwyn Carruthers	Rina Janson
Adam Foley	Sandra Clark	Gary Mournehis
Neville Hockey	Christine Sterling*	Kim Skelly
<u>Men's Seniors</u>	<u>Women's Seniors</u>	<u>Indigenous</u>
John Bonetti	Amanda Draper	Tim Ah-See
Stephen Pike	Jan Martin	Eric Ferguson
Rex Smith	Sharon Tull	Gavin West

REFEREE COACHING PANEL

Chris Dolahenty, Barrie Keenahan, Ian Matthew

CELEBRATING



GOLDEN JUBILEE WOMEN'S SENIORS TEAM

Joanne Coulson*	Kristi Miller
Jody English	Nicole Mitchell
Anna Gleeson	Annette Mounsey
Kellie-Jean Johnston	Donna O'Connor
Judy Malcolm	Tracey Simpson
Louise McCourt	Kylie Stewart
Katrina McLwraith	Joanne Wong

COACH - Robert White
SELECTOR - Ron Hanson*

CELEBRATING



GOLDEN JUBILEE INDIGENOUS TEAM

Barry Chenhall	Caryl Jarrett
Bo De La Cruz	Cliff Lyons
Neville Donovan	Melissa Mitchell
Shane Frederiksen	Jarrad Rotumah
Loretta Donovan	Trent Touma
Sara Hamilton	Carly Walsh
Adrian Harrington Snr	Jason Zabelo

COACH - Karley Banks
SELECTOR - Reg Walker

CELEBRATING





SPORT PARTICIPATION

SNAPSHOT REPORT 2022-23



SPORT PARTICIPATION TEAM

Rob Pidgeon
David Stone
Henrik Anthony
Ben Halmarick
Melanie Janiga

Josh Davies
Deacon Cameron
James Galea
Bailey Ibbett
Cameron Maxwell

AFFILIATE SERVICING



NEW NSWTA AFFILIATED TOUCH FOOTBALL ASSOCIATIONS



SAPPHIRE COAST TA SOUTH COAST

S2, 2022
9 Senior Teams
17 Junior Teams
14B at JSC Southern



CARCOAR TA WESTERN NSW

S2, 2022
5 Senior Teams
0 Junior Team

TOUCH FOOTBALL HER WAY



FEMALE REFEREES PROGRAM

26 Referees & Facilitators

FEMALE COACHES PROGRAM

8 Elite Coaches

SPORTING SCHOOLS



T3 & T4, 2022
T1 & T2, 2023

10,916 students
84 programs

GROWING THE GAME



5,857 Students



11,108 Students



5 Inclusion Days

34,202 TOTAL SCHOOL DELIVERED INDIVIDUAL PARTICIPANTS*

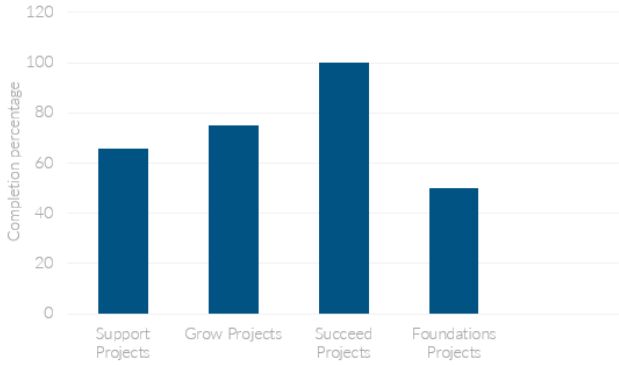
*Data from financial year 1 July to 30 June

TOUCH FOOTBALL 2024 DASHBOARD

Project Tracking

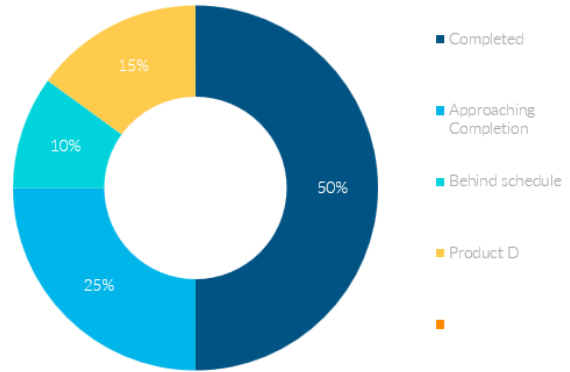


PILLAR PROJECTS COMPLETION %



These values represent the completion stage of the four pillars within the Touch Football 2024 Strategic Plan. E.g. within Support Projects 2 of 3 project elements are complete representing 66%.

Full Project completion

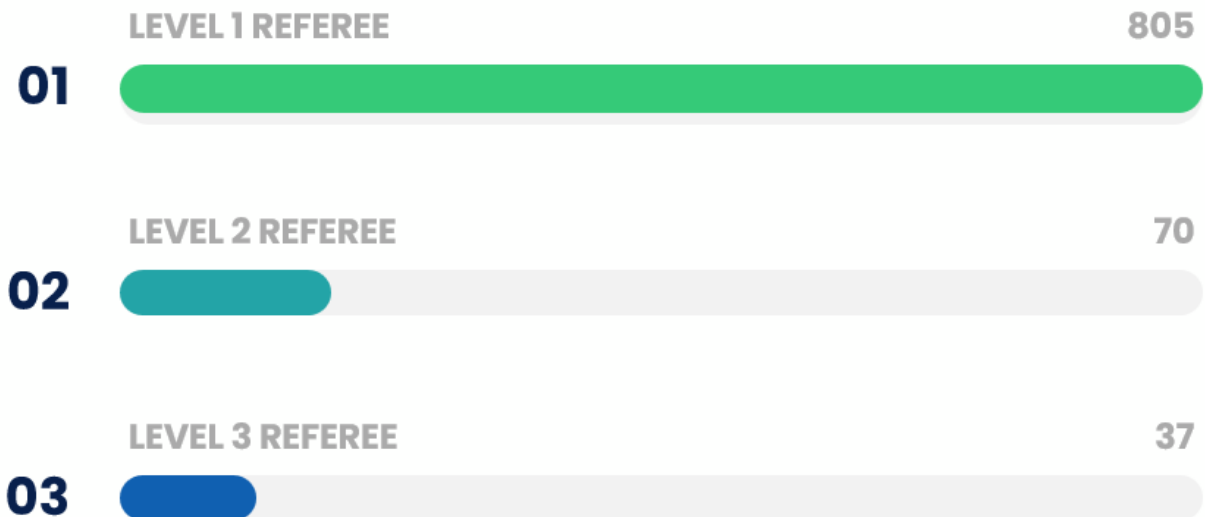


This represents total projects identified within the operational plan and where the completion rates of the sub projects within each Pillar currently sit at the half way point of the current strategic cycle..

TECHINCAL

TECHNICAL –REFEREE COURSE

2022-2023



TECHNICAL COACHING

2022-2023



DEVELOPMENT

Game Development

In the Game Development space, it was a much-improved year with participation returning to pre-covid levels in the school delivered category. GDOs were able to run the full gambit of All Schools events, culminating in the State Final at Penrith. An expansion of the 11/12 Mixed Challenge (no State Final) into several regional events will be reviewed. The return of Primary School Gala Days will see an increase in participation in the future. GDOs were also more involved in Active Inclusion Sports Days, providing participation opportunities to students living with a disability. The GDO team were able to assist with school system trials/selections as available once again.

Referee Education & Development

With an internal transition this role came to life in the latter part of the previous financial year. A core focus was on the establishment of a template plan for Referee Recruitment and Retention and other helpful resources. Furthermore, in July a Referees workshop was held and several outcomes related to the strategic plan were recorded. The Her Sport Her Way Refereeing program was delivered in September bringing the future and current female leaders in refereeing together. Due to timing, there was a heavier focus on representative referee compliance, and this could have taken the eye off the development element at community level. In January 2023 the role became vacant and NSWTA was able to start Josh Davies in the role in May 2023. Josh has spent time on the road meeting with Affiliates in Central Coast/Newcastle as well as travelling to the South Coast to get a feel for the burning issues at Affiliate level and developing a toolbox of resources for the Affiliate to implement.

Sport Her Way



NSWTA were successful in a Her Sport, Her Way grant from the Office of Sport NSW as part of the strategy to increase female sport participation.

The NSWTA application was within the leadership capacity pillar and saw a focus on developing female leaders in our technical arms of Coaching and Refereeing.

The refereeing program was designed to run in line with Vawdon Cup. This program saw 20 females from across the State participate in a one-day workshop as well as being appointed to referee at the Friday night of Vawdon Cup. Originally it was intended that the double header would fill Sunday, however wet weather forced schedule changes at the last minute. NSWTA would like to acknowledge the work of the Female Referee Leadership Panel with key contacts being Caren Friend and Angela Budai who collaborated with Former Referee Education & Development Coordinator Luke Saldern on content, facilitators, logistics and delivery.

The coaching program was written and delivered by NSWTA Head of Coaching Tony Trad and saw several face-to-face workshops run that culminated in the 8 participants being assessed for their Elite Coach accreditation. Thanks, and acknowledgement to Kylie Hearne (Business Operations Manager) for her administration and coordination of the coaching program.

Doordash First Try Touch Football Sporting Schools

The flow-on effect of a reduced casual workforce has impacted on the recruitment of casual staff to fill the high demand program of First Try Touch Football in schools. National cost increases in the program was suggested by NSWTA and adopted in T4, 2022. The main rationale was to bring up the casual payment rate to be more in-line with what other sports were able to pay. Another benefit was that schools who wanted Touch Football were booking, rather than just necessarily choosing the 'cheapest' sport on the market.



The Sport Support Coordinator role was reduced to part time and to focus directly on the Sporting Schools administration. This saw the recruitment of a new Administrator and the onboarding of such. As mentioned, it was disappointing that we had to go to market a second time in the financial year to fulfill this role, but we are pleased to have Melanie Janiga join the team and hit the ground running in Term 2, 2023. With a reduced capacity to promote and service the program, NSWTA was still able to fulfill some programs, however the emphasis has been on on-boarding and continuing to the streamline the internal processes.

	2019-2020	2020-2021	2021-2022	2022-2023
Term 3	36	43	27	27
Term 4	37	52	36	25
Term 1	21	37	12	13
Term 2	8	34	33	19
Total FY	102	166	108	84



NSWTA EVENTS

SNAPSHOT REPORT 2022-23



2022

Teams: 93

Referees: 126

Club Champions: Penrith

Venues: Tempe, Bankstown,
Penrith, Parramatta, Wollongong

2022

Teams: 193

Referees: 264

Club Champions:

Manly Warringah
Venue: Port Macquarie

2022

Teams: 70

Referees: 96

Club Champions:

Newcastle City
Venue: Central Coast



2023

(Combined excluding finals)

Teams: 375

Referees: 431

Club Champions:

Northern - Northern Beaches

Southern - Hills

Venues: Dubbo, Wagga Wagga

2023

Teams: 53

Referees: 65

Club Champions:

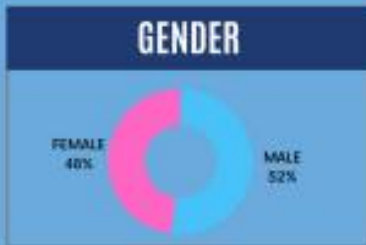
Sydney Scorpions

Venue: Central Coast



SOCIAL MEDIA ANALYSIS

FACEBOOK



FANS

27.5K

(PAGE LIKES)



TOUCH FOOTY TO THE NRL & NRLW



RECOGNISING SOCIAL CONNECTION THROUGH OUR SPORT



*Data from financial year 1 July to 30 June



SOCIAL MEDIA ANALYSIS

INSTAGRAM



IMPRESSIONS

6.7 million
182% INCREASE

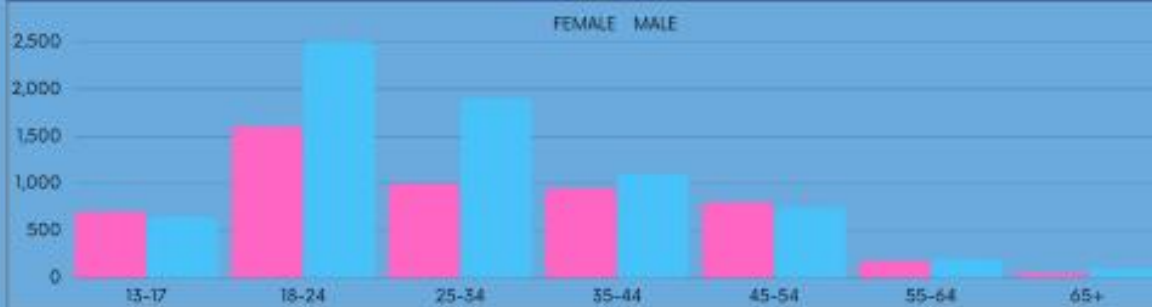
REACH

3.2 million
215% INCREASE

GENDER



AGE GROUP



CHAMPION CONTENT



VALE ROD WISE

The man affectionately known as 'Wisey' has left us with an outstanding example of volunteerism to follow.

Rod was a giant of our sport and a volunteer by which all volunteers are measured. His benchmark led to the creation and naming of the NSWTA's most prestigious award in 2007, the Rod Wise Medal for Volunteer of the Year.

His involvement in the sport extends back over 45 years. It started over a beer at the Australian Hotel in Yass with Mick Benton. Before long, they were founding members of the Yass Touch Association, an organisation he was President of for many years. His passion for the sport and Yass itself saw Rod as one of the main drivers of the Yass Knockout. The Event became one of Australia's most popular and respected grass root knockouts over the past 35 years. His vision and view on a collaborative approach saw the NSWTA partner with the Yass TA in delivering the Knockout in the early 2000s. While Rod may have stepped away from a leading role in the Yass TA and The Yass Knockout several years ago, he was always available to advise and assist when and where needed.



While his volunteerism at the Yass TA would be enough to fill a lifetime, his involvement in the then Region 1 (later to become the Southern Suns) as Regional Director would see him make an even more significant mark on the sport. It was a role that most people throughout NSW and Australia would associate and remember him with.

When you think of the Suns, you immediately think of Rod. He took on the Regional Director role in the old Region 1 in 1989 and remained there until 1997. He took a break for two years before returning and remained in the position until his retirement in 2006. Under his watch, Region 1 and the Southern Suns were a force in the sport and enjoyed success not seen before or since. While many committee members aided Rod in those years, even they would acknowledge that Rod's drive and passion for the region was the critical element of continually moving forward as a region, both on the field of play and in its administration.

As Regional Director, he championed not just his region but country touch football as a whole, and he was a leading voice in the resurrection of the City versus Country games. He always worked collaboratively with the NSWTA Board and Office but was well aware of keeping the organisation accountable and asking questions when needed.

After a lifetime of dedication, passion, and commitment to the sport across NSW, Rod was awarded Life Membership of the NSW Touch Association in 2006—the twelfth person to receive such a high honour since the organisation's foundation in 1972.

To Janelle, Camille, Angela, Andrew, Laura, and the extended Wise family, please know that our community is mourning your loss, and we send our collective strength and wishes to you all at this sad time.

Rod will be missed by many across the sport, from his wise counsel to his drive, love of the Suns, dry wit, and cheeky grin and not to mention his racing tips which always seemed to come after the race was run and won. It is, however, nice to know and, in our eyes, somewhat fitting that Rod's last 'official' touch football role was that he was able to, although not well at the time, present his medal at the NSWTA Golden Jubilee Dinner in October 2022.

Rest in Peace, sir. You should be rightfully proud of the legacy you have left with us all to carry on in your name.

VALE ROD HETHERINGTON

New South Wales Touch Association board member, and the inaugural Aileen May medallist Rod Hetherington has passed away.

Rod has been a long-term servant of the game, a game that he loved. He was a loyal and influential servant of the Parramatta Touch Association, serving in many roles, from coaching and administration to even picking up a whistle on occasion. He has served as the Eels President for the past 15 years; however, his dedication to the blue and gold stretches back to over 30 years on their committee.

His involvement in the sport stretches back to the 80s when he commenced his playing career at the South Sydney Touch Association.

Many would know Rod for his unwavering support for his beloved Parramatta. However, he has also spent two terms serving the game as the finance director of the New South Wales Touch Association. His contribution in that short period has been immense.

NSWTA Chairman Mark Hearnden reflected on Rod's contribution:

"Today is a very sad day for our Touch Football community. Rod Hetherington was a good mate to many and one of the great leaders in our sport. Outspoken and tenacious, you knew where Rod stood on most issues. When he joined the Board of the NSWTA 4 years ago, his passion was obvious, as was his enthusiasm to contribute to the success of Touch Football in NSW. Rod's astute financial leadership was critical to the ongoing viability of our organisation during the heights of the COVID-19 outbreak. This work was over and above what he was doing at the park with Parramatta Touch Association and his contribution there was recently recognised when Rod was awarded the 2022 Aileen May Medal for NSWTA Affiliate President of the Year, although Rod credited Pam for this success as he would.

On behalf of the NSWTA Board, I extend our most sincere condolences to Pam, Jenna and, Ricky and the broader Hetherington family."

Rod was a genuine all-rounder of the sport, a player, a coach, a referee and an administrator. Along with the Aileen May Medal, he was awarded an NSWTA Blues award in 2014, and guided Parramatta to their only Scorpions Affiliate of the Year in 2010.

Beyond his love of the blue and gold, he also had a hand in regional activities and development, both with the Sydney Scorpions and, more recently, with the Sydney Mets.

To Pam, Jenna, Ricky and the extended family, please accept our love and condolences for the loss of your husband, your father, your grandfather and all of our friend.

The sport lost one of its champions today. Rod Hetherington, may he rest in peace.



Referees Report



Through the back end of 2022 and into 2023 we completed an overhaul of the NSWTA Referees Panel and how it functions.

In revisiting the structure of the panel, we took into account the needs of referees through all areas of refereeing, referee coaching, course delivery, online coaching sessions and all age categories of referees.

To get the outcome required we needed to add two new panel members and develop more skillsets within our current structure to pull everything together and I now believe that we have the model that will take us into the future and enhance the standard of refereeing and referee coaching across the State.

We now have all bases covered with our new structure which has panel members in each portfolio and includes: -

- TRYS Program
- Junior Panel
- Youth Program
- Level 3 Upgrades
- Level 4 Upgrades
- Level 5 and Level 6 Upgrade Direction
- Education
- Female Referees Program
- Senior Category Referees Program
- Referee Coach Development
- High Performance
- Leadership Group

As this was being developed and through our down time, we pulled all of this together with many online meetings to ensure we are all on the same page and have the correct balance to move forward.

Our whole direction is to build to a “Performance Panel” for our referees and with the referee coaches.

We developed an online session for almost all port folios and involved all referees within the above categories, with the ail being consistency through the referee ranks.

The NSWTA Referees Coaching Panel are very motivated and passionate with our direction and can see a bright future for our referees.

Tournament refereeing has taken a stronger direction with the use of a lot more video available which allows us to complete video analysis on these game and provide referees with visual support from the coaching.

We are using microphones on our referees as well, which adds another dimension to assisting referees and they make difference with referee coaching as well.

We don't have as many compliancy issues as we did in the past, but they do still exist, and it makes life difficult when planning a tournament. There was a tournament that needed to be restructured so that all games could be covered by referees. In fact, two timeslots had to be added on one day with the second day extended as well, just to ensure referees were on all games. The worrying part about this was that while we covered the games, it placed an extra game on all referees.

We got through the days, but it was tough and I'm sure that NSWTA will ensure that this doesn't happen for the future.

That said, one of the more pleasing aspects is that we have more experienced referees attending now with only a few Level 1 referees still registering.

We are nearly to a position where a Level 2 Badge Referee is the entry level, and I would like to thank our Regional Referee Directors and their respective panels for the ongoing support with Referee Badge courses.

I would also like to thank the entire NSWTA Referees Panel for their involvement within the development and implementation of our new direction.

Ian Matthew

SELECTORS REPORT



I begin by acknowledging the dedication and achievements of Fran Hanson, who at the end of the financial year stepped down from her role as Director of Selectors, bringing to a close an era highlighted by success, growth and integrity of process. In her departure from the Panel, she is joined by Tim Kitchingham and Bob Monkley. They take with them over 30 years of experience and will be greatly missed. On the plus side they will remain active as Team Leaders and supporting selectors. In Fran's case, also assisting the Panel at tournaments and as our primary contact with NSWTA staff on administrative matters.

Selectors were honoured to be part of the NSWTA Golden Jubilee celebrations with recognition going to Cary Thompson (Men's Open), Michael Clark (Women's Open), Geoff Thornton (Mixed Open), Don Green (Senior Men), Ron Hanson (Senior Women) and Reg Walker (Indigenous Team).

Selector of the Year for the period 2022/2023 is John Wilton whose expertise as a State of Origin selector combined with his ability to educate newer selectors and galvanize selection teams is admired and respected within the sport.

With the next State of Origin in 2025 we have taken the opportunity, over the past year, to focus on education and compliance, both at the NSW level and within the Regions.

The Panel identified the following issues during the year that has passed. These are as a result of complaints from members combined with observations made by NSW selectors.

1. While education for Selectors who participated in selections for NSW (i.e., NTL, State Cup and Junior Regionals) has progressed at an impressive rate, the same cannot be said for selectors at lower pin levels.
2. Compliance with NSW Selection Policy within Regions is not at a level that participants and parents of junior players expect.
3. In some Regions there is little or no separation between the Executive of the Region and the selection process.

It should be pointed out that the Regions are extensions of NSW Touch rather than entities in their own right and, as such, are expected to conform with NSWTA policies and the expectations of those who pay affiliation fees. The Executive of NSWTA, while extremely supportive, do not influence or attempt to influence the NSW selection process, nor are they involved in any part of the process prior to ratification.

It has also become increasingly clear that participants, and parents of participants, believe that the process of selections within regions are set out and monitored by NSWTA.

Not all is negative in this area and the gains made within the Rebels and Suns Regions in recent times is to be commended.

The new Panel consists of Don Green, Belinda Holt, Sandra Hughes, Annette Thomas-Schumacher, Geoff Thornton and myself.

Each Region has been allocated an Education Co-Ordinator who will work closely with the Regional Director of Selectors and a Compliance Co-Ordinator who will work closely with the Regional Technical Director.

The support of the NSWTA Board throughout the year has been outstanding and their willingness to hear the issues firsthand from selectors, both at tournaments and as invitees to Board meetings, has been appreciated.

The NSW Office, particularly Dean Russell, Kylie Hearne and Nathan Loveday have been generous in their time and support and that is also greatly appreciated.

Finally, Tony Trad and his NSW coaching team have formed a tight-knit bond with selectors with a common goal which we continue to achieve success at the expense and envy of Queensland.

Michael Clark

COACHING REPORT



State Of Origin

The 2022 SOO series was played in August in Coffs Harbour. In preparation for this series there was a strong focus on Coach support as well as creating new opportunities for new coaches, continuing the progress made re the culture of “Team NSW” and retaining the SOO after the success 2021. Most incumbent Coaches had been reappointed and were asked to give their opinions on what their individual team required re Camps and Training venues. NSWTA took the position of providing support by via resources such as Training venue and medical as well as allow the coaches the flexibility to do what they need to do for their own team to ensure continued success. Selectors were also provided education with SOO Coaches attending Selectors workshops and providing insights on trends of the game. Once again NSWTA took the position of supporting the Coach with the attitude of “Own your Team, own you Preparation and Own your result”. Whilst we have been successful over several years instilling the “Team NSW” ethos our “On Field” success has not been as progressive. There is no doubt that NSW has lost ground in both the Power Divisions and the Senior Division. In the 2022 series NSW only managed to win the Womens 20’s and lost the other Four Divisions.

This result has forced us to reevaluate the “Own Your Own Team” process as there were several players selected in multiple Divisions that were clearly not of a SOO standard and not the style of player that would traditionally trouble the Queensland Style of play.

NSWTA will be appointing Coaches for the Power Divisions in 2023 to help prepare for the 2025 SOO series and hopefully in the Senior Divisions as well. All Coaches will need to attend a group Face to Face induction day where several areas of concern will be direct discussed with the appointed coaches.

NYC

In 2022 several NSW Permits and School teams attended the NYC which is the first time this has occurred for over 10 years. Due to the fact that Permits entered there was no justifiable need to select and enter a NSW Development team. This program has proven to be very successful over the years but is in direct competition with Permits, so it was seen as an unnecessary and unworkable program.

“TOUCH FOOTBALL HER WAY”

NSWTA have launched the “Touch Football Her Way” program. We have been able to gain funding for this program and have identified 6 Female Coaches that we feel suit the category needed for a pilot program. These coaches are Melissa Mitchell, Teroha Paki, Edith Nathan, Natalie Little and Carol Jones. The program is led by experienced Mentors Karley Banks and Tony Trad. The program focuses on the skills and tools needed to allow the participants to step up and excel in the Elite Coaching arena. Participants are educated in critical competencies and Topics including but not limited to Touch IQ, Leadership, Team Dynamics, and the Application Process.

The program concluded in June 2023 after 4 weekend workshops and over 60 hours of education, Training and mentoring. The growth in the individual participants and the group as a whole was immeasurable as can be attested to by the fact that every member of the group participated in SOO either as a Coach, Assistant Coach or player.

NSWTA CONFERENCE

At the 2022 Conference once again the Coaching arm was active in education and presentation with a Talent Coaching Course being run as well as Coaches presenting trends of the game and skills and drills to attending affiliates.

STATE COACHING PANEL

In 2023 NSWTA advertised for various position in a newly formed State Coaching Panel. The Coaching Panel was broken up into 6 different port folios being, Juniors, High Performance, Education, Field Support, Participation, Female Coaching Program.

Several high profile and well credentialed coaches applied and NSWTA were able to more than adequately fill all positions. The Panel will allow experienced coaches to focus on identified sectors of coaching to ensure quality education and mentoring in those portfolios.

STRATEGIC MEASURES

3.H Have a strong and supportive structure to support all coaching needs.

NSWTA have identified new and passionate coaches through TID at Tournament level and at Coach Education level. These coaches have been given support and opportunities through the various tournaments available such as NTL, SOO and the “Touch Football Her Way Program”.

These coaches have a” Team First “Ethos and have bought into the “Team NSW” culture. As our coaches continue to gain much experience, they will develop even further so we must continue to seek opportunities for them and challenge them to be better.

NSWTA continue to run the Foundation and Talent coaching courses regularly throughout the state with a focus on educating and up skilling coaches of all levels. These courses also allow us to TID future coaches at Grass Roots and Elite Level. NSWTA have taken the stance that we are prepared to reach out to affiliates and hold courses in their area if they can supply a minimum of 6 participants. This means greater education and accreditation and less burden on potential coaches having to travel to allocated course locations.

SUMMATION

The last 12 months have been a reboot of our Coaching arm and programs after the stall due to Covid-19 and the consistent Rain which has resulted in flooding and many Tournaments and training opportunities washed away in 2021 and early 2022. I feel we have made excellent progress relaunching our arm with a collaborative approach between coaches and Selectors. NSWTA continually look for greater opportunities for our coaches and where possible allow them to experience challenges and grow from those experiences.

NSWTA have now set their sights on developing a stronger Female Coach presence in our sport at the Elite Level. With the development, launch and completion of the “Touch Football Her way” program. This will no doubt assist Female coaches to make the transition from Talent to Elite status not just in accreditation but in education with a view of seeing their numbers grow and reflected in appointments in the High-Performance coaching areas. We have also set our sights on a “re set” when it comes to our approach on all things SOO with a determined focus on regaining supremacy in that arena.

Tony Trad

High Performance Unit Report



The High-Performance Unit (HPU) of New South Wales Touch Football is dedicated to fostering excellence and development within the sport. This report highlights the key activities and achievements of the HPU in the year 1st July 2022 to 30 June 2023.

Organizational Changes

In 2023, the HPU witnessed significant organizational changes. Matt Tope has stepped down from his position. We express our gratitude for his contributions. Taking his place is Joel Beggell, who brings a wealth of experience and a fresh perspective to the role.

To enhance efficiency and focus, the HPU has undergone a restructuring process, resulting in the formation of small subgroups. This approach aims to provide greater accountability and faster timelines for various initiatives within New South Wales Touch Football. Some of the projects the Subgroups are working on are “The Emerging Blues Program”, The “NSW SOO Values and Standards Document”, The “Vawdon Cup and State Cup player Draft System”.

Project groups of approximately 3 members focussing on these projects and then reporting back to the HPU Chair and Panel with recommendations to put before The General Manager and the NSWTA Board is proving to be far more efficient and timely.

New South Wales Emerging Blues Camp

A highly anticipated event on the HPU's calendar is the New South Wales Emerging Blues Camp, scheduled for November 2023. This camp is designed to identify and nurture talented male and female players between the ages of 15 and 18.

The primary objective of the camp is to cultivate a new generation of focused, educated, and prepared players for the upcoming State of Origin series in 2025 and beyond. Through specialized training, skill development, and educational sessions, the camp aims to equip participants with the tools and knowledge necessary to excel at the highest level of the sport.

Involvement in Consultation Process

The HPU takes an active role in the consultation process concerning the National Touch League, The Vawden and State Cup conditions of entry and rules. By actively participating in these discussions, the unit seeks to achieve consistency and clarity across these events.

The high-performance panel, comprising experienced professionals within the HPU, provides valuable input and expertise during the consultation process. Their insights and recommendations contribute to creating a fair and competitive environment for all participants.

Conclusion

The year 1st July 2022 to 30 June 2023 has been marked by significant changes and ongoing efforts within the High-Performance Unit of New South Wales Touch Football. The formation of smaller subgroups within the HPU has resulted in increased accountability and accelerated timelines for important initiatives. The upcoming New South Wales Emerging Blues Camp promises to be a transformative experience for young players, preparing them for the State of Origin series in 2025.

The HPU's involvement in the consultation process for National Touch, League Vawden cup, and State Cup conditions of entry and rules demonstrates its commitment to consistency and clarity in the sport.

There is no doubt that other initiatives and projects will present themselves as the season progresses such as nomination and recommendations of the prestigious Blues Awards. By actively participating in these discussions, the HPU strives to create a level playing field for all participants.

The High-Performance Unit remains dedicated to driving excellence, fostering development, and elevating the standard of Touch Football within New South Wales. We extend our appreciation to all the players, coaches, and stakeholders who have contributed to the success of the HPU in 2023.

Tony Trad

OVERVIEW



2022/23 was a continuation and consolidation of the good work from a reinvigorated WSW Suns in 2021/22. Again, our AGM was well attended, being online has really increased the accessibility to attend, and again all executive positions were filled with keen recruits. Blake Richards has taken the Referees Directors role and we thank the outgoing Director, Garry Foster, for his hard work and mentorship. We welcomed Don Green and his vast experience into the Selectors Directors role and thank Greg Smith for his efforts and his decision to stay on as a selector for the region.

Each year it is obvious we have growing numbers and growing representative interest from our affiliates, particularly in the Junior ranks. Accessibility to elite competition such as the Junior State Cup Southern Conference has enabled regional affiliates to benchmark themselves and keep up with advances in the game. It's great to see affiliates actively seeking pre-tournament competition and gala days to enhance their skills.

2022 also saw the return of the Suns Junior Regional Championships after a COVID induced hiatus. Held in Griffith with wonderful support from the home affiliate, it was great to see the regions affiliates compete and share knowledge. As a selection event for our Junior Regional teams, it was of great assistance to our coaches and selectors. We look to make this event bigger and better this year, and a showpiece for our region. Thank you also to NSW Touch for your assistance over the course of the tournament.

Our senior representative teams grew to six at the 2023 National Touch League with the addition of Men's Open and Senior Mixed teams. While it was great to see the increased level of interest in our senior players, we still have a task on our hands to convert junior talent to senior representative teams. While it was good news to see the 20's division and regional participation maintained in the short term at NTL's the accessibility of this tournament remains crucial to Suns ongoing senior representative players.

Participation at this years Junior Regional Championships was another highlight of the calendar and although teams may not have performed as consistently across the board as last year, we still had four teams make the finals with our U12 girls team taking out the championship.

This year also saw Suns provide six players and one coach to Australian teams at the Asia Pacific Youth Cup. This is a fantastic achievement and is an inspiration for all regional touch football participants.

Suns would like to thank NSW Touch for their ongoing support and the other NSW regions for their collegiate approach the progressing representative touch football in the state.

FINANCE

West South West Suns Bank Balance was \$60,405.35 as of 30th June 2023 with outstanding Debtors of \$6,632.09; \$1,480.00 of debtor's balance being Aged Receivables and a further \$5,152.09 being 4th Qtr. FY23 budget claims with NSWTA. Suns fully expended the budgeted claim amount available from NSWTA for FY2023.

During the Financial year period West South West Suns operations resulted in a surplus of \$25,959.31, this figure includes allowance for depreciation over the period of \$163.36.

Continued cost rises and cost of living pressures need to continually be monitored and evaluated so that Suns can continue to operate as a Region and allow individuals to be involved in the sport of Touch moving forward. The rising costs impact greatly on development and pathways which NSWTA requires Regions to implement, to allow these costs to be covered the burden is borne by the individuals who attend the various Tournaments.

Items which allowed the Suns Region to enjoy a healthy surplus is the time and effort of its volunteers who undertake tasks without any monetary gains which would impact heavily on the Regions Finances. Current Suns NSWTA development budget is primarily expended on NSWTA JRC Tournament participation & covering Junior development costs in relation to selection for same Tournament (i.e.: Selecting, Training camps, Referee attendance etc.).

The distances between West South West Suns Executives and volunteers makes undertaking the Association's operation difficult at times but those involved manage to resolve & work through scenarios, either via countless email communications, text messages and zoom meetings or chats whilst attending Tournaments.

NSWTA's new online budgeted claims spreadsheet has simplified the processing of claims and easier transparency for documentation handling, when items are inputted, it allows actual notification of current balance of budgeted claims and future available claims (subject to NSWTA making full payment of submitted quarterly claims).

TECHNICAL

2022/23 saw continued development throughout all technical arms within the WSW Suns Region, as well as within the player development space. I wish to thank the regional technical arm directors, Blake Richards (Dir Referees), Don Green (Dir Selectors) and Alistaire Thompson (Dir Coaching) for their efforts with the delivery of courses and other development tools to members of our region over the past 12 months.

Within our region, there have been various courses held, including Foundation and Talent coaching courses, coach the coach workshops, referee badge upgrades and mentoring undertaken at various events, along with selector mentoring done at various events. These courses and other development tools have seen an increased number of members at our affiliates improve their knowledge and skillsets within the sport which has contributed to improvement within our affiliates as well as in our regional representative teams.

I wish to congratulate all players, coaches, referees and selectors who obtained representative honours or upgrades over the last 12 months. Our region is extremely proud of these members honours in the sport and we look forward to their continued development in the years to come.

Our region looks forward to the hopeful implementation of additional development and pathway programs over the next 12 months, which will look to include an increase in development initiatives directly to Suns affiliates and the commencement of a future NTL development program, to accelerate the development of players, coaches and referees into NTL representation.

Coaching

It's been another strong year for Suns in both seniors and juniors and as a region we keep improving.

We had many enthusiastic applicants to coach at Junior Regionals which was great and I think all our coaches did a remarkable job with their teams as either Coach, assistant or manger. All coaches where very professional pre junior regionals, at selection carnivals and final selections in Yass.

All affiliates have been great to work with in organizing previous and current coaching courses from level 1 and level 2 courses.

I think all areas have worked well together from coaching, selecting to refereeing and this was demonstrated from success at Junior Regionals finishing in the affiliate points as well as NTL's.

I have been identifying clubs and people to target to help develop and grow or region in regards to coaching courses and also developing younger coaches which has already shown a great response.

One highlight for me this year was Suns having both boys and girls playing premier league in NTL's and both holding their own. This excellent effort is because of their two excellent coaches.

I would like to thank the Suns Board for your support, and in particular Joel Begnell and Evan Robertson for their amazing work.

Selecting

WSW SUNS Selectors group is, at this time, small in numbers but committed to making sure the best possible teams are selected for the tournaments SUNS attends.

The tournaments and trials where Selectors were required were:

- NTL2023 Trials and Final Selections (held in Young)
- SUNS Junior Championships (held in Griffith)
- Junior State Cup – Southern Conference (held in Wagga)
- NSWTA Junior Regionals Final Selections (held in Yass)

Over the 12 month period of this report there were only 4 people able to attend all tournaments, Trials and Final Selections of representative teams. These were Noel Huggett, Kylie Jordan, Reg Walker and Don Green. Three new Selectors from Griffith (Nadine Johns, Rodney Savage and Tony Paton) assisted in the selection of squads at the SUNS Junior Championships but, due to lack of accommodation in Wagga, were not able to attend JSC for the full 3 days. It is hoped that they will be available for future tournaments, etc as they all show the skills required.

I would like to thank all SUNS representative Coaches for their input into the selection of squads and final teams. It makes the job much easier when Coaches and Selectors work closely together.

I would also like to thank Joel Begnell, SUNS Technical Director, for all the assistance he has given the Selectors arm since WSW SUNS was formed.

In conclusion it is hoped that more people will put their hands up to become Selectors in the future and assist in making SUNS a force in Touch once again.

Referees

2022/2023 has be quite a successful year for our refereeing arm with many promising results from not only our top end referees but also from youth referees. This was demonstrated though many finals appointments and upgrades throughout the year. Most notably were Charlie Cheesley achieving top 15 at NTL earlier this year and joining the National High Performance Squad, Kaiden Cole was also

announced in the NSW Talented Referees Youth Squad and at JSC in January we were able to successfully get 23 level 2 upgrades over the line and 4 level 3 upgrades.

While we haven't run any facilitator courses or referee coach courses, we will be looking at running these in the rolling 12 months. The Development within the region has been very good with many courses run through our region including Leeton, Griffith, Wagga, Temora, Coolamon, Gundagai, Parkes, Yass, and Orange.

I would like to thank the referee's leadership group for the support also NSW Director of Referees Ian Matthew and also Joel Beggell and Evan Robertson for their support.

All in all, I was happy with the previous year we have had and look forward to making it another successful year next year.

Evan Robertson



OVERVIEW

On behalf of Southern Rebels, I would like to thank all the members and volunteers from within our region for all their hard work and dedication to the sport over the last 12 months.

To our current committee Les Bouveng, assistant director. Peter Forrester, Coaching coordinator, and technical director. Jason Say finance director. Belinda Holt director of selectors and Ryan Wake referee's director. It's always a pleasure working alongside of you all. Thank you for all your hard work and many hours you put in.

With NTLs in March of 2023 in Coffs Harbour. Southern Rebels were lucky enough to take away 8 teams. We competed in Men's and women's 20s. 2 x open mixed teams. Senior mixed, women's 27s, men's 50s. and our all abilities team back to defend their title. All teams improved from our 2022 results. With our women's 27s making the semifinals, and our senior mixed making the grand final. Thanks to all the coaches and officials that were a part of this.

In May, Southern Rebels headed back North again to Tuggerah sporting complex. Taking boys and girls teams under 12s to under 18s With 7 of our 8 teams making the semifinals. And our 12s girls making the grand final Congratulations to the Southern rebels' players making the merit teams from this tournament.

I would like to thank the parents of the players from these junior teams, as without you buying in and making the effort for your son or daughter, this event doesn't happen. Many thanks to all the coaches, managers, assistant coaches, and officials that were involved in this event, it was very enjoyable.

Good luck to our 12s boys and girls and our 14s boys going to compete in the NYC tournament at Caloundra in October.

To the NSW touch board, and Dean Russell and the staff from NSW touch always a pleasure working alongside you.

Thank you to my family, letting me have the time to put into something I really enjoy.

Looking forward to 2024 and many more successful years for Southern Rebels.

Clayton Blackman



OVERVIEW

It is the considered view of the Sydney Met's Executive that at the end of the 2022/23 financial year (FY), the Region has positioned itself to deliver its most successful year in the past decade, both in financial and administrative capacities. The financial position of the Region speaks for itself, and this area of operation is covered in more detail in the 'Finance' section of this report. Administratively, NSWTA quite rightly pointed out to the Met's Regional Executive, areas where the Met's Region had failed to deliver on mandatory administrative compliance issues. In quick response to that advice, Mets proactively addressed and worked on the identified individual compliance concerns. The Executive are now of the opinion that the FY ended with most, if not all, compliance issues addressed, and are confident all will be resolved by the 3rd quarter of 2023/24.

There has been a significant change in the structures of the Executive Committee and the Region's General Committee during the 2022/23 FY. Paul Sfeir, the Region's latest Life Member appointment, decided to step out of the Regional Director role after 10 years of service in that position. Ricky Hetherington was then elected to the role of Regional Director. Ricky's appointment of RD, left the position of Technical Director vacant. Tony Trad, who was the current Coaching Director at the time, vacated his position and was elected Technical Director. Paul Sfeir then filled the vacant Coaching Director position. The position of Director of Selectors, vacated by Geoff Thornton, was then filled by Michael Clark. So, after a reasonably significant shuffle of appointments, the Met's Executive is most satisfied with the final placements. The team is working well together and, moving forward, there is a strong confidence that the Region will only prosper with these changes.

The only downside, with respect to position appointments is; Belinda Jelacic has tendered her resignation from the position of Director of Juniors, effective from 30 June 2023. While the Executive consider the loss of Belinda will be a significant loss, the Executive are confident that they will find a good replacement to fill the role. The Executive are thankful to Belinda for her diligence and dedication to the Junior program for over 5 years, and we wish her well in any new endeavours she takes on.

At the 2022 AGM the Mets Region inducted two long serving members as life members of the Sydney Met's Region, they being; Paul Sfeir and Dave Collins. Both of these men have been a part of the Met's Region for over the past two decades and both of them have always put the region's needs in front of their own. Both appointments were well overdue, and most well deserved.

After an NTL review it was seen that the region needs to put time and resources into our women's development pathway, following which, the 'Met's Emerging Women's Squad (MEWS) has been developed, funded and implemented, solely to develop our female players. This program is discussed in more detail under the 'Coach' section of this report (below).

So to finish where I began, 2022/23 has been a most successful year for the Sydney Met's Region. Please read the following, where I have detailed the financial and technical activities of the Region.

FINANCE

Mets finished its financial year with an account balance of \$36,901. While this is an attractive position to be in, it needs to be recognised that there are several planned programs that have been approved to be funded which commenced in June 2023, and will be fully underway during the 2023/24 financial year. Naturally, these programs need to be factored in when considering the bottom line of the Region's finances as at 30 June 2023. These programs and their forecast costs include:

- the Met's Emerging Women's Squad (MEWS) - \$5000,
- the Sydney Mets Referee Proposal - \$5000 (over 24 months),
- The Sydney Mets Forum Day - \$2000

Pending the on-going assessment of the success of these programs, further funding will be made available where it is deemed necessary. The Mets Executive feel that this level of funding toward these development strategies is an essential spend for the Region, and at the same time, appropriate utilisation of the annual development funding that is provided to the Region by NSWTA. Naturally, the usual junior development commitments, such as referee, coach, selector and junior funding, associated with NSWTA Jnr Regional Program, will also be honoured in 2023/24.

Even with the above programs factored in, the Region has still managed to place itself in a stronger financial position than it has in previous years. The Mets Region has never been about building a massive bank account. The Region's position on how much is needed in the bank to ensure all commitments are met is; that a minimum account balance of \$18k is to be maintained. Funds surplus to \$18k have always been directed to development programs. Accordingly, given the current strong financial position of the Region, and factoring in planned 2023/24 programs (detailed above), this will enable the Mets Region to also look at re-introducing programs that were discontinued during the 'Covid Years'. For instance:

1. The funding of referee/coach/selector courses for participants who utilise their newly acquired accreditation within a Mets affiliate. The Mets Executive has given approval for this program to be re-introduced. Potential cost for this development program is \$3500.
2. The Executive have also supported funding of the Cyclic Equipment Replacement Program, to assist it's Directors to utilise functional and up-to-date equipment. Naturally all equipment purchased through this program are the property of the Mets Region and are registered in the NSWTA Asset Register. The estimated cost for this administrative program is \$2000.

In 2023 the NSWTA Regions reached out to the NSWTA Board for the purpose of seeking extra funding in 2023/24 financial year. The Regions presented a united case to NSWTA Finance Director and the NSWTA Board for consideration. At the time of writing this report we are unsure whether or not a funding increase will be approved, but we remain hopeful that the NSWTA Finance Director and the NSWTA Board looked upon our request favourably. If the Mets Region were to be successful in obtaining extra funding for the 2023/24 financial year from NSWTA, the Finance Director has indicated an intention to ask the Met's Executive to look at initiatives the Region might introduce to support and fund further Coach and Selector development initiatives. Given the player and referee funded programs mentioned above, it does open the door to look at initiatives to support the coach and selector arms within the Mets Region.

In closing, at some point during the 1st week of the 2023/24 financial year, the Mets Region will submit its financial paperwork and Xero program to the approved Auditor for review. Following receipt of the Audit report, Mets will set a date for the conduct of its 2023 Annual General Meeting (AGM). Then following the AGM, Mets will renew its Incorporation with the Department of Fair Trading.

TECHNICAL – OVERVIEW OF EVENTS

The 2023 NTL was a semi successful event for all of our 6 teams. All teams blooded some new players and the new players never looked out of their depth, while support of all teams across the event was great to see. Our medical team was great, especially how, in several instances, they got players back on the park. This was an incredible effort.

After the event it was identified, as a priority, that the Region needs to put more work into our women’s program, as the teams we sent away were extremely young players. Add to that, our affiliates only have one women’s premier league team amongst them. Accordingly, the Met’s Executive have approved and funded the Met’s Emerging Women’s Squad (MEWS), which is addressed in more detail under the Coaching report.

The results of the NTL event are:

Men’s Open – Finished 5th overall.	Men’s 20s – Finished 2nd, lost grand final in a drop off.	Men’s 45 – Finished 3rd Overall.
Women’s Open – Finished 8th Overall.	Women’s 20s – Finished 5th Overall.	
Mixed Open – Finished 6th Overall.		

The 2023 Jnr Regionals championships was the first event under our new selections process, and after a few teething issues, I believe it was a successful new process. The tournament itself was another event of missed opportunities with 7 of 8 sides reaching semi-finals and only 1 team progressing to the Grand Final, that being the 12B. Our teams are strong in round games and seem to struggle in the final matches and this is something that the region needs to address.

18 Boys – Lost Semi Final Ranked 3rd	14 Boys – Lost Semi Final Ranked 3rd
18 Girls – Lost Semi Final Ranked 4th	14 Girls – Ranked 5th
16 Boys – Lost Semi Final Ranked 3rd	12 Boys – Lost Grand Final Ranked 2nd
16 Girls – Lost Semi Final Ranked 3rd	12 Girls – Lost Semi Final Ranked 3 rd

SELECTORS

At Mets we are fortunate to have a group of Selectors who are both dedicated and knowledgeable. Not only an advanced knowledge and understanding of the game but an ever-growing knowledge of our player base (the smallest player group of any region). This is strengthened by developing relationships with affiliate coaches towards a common goal.

This year we welcomed two new selectors, Greg Stevens and Rochelle Crowley (coach), both from Parramatta, who quickly embraced the selection process with enthusiasm.

For the uninitiated when we speak of Selectors we include Mets Coaches, who under the NSW Selectors Policy are equal partners in the selection process and therefore identify as Selectors.

I particularly want to praise those who did “double duty” as both a Team Leader in one division and a selector in another: Geoff Thornton, Brett Jones, Tony Bignold, Wayne McKenzie (coach & selector), Kieran Leaney and Dilani Fahey.

Other Coaches include David Collins (along with Paul Sfier our newest Life Member), Mick Moussa, Peter Ndeira, Pat Batiste, Robbie El Bahou, Dane Ryan, Paul Krahe, Scott Buckley, Tony Trad and David Pedras. Our Director of Selectors found it both necessary and also a privilege to work closely with this group of coaches who are well educated, have a passion for Mets and are so well led by Tony Trad.

David Pedras shows such commitment and skill to the selection process that, were he to leave coaching and embrace selecting full time he would quickly rise to the top of his craft in the NSW Selection structure. Similarly, Sarah Thornton and Kaleigh McDonald, both wonderfully gifted players at an Opens level, seamlessly transferred their skills to the selection table to the great benefit of their coaches and the Region.

Our group is rounded out by Michael Jacono, in his first year as a Team Leader, Aaron Jelacic, Belinda Jelacic, David McDonald and Ricky Hetherington.

The process for the selection of Junior Teams in 2023 was both new and demanding. The requirement of players to register their interest was helpful from an administrative perspective but, if implemented without compassion, places unnecessary stress on Coaches, and on families who are not regular devotees of social media. This can be improved in 2024 by affiliates promoting such issues to their parents and players in a way that best reaches the majority.

Likewise, the concept of a “Living Document” identifying players with the Mets Junior Selection process is both ambitious and challenging while offering great advantages in the medium to long term. Selectors, including coaches, have made a valiant effort in the first year of implementation. A great effort by Dilani Fahey and Brett Jones who completed a mountain of work to set up the inaugural documents.

Mets Selectors contributed significantly to the NSW victory in the 2023 State of Origin with Dilani Fahey (inaugural Women’s 50s Team Leader), Brett Jones (across three senior divisions), Geoff Thornton and Michael Clark (across two divisions), Paul Krahe, Pat Batiste and Wayne McKenzie (Coaches and Assistant Coach) and Tony Trad as NSW Coaching Director.

The support of the Executive, TD, Ricky, Aida and Trady, as always, is appreciated and invaluable. I extend this acknowledgement to the broader Committee of Victor, Daniel and Belinda whose input has enriched Mets as a working Team.

I would like to acknowledge the role of Tony Trad, Technical Director, for his support in ensuring the selection process runs smoothly and combines the dual requirements of picking the best teams and fairness to all in the selection process. He was also named as Men’s Open Coach in the NSW Golden Jubilee celebrations. A truly meaningful recognition of his influence on the game.

Finally, congratulations to Geoff Thornton, one of two Mets selectors named in the NSW Golden Jubilee celebrations, as one of the six best selectors of the past 50 years. In addition, Geoff was named NSW Selector of the Year for the second consecutive year.

COACHING

Junior Regionals

With Junior Regionals once again being held on the Central Coast, Mets were optimistic of a good showing. Mets appointed several new coaches for the event, in fact the newest appointments we have had for some years with several previous A/Coaches finally fulfilling their journey on our succession plan line and taking over as Head Coaches. All up we appointed 5 new Head Coaches for their Divisions.

Despite several great performances, notably from our B18, B16 and B12, as well as our G12 who all looked likely to play and potentially win the GF, only our B12 made it through and eventually lost. This result was through no fault of their own and winning was taken out of their hands unfortunately. At the conclusion of the event Mets finished 4th overall. There is no doubt in my mind that if all things had been equal Mets make 4 GF and finish within the top 2 Regions. This was a step forward on previous years and gives us confidence that we are on the right path.

To continue our progress at Mets, we need to build on this success and find a way to overcome obstacles out of our control.

Mets Gala Days

Four Mets Gala days went ahead with great success, with Two Gala Days played in Penrith and One at Parramatta, and for the first time Balmain was included as an official TID Day. All Four Gala days are now part of our new TID process and squads and post JSC trials have been dispensed with as teams are selected on the strength of performances at Gala Days and the JSC.

Met's Mentor Program

In 2023 the Mets Mentor Program was put on hold in an attempt to give coaches and players an opportunity to stand alone. It allowed Mets to do an evaluation process of the Mentor Program in which a decision will be made as to its continuation and cost effectiveness.

NTL

At the 2023 NTL Mets decided to conduct a "reset" and "rebuild" program. Acknowledging that we had not been as successful as we would have liked and that we need to invest in the future Mets selected younger and less recognised players in all Five Divisions MO, WO, MIXO, M20 and G20 in an attempt to upskill and plan for the future. In doing this, our Men's 20's team, who were mostly between 16 and 18 years of age, made the GF for the first time in over a decade, and only just lost in a drop off. Our Men's Open Team lost in the Quarter Final, which was a surprising and disappointing result, but again some matters were taken out of their hands. Our Mixed Open team battled very hard eventually going down in the Quarter Finals against the eventual winners. Our Men's 45's team were very successful making it all the way through to the Semi Finals. Our Women's 20's Team along with our WO team struggled as expected, as they lacked experience and skill and were well underage in both Divisions. This identification has led to the creation of the "Mets Emerging Women's Program". This program kicked off in June 2023, and will be an on-going program leading up to 2024.

Mets Emerging Women's Squad (MEWS)

After identifying the skill and development needs of our Women's arm to proceed to higher honors and eventually to succeed, the WO and W20 Coaches, in consultation with the Mets Executive, have developed the "Mets Emerging Women's Squad". This squad has been TID using the NTL, the JSC and the JR tournaments. Players have been selected as the future of the Mets Women's arm and players from 16 to 20 have been targeted. Four holistic Skill and Development camps have been planned and

funded with the first to be run on June 17 and 18. In time this program will ensure that Young Mets Female players will be equipped Physically, Mentally and Emotionally to compete at the highest level.

Conclusion

In 2022 our Goals were to continue to improve and solidify our Culture, improve Face to face coaching with our Head Coaches and secure a higher ranking in the Club Championships. I believe we reached most of the goals, with the exception of a higher ranking. Again, I believe we were on track to achieve this as well, but circumstances outside of our control prevented this. We will take this in our stride with a view to achieving new goals in the NTL and Junior Regionals.

In 2024 our Goals have not changed and will now be the focus with greater emphasis on the NTL and JR success as well as development of our young teams especially under the MEWS. We will focus on working hard to convert our Semi Final appearances into victories both in Grand Final and Semi Finals. And of course, by doing this we can reach our main aim which is to be the Number region in NSW.

Referees

It has been a solid year for the Mets in 2022/23 with regard referee development.

All affiliates in the Mets region have been visited at least once in the last 12 months by the Region's Referee Director. Courses (various levels) were run from the following venues: West Ashfield, Western Suburbs Junior AFL club, Vikings Club Dundas and Lower Blue Mountains.

Furthermore, cooperation between the Region's affiliates has been positive with referees often reinforcing each other's affiliates at times of need.

This has resulted in great participation in most of the region and more importantly, goodwill. This was reflected in referee participation in the three Mets Gala days and trial games. The referees continue to adapt to what was needed with little to no fuss, with the primary end goal to ensure the region was covered and supported from our (referee) standpoint.

Notable points

- Mets exceeded the required quota for Junior Regionals in the Jnr Regional event held in the Central Coast in April. (1 X Mets referee working with Junior Referee panel during this tournament).
- Great referee support for the various Mets TID Gala Days in Parramatta, Penrith and Balmain.
- Whilst Mets did not host a facilitator's course in the last 12 months, there will be a more structured approach to referee coaching development and succession planning. But more on this later.
- Referees who achieved at this year's NTL in March.
 - Western Suburbs: Anthony Boza (Level 5) and Kane Thorburn (Level 6)
- Congratulations to Daniel Kustec, Mets Co-Director of Referees, for representing in the Asia Pacific Youth Touch Cup in Brisbane in May 2023
- Congratulations to Jayden Baumgartner for being selected for NSW TRYS (Talented Referee Youth Scheme)

- Congratulations to Victor Naumovski who received a “Golden Whistle” for 30 consecutive NSW State Cups

Future

In the coming weeks, The Sydney Mets will be launching the Sydney Mets Referee Panel program for referee coaching and development across the region. The program has been funded and approved by the Met’s Executive, and details of the program will be submitted to the NSWTA Board for information.

Even though engagement with each affiliate has been good, the goal is for the Referee Panel Program is to improve referee development across the Region considerably. Not just from a visitation standpoint, but with a better planned and targeted approach. This Panel will consist of 11 seasoned and experienced referees with specific portfolios that match their strengths with very clear goals & expectations.

Plans for greater referee coaching development is an element that the Region will be focusing on with the introduction of the Referee Panel Program, and we look forward to speaking to the results of this in our next report in 12 months. Naturally, for monitoring purposes, regular updates of the program will be provided to the Met’s Executive as the program progresses.

Lastly, it is pleasing that the Sydney Mets now has representation in the State Referees Panel with the inclusion of Victor Baptista on the Junior Referees Panel. This will be the first time in more than 25 years that the Sydney Mets has visibility on the referee’s panel.

JUNIOR DEVELOPMENT

A well-developed timeline was implemented successfully leading up to Junior Regionals held on the Central Coast.

The timeline was developed by the METs executive and junior committee and detailed the process for talent IDing for our METS squads who would compete on Central Coast in April 2023.

The first open trial was METS run open trial, players who were wishing to be selected nominated via an expression of interest process (EOI) that was advertised on social media and emailed to all affiliates in October 2022.

The open trial was held at Doyle Park in December 2023 where we had 295 players attend across 3 scheduled timeslots. TIDing also occurred via three (3) affiliate run gala days; Penrith gala day, Balmain gala day, and the Parramatta gala day, with the final opportunity to TID players being the Junior State Cup (JSC) at Wagga. The teams were ratified directly after the JSC and were announced via social media from the 23rd February 2023.

2023 Junior Regionals team, all bar our 12 girls’ team, made the semifinals, and our 12 boys played in the grand final, where they unfortunately lost 3-6.

We had a total of 17 players across 7 Mets teams named in the NSW merits squads, an outstanding achievement.

ACHIEVEMENTS

1. While it's development and approval for funding occurred late in the 2022/23 financial year (May 2023), the Mets Executive are excited about the potential development benefits for females with regard the introduction of the Mets Emerging Women's Squad (MEWS). The Mets Executive has approved an initial spend of \$5000 for the implementation of MEWS, as detailed in this Report. The Executive are of the opinion that, while referee and coach development programs predominantly seem to benefit from funding initiatives, it was appropriate to dedicate funds to our women's program (Snr & Jnr).
2. It has never been a goal of the Mets Region to build a large Regional bank account, as the off shoot to that is; new/existent development programs suffer. However, the Mets Region did deliver a strong bank balance as at 30 June 2023. In recognition of this attractive situation, new programs (as defined in this report) have been funded and approved for the 2023/24 financial year. The Mets Executive are confident that these initiatives will be of great benefit to the Region, while at the same time, these initiates demonstrate to NSWTA that the provision of Annual Regional funding is being appropriately utilized.
3. The Met's Executive deliberately set out to work collaboratively with all other NSWTA Regions during the 2022/23 financial year. This was done in an endeavor to share information and provide assistance/support to each other on matters that may potentially impact the members represented by the various Regional Executives. While competition on the field will always be the ultimate objective of each Region, it is refreshing to appreciate that the days of working separately in the administration of Regions, and potentially competing against each other by not sharing information are gone..

Ricky Hetherington



OVERVIEW

This reporting period saw Sydney Scorpions compete at the 2022 National Youth Championships (NYC) plus 2023 Junior Regionals and National Touch League (NTL). There were many highlights, with Scorpions the current Champion Permit holders for both the Junior Regionals and National Touch League. Additionally, Scorpions are the current NSWTA Region of the Year.

After a ten-year absence from the event, Scorpions returned with six teams to the 2022 National Youth Championships which were played at Sunshine Coast Stadium during September/October. Scorpions came a credible sixth place in the Champion Permit which is pleasing as we didn't enter teams in the 18's division due to many players representing the various NSW school systems.

In January 2023, Scorpions held our Gary Croft Junior Gala Day. Manly Warringah Touch Association hosted the successful Saturday morning event, with 66 teams from all Scorpions affiliates taking part.

At the National Touch League in March 2023, Scorpions won our 9th Champion Permit Golden Boot title, by winning an outstanding seven divisions from ten grand final appearances – the most in our history at the event. Additionally, Scorpions took out our first NTL Women's Open title after previously winning three Elite 8 titles in 2014, 2017 and 2018. It was an outstanding and dominant undefeated team performance with all players at the peak of their game. The team won their quarter, semi and grand final by an aggregate of 26-2, playing some fantastic running touch football.

The 2023 Junior Regionals took place at Tuggerah with Scorpions continuing their impressive winning streak by claiming our 13th consecutive Champion Permit title. Scorpions first title was secured in 2008 at Forster, followed by another in 2010 at Orange. Since then, Scorpions have won every year without fail, including the 2023 event, which marks the regions 14th Junior Regional title in total. In 2022, Scorpions won three divisions, however in 2023 we surpassed our previous record set in 2012 (winning five from six divisions), by winning a remarkable six out of the eight divisions on offer.

Scorpions combined success at the 2023 National Touch League and Junior Regional events resulted in claiming 13 championship titles in total from the 16 grand finals played.

Congratulations to both Hills Hornets and Northern Beaches Renegades for winning their respective 2023 Junior State Cup southern and northern conferences. This is a credit to both clubs and committees for their hard work and dedication over many years.

We extend gratitude to all our Scorpions members for their continued support in raising funds for charities and beneficiaries during our Scorpions Dinners. Fundraising took place at both NYC and NTL. Over the years, since 2014, Scorpions have collectively raised an impressive total of \$21,704.

Thank you and great appreciation to the entire Sydney Scorpions committee, officials, referees, selectors, players, and parents for their unwavering support and dedication during what can undoubtedly be considered the most triumphant 12-month period in our history. #StrongerTogether

2022-23 Sydney Scorpions Committee:

Regional Director – Anthony Dudeck

Regional Administrator – Amy Alagna

Regional Technical Director – Brad Curl

Regional Finance Director – Johanne Joe

Regional Coaching Director – Brad Curl

Regional Referees Director – Bill Slade

Regional Selectors Director – Bruce Ager

Regional Juniors Director – Craig Lowe

Regional Merchandise Manager – Michelle Geros

Regional Affiliate Liaison Manager – Amy Alagna, Johanne Joe

Regional Media & Communications Manager – Anthony Dudeck

Regional High Performance Managers – Amy Alagna, Anthony Dudeck, Johanne Joe, Michelle Geros

FINANCE

A summary of Sydney Scorpions financial position is outlined below.

- a) Scorpions retained profits for the financial year 2022/23 is \$65k.
- b) This compares to Scorpions retained profits for the previous financial year 2021/22 at \$42k.
- c) Scorpions net operating profit for financial year 2022/23 was \$23k.
- d) Scorpions cash at bank as of 30 June 2023 was \$24k.
- e) Scorpions outlaid \$12k towards accommodation refundable deposits for the 2023 National Youth Championships on the Sunshine Coast. These deposits will be refunded to Scorpions during August/September 2023.
- f) Scorpions outlaid \$8k towards accommodation refundable deposits for the 2024 National Touch League. These deposits will be refunded to Scorpions during the backend of 2023 and the start of 2024.
- g) Scorpions continue to use ISC Sport as our main apparel supplier. Assets on hand in relation to apparel amount to \$16k. We intend to use this apparel for the 2023 NYC and 2024 NTL and Junior Regional events.

We continue to use Xero and it provides value-add to our operations allowing us to function efficiently and monitor accounts closely. The biggest challenge continues to be invoice tracking and banking reconciliation, which is time consuming.

For all events Scorpions continue to leverage our Manager Hub (via Google Sheets) which was put in place to provide team managers visibility on their team financials accounts, apparel orders, accommodation requirements, etc.

At Scorpions 2018 AGM Behrens Rowley were appointed as auditor for five years. This will be reviewed at the upcoming 2023 AGM. It should be noted that Behrens Rowley recently split into two new companies, of which Scorpions are now using Kendalls Behrens Chartered Accountants.

TECHNICAL

Coaching

Sydney Scorpions returned with six teams to the 2022 National Youth Championships which was played on 28 September – 1 October at Sunshine Coast Stadium. Scorpions came a credible sixth place in the Champion Permit which is pleasing as we didn't enter teams in the 18's division due to many players representing the various NSW school systems.

Congratulations to our Boys and Girls 14's who were champions in their divisions. A special mention to our Girls 14's including coaches Gloria Berryman, Kalani Berryman-Duff and manager Kellie Cohen, who were undefeated in 17 games across the 2022 Junior Regionals and National Youth Championships taking out the championship double.

Exceptional performances at both the National Touch League and Junior Regionals saw Scorpions rise to new levels, winning an astonishing combined 13 titles in total from the 16 grand finals played in.

Junior Regionals were once again held at Tuggerah on the Central Coast and despite the inclement forecasts the tournament was held in ideal conditions. It was great to see the return of several of our coaches especially on the Boys side who were out for redemption after unlucky losses the previous campaign.

Preparations were thorough and it was evident early on that several Scorpions teams were going to be strong contenders come finals day. This was despite the ever improving opposition regions making for very close pool games throughout the rounds. Finals day was going to come down to how Scorpions coaches and players handled the pressure, and additionally being able to adapt to different pressure situations including potential drop-offs.

It was very pleasing to see the emergence of our Boys teams, culminating in on-field success. Scorpions Boys 12's were dominant throughout the event with coaches Heath Cooper, Willie Bishop and Joel Marsters taking out the title. The Boys 16's were also dominant and played some exhilarating touch football with head coach Craig Lowe winning the title after a disappointing exit the previous year.

The Boys 18's competition was one of the closest in the history of the division, with Scorpions surviving a drop-off in the semi-final and coming from behind in the grand final to defeat a very strong Hornets team and avenge the previous year's defeat.

The Girls 18's, with their experienced coaching team led by Samantha Brisby (née Rodgers), also came through against the odds to defeat a very strong and undefeated Hornets team in the grand final drop-off. Scorpions were missing three Australian Youth players, however that presented opportunities for other players, of which they took.

Records were broken on finals day Sunday and the stranglehold that Sydney Scorpions have on this event continued with the region surpassing our previous winning record of five from six divisions by winning a remarkable six out of eight divisions on offer.

Congratulations to the following coaching teams for their successful Junior Regional campaigns.

Boys 12's

Head Coach - Heath Cooper

Head Coach - Willie Bishop

Assistant Coach - Joel Marsters

Manager - Vanessa Cooper

Girls 14's

Head Coach - Keith Smith

Assistant Coach - Craig Beacroft

Assistant Coach - Kylie Nicholas

Manager - Kirsty Wilson
Manager - Roberta Wansey

Boys 16's
Head Coach - Craig Lowe
Assistant Coach - Dallas Paterson
Assistant Coach - Matt Lawson
Manager - Lena Lowe

Girls 16's
Head Coach - Gloria Berryman
Head Coach - Kalani Berryman-Duff
Assistant Coach - Craig Beacroft
Manager - Kellie Cohen

Boys 18's
Head Coach - Brad Curl
Assistant Coach - Phil Mcilwraith
Assistant Coach - Mark Jones
Manager - Amy Alagna

Girls 18's
Head Coach – Samantha Brisby (née Rodgers)
Assistant Coach - Anthony Dudeck
Assistant Coach - Trevor McDougall
Manager - Tracy Stubbs

NTL rolled around very quickly, and it was great to be back at Coffs Harbour in March after the disrupted tournament the previous year. It is always a busy time on the calendar for our coaches juggling numerous team preparations at once, however despite this Scorpions had an astonishing ten teams represented in the grand finals and winning an astonishing seven titles, the most in our history at this event.

With so much grand final success, Scorpions wrestled back the Golden Boot from the Brisbane Cobras for a record 9th time in a fantastic reward for all our coaches, managers, players and officials.

The highlight of NTL 2023 would have to be the dominant performance from our Women's Open team who welcomed back Barry Gibson as head coach combining with assistants Anthony Dudeck and Te Aroha Paki. The team's faultless preparation was there for all to see come finals day with the ladies playing some of the best touch witnessed at the event, taking out the grand final 10-1 over a young Hornets team.

Congratulations also to Christian Browne, Keith Smith and Craig Beacroft for going back-to-back in the Women's 20's division, who like the Women's Open were dominant throughout and came away worthy winners.

Congratulations to all our champion winning coaching teams as below.

Women's Open
Head Coach - Barry Gibson
Assistant Coach - Anthony Dudeck
Assistant Coach - Te Aroha Paki
Manager - Tim Kitchingham
Assistant Manager - Sara Wilson

Women's 20's
Head Coach - Christian Browne
Assistant Coach - Craig Beacroft
Assistant Coach - Keith Smith
Manager - Sara Wilson
Manager - Deslie Young

Senior Mixed
Head Coach - Heath Cooper
Head Coach - Terry Cooper
Manager - Christine Cooper

Men's 45's
Head Coach - Phil Jarrett
Assistant Coach - Craig Lowe
Manager - Melanie Murray

Women's 50's
Head Coach - Lynda Robertson
Manger - Carol Forlonge
Assistant Manager - Kerrie Doyle

Men's 55's
Head Coach - Bruce Ager
Manager - David Hunt
Assistant Manager - Aron Watson

Men's 60's
Head Coach - Brett Gillard
Head Coach - Cliff Lyons
Manager - Kim Gillard
Assistant Manager - Aron Watson

Congratulations also to our award winners below who were acknowledged at the Scorpions NTL Awards Dinner.

Junior Coach of the Year 2022 - Gloria Berryman, Kalani Duff-Berryman
Senior Coach of the Year 2022 - Ian Kalms
Manager of the Year 2022 - Kellie Cohen (G14's), Aron Watson (M50's, M55's, M60's)
Referee of the Year 2022 - Phil Lowe
Regional Directors Award (Brett Gillard Medal) 2022 - Bill Slade

Selecting

The 2023 Junior Regional selection process commenced with TalentID undertaken at the Scorpions Gary Croft Junior Gala Day followed by the Parramatta Twilight Gala event. Scorpions Junior Gala Day was a great success held in conjunction with Manly Warringah Touch Association.

Scorpions continue to engage our affiliates and invite club coaches to provide feedback on their players as this assists in the overall TalentID process. Scorpions had affiliates entered at both the southern and northern Junior State Cup conferences where TalentID continued. The northern conference was played at the Dubbo, with TalentID also performed at the southern conference at Wagga Wagga where the Hills Hornets competed.

For this Junior Regional campaign Scorpions initial squad sizes were larger than the previous squads of 30 players. Increased initial squad size was to provide a greater number of players from across all affiliates with the opportunity to be named in the squad and trial for the final team. This also allowed for continued TalentID for all squad players, which is beneficial for the selection of NYC final teams. Junior Regional Scorpions U12-U18 initial squads were 30-40 players. Initial squad trials took place on Sunday 19 March, with train-on squads of 18-22 players selected from these trials. Train-on squad training took place for approximately 2 weeks and after this final teams of 14 players with shadows were published.

The open and senior NTL divisions continue to be competitive and require selectors to oversee the process. Teams are selected through TalentID and player expressions of interest. Final selections were made through team trials and training sessions.

Scorpions is currently liaising with the NSWTA Selectors arm to source a list of our accredited selectors which we will publish in due course.

Referees

Once again, our representative level referees have been outstanding and continue to be a credit to the Scorpions region. We are continuing to develop referees at affiliate level, having once again provided several courses throughout the region over the past 12 months.

At the 2023 Junior State Cup conferences, there were several Scorpions referees attending with their affiliates, along with referees attending the Junior State Cup finals at Tempe.

Scorpions had 10 referees attend the 2023 National Touch League with congratulations to Anthony Smith and Brandon Sanderson who achieved the ultimate in being appointed to grand finals.

Congratulations to the 2022 Scorpion Referee of the Year Phil Lowe.

Scorpions had 13 referees attend the 2023 Junior Regional event which was held in Tuggerah. Congratulations to the following referees.

Micah Rodgers – Hills	Lars Hanson – Hornsby
Elly Wehrle – Hills	Leon Gonzalez – Hornsby
James O’Brien – Hills	Ellen Macleod – Norths (TRYS Squad)
Brandon Sanderson – Manly	Callum Elks – Manly
Patrick Branley – Ryde/Eastwood	Eric Chaney – Carlingford
Peter Cooper – Manly	Tom Jordan – Carlingford
Tua Marsters – Manly	

As outlined below, Scorpions had several referees achieve their upgrades recently throughout the region in the past 12 months.

Level 1 to Level 2:

Angelina Perry – Norths	Michelle Roberts – Hornsby	Mason Stuart – Renegades
Dominique Doust – Norths	Lauren Rose – Hornsby	Liam Keep – Renegades
Fearne Puncher – Norths	Dean Murphy – Hornsby	Ann Kelly – Manly
Hannah MacLennan-Pike – Norths	Dane Stewart – Renegades	Lucy Carpenter – Manly
Callum Elks – Manly	Waly Earland – Renegades	Nikki Le Gras – Norths
Ashton Huynh – Carlingford	Brayden McDougall – Renegades	Daniel Harris – Norths

Level 2 to Level 3:

Ellen Macleod – Norths	Sabrina Zochling – Manly
Mel Harrison – Carlingford	Kirra Stubbs – Renegades
Hannah Bosland – Manly	Jessica McIlwraith – Hills
Tom Marsters – Manly	Elly Wehrle – Hills
Tom Jordan – Carlingford	

Level 3 to Level 4:

Tua Marsters – Manly

Special mention and congratulations to Anthony Smith and Brandon Sanderson who were selected to referee at the 2022 State of Origin series held in August 2022.

Congratulations to Brandon Sanderson on his selection to referee at the 2023 Asia Pacific Youth Touch Cup which was held in Brisbane in May 2023.

JUNIOR DEVELOPMENT

Manly Warringah Touch Association were the hosts of the 2023 Gary Croft Junior Gala Day held on Saturday 21 January at Nolan and Passmore Reserves, North Manly. The event saw 66 teams from Scorpions affiliates playing 3-4 games each in a morning event.

During 2023 Scorpions published our Boys and Girls U10 merit teams, from players that competed at the 2023 Junior State Cup events. These merit teams did not compete in any competition games, they were solely published to provide recognition to the players selected.

A special mention to all Scorpions members involved with Junior Regionals, who were also concurrently supporting our grass roots affiliate clubs, as well as the National Touch League program which took place prior to Junior Regionals. Once again it was a very congested couple of months with all involved doing a fantastic job under pressure with conflicting priorities and obligations.

ADMINISTRATION

Another accomplishment over this reporting season has been the continued development of our online Scorpions Almanac. In conjunction with Cary Thompson and his Touch Almanac, we have spent a great amount of time reviewing the records we have for our team lists spanning over 25 years. New additions to the almanac over the past 12 months include the following as outlined below.

- National Touch League Team Lists 1997-2023, Appearance Records and Top Try Scorers
- Junior Regional Team Lists 2006-2023
- National Youth Championship Team Lists 1996-2023
- Scorpions U10/12 Merit Team Lists 2013-2023
- Scorpions Award Recipients 2008-2023 including Scorpions 'Best & Fairest' Medal, Coach, Manager, and Referee of the Year

Tournament results per division 1996-2023 including Champion Permit, Final Divisional Placings and Player of the Final records.

APPAREL & MERCHANDISE

ISC Sport continue to be our primary apparel supplier and during 2023 we are looking to extend our partnership. Additionally Warrior Sports Group supplied Scorpions NTL off-field singlets along with custom designed boot bags and Scorpions touch footballs.

For the 2023 NTL Scorpions kept the same uniform and off-field designs as were introduced for the 2021 event. This resulted in mainly top-up orders for teams with many participants already having the required uniform. As is usual, a major challenge was avoiding playing number clashes. Like the 2022 NTL we had two All Abilities teams, with one team wearing a predominately navy kit as opposed to the usual bottle green.

For the 2023 Junior Regional event Scorpions broke tradition and didn't introduce a new design. Instead, we continued with our 2022 design, of which feedback was extremely positive. The 2022/23 design was based on our 2017 NSW Scorpions design, which was worn by our victorious Women's Open Elite 8 champions.

For all our junior, open and senior playing singlets/shirts we continue to include the names of our Hall of Fame inductees within the playing number.

HIGH PERFORMANCE UNIT

For many years our High Performance Unit (HPU) has been heavily involved in organising our Junior Elite Camp. However, post COVID-19, Scorpions have decided not to hold our Junior Elite Camp due to an already congested touch calendar. We may in the future look at reintroducing these camps.

During April 2022, Scorpions launched our Scorpions HPU Preparation, Recovery & Mindset Information Deck. The objective of the information deck is to educate and empower officials, referees, players, and parents in relation to event preparation, recovery, and mindset tools. This information deck is a 'living document', which will be continually reviewed, improved, and developed for each event, i.e., Junior Regionals, National Touch League, and National Youth Championships. Over the past 12 months Scorpions have continued to leverage this information deck, sharing with our members.

For the 2023 NTL our medical team included a mix of physiotherapists, masseuses, and a sport scientist, who oversaw 15 teams. Many thanks to our medical team which comprised of the following talented practitioners including Chris Henley, Liane Wild, Malcolm Scantlebury, Michael Donaghy, Murray Rutherford, Shash Sharma, and Travis Masters.

Even though tent sizes were once again restricted at the NTL event, Scorpions still set-up a recovery zone thanks to Michael Donaghy. Unfortunately, yet again at the playing fields, we could not utilise ice baths due to COVID-19 restrictions. Once again, we set-up a medical hub, including ice baths at Boambee Bay Resort.

For the 2023 Junior Regional event our medical team looked after our eight junior teams and included Michael Donaghy, Saiesan Anandakumar, Shash Sharma, and Travis Masters.

MARKETING & SOCIAL MEDIA

This reporting period Scorpions once again leveraged our WordPress website plus Facebook and Instagram as our main means of communication with members. During the backend of 2022 Scorpions launched a newly designed website, which utilises many of the excellent images of our players in action from various events.

Kathryn Johnston yet again did an outstanding job for Scorpions capturing action and team photos of our players, officials, and referees at the 2023 NTL and Junior Regional events. Likewise, Sam Brisby did an excellent job for Scorpions at the 2022 National Youth Championships, with all images available to be viewed and downloaded via our website.

TOURNAMENTS

National Youth Championships (28 September - 1 October 2022)

Sydney Scorpions competed at the 2022 National Youth Championships after a ten year hiatus from the event. The event took place from 28 September to 1 October at Sunshine Coast Stadium. 2022 saw the 30th edition of the national junior event, with the first national youth under 18's tournament a series between NSWCHS, NSWCCC, QSSS and NZ, held from 1993 to 1995. In 1996 the same four teams then competed with the addition of NSW and Queensland permits including Cobras, Eagles, Hornets, Suns, Sharks, Mets, Rebels and Scorpions in the Australian 18's Championships. Scorpions attended the Australian 18's Championships in 1996 and then again from 1999-2007. In 2008 the event was known as the National Youth Championships with Scorpions participating from 2008-2012.

From 2013-2019 the NSWTA Boys & Girls 18's Development teams attended in lieu of the NSWTA regions teams. In a big boost to the event in 2020, the 12/14/16's divisions were added.

In 2020 and 2021 Scorpions had our NYC teams selected and were ready to attend, however the COVID-19 pandemic prevented this. 2022 NYC preparations were challenging for coaches and teams, mainly due to competing winter sports. However, the event provided opportunities for many players that did not participate at the Junior Regionals. Numerous NYC regions already have a rich competitive history against Scorpions at the National Touch League (U20/Open/Senior level), including Sharks, Cobras and Hornets just to name a few. However, at junior level this NYC provides Scorpions with a unique opportunity against regions from outside of NSW, and additionally playing full 40 minute games.

Scorpions had an abundance of our Junior Regional participants representing their school systems at NYC including the Boys & Girls 18's NSWCCC, NSWCHS and NSWGIS. For the event Scorpions partnered with NSWCCC, providing a great opportunity to share resources including referees, photography, tent and medical.

In a first for the region, Scorpions hosted two junior dinners, both held at the Maroochydore Surf Club. Two events were decided upon to allow for a greater number of parents to attend, and additionally due to competition fixtures which had some of our teams playing evening games. We had three teams attend each dinner, one on the Wednesday evening, and the other on the Friday evening.

Special mention to the Girls 14's including coaches Gloria Berryman, Kalani Berryman-Duff and manager Kellie Cohen, who were undefeated in 17 games across the 2022 Junior Regional and National Youth Championship tournaments taking out the championship double. Well done to Jake Medved from our Boys 14's team who was the NYC leading scorer with 28 tries, along with teammate James Patchett who scored 18 tries. Sydney Scorpions came a credible sixth place in the Champion Permit which is pleasing as we didn't enter teams in the 18's division.

NYC 2022 Final Standings & Awards:

Boys 12's – 5th Place

Girls 12's – 5th Place

Boys 14's – Champions & Player of the Final Riley Davis

Girls 14's – Champions & Player of the Final Shah Wakely

Boys 16's – 5th Place

Girls 16's – Semi-finalists 4th Place

National Touch League (8-11 March 2023)

The 2023 National Touch League once again provided an incredible four days of touch football action, with 138 teams providing entertaining games across 17 divisions. The older age divisions featured a mix of Sydney Scorpions, Brisbane Cobras and South Queensland Sharks title victories. The Golden Boot, awarded to the overall Champion Permit, was won for a 9th time by Sydney Scorpions who had an incredible 10 teams in the grand finals and won an outstanding 7 NTL titles – the most in our history at this event.

Sydney Scorpions NTL Awards Dinner took place at C.ex Coffs Club on Thursday 9 March 2023 in front of over 300 Scorpions faithful. At the NTL Awards Dinner there were numerous awards presented as outlined below.

Congratulations to those players who received their Cooper Medal for 20 years of NTL playing service.

Brandon McDonald - 20 years
Cliff Lyons - 20 years

Derek Duguid - 20 years
Linda Patterson - 20 years

This year a new award was introduced to help recognise the outstanding contributions for officials reaching 10 years of Scorpions NTL service. The award is named in honour of Tim Kitchingham who has made a monumental contribution to the sport of touch football and Sydney Scorpions.

Congratulations to the following recipients of the 2023 Kitchingham Medal.

Terry Cooper - 24 years
Christine Cooper - 21 years
Brett Gillard - 19 years
Bruce Ager - 18 years
Gary Croft - 18 years
Anthony Dudeck - 15 years
Ron Larcombe - 15 years

Barry Gibson - 13 years
Jason Martin - 12 years
Andrew Windsor - 10 years
Craig Beacroft - 10 years
Ian Kalms - 10 years
Melanie Croft - 10 years

Congratulations to the following recipients of awards.

Junior Coach of the Year – Gloria Berryman, Kalani Duff-Berryman
Senior Coach of the Year – Ian Kalms
Manager of the Year – Kellie Cohen (G14), Aron Watson (M50/M55/M60)
Referee of the Year – Phil Lowe
Regional Directors Award (Brett Gillard Medal) – Bill Slade

In Appreciation Awards 2023 – Manly Warringah Touch Association, Kathryn Johnston Photography, Michael Donaghy, Hoys Applied Health, C.ex Club Coffs, ISC Sports.

NTL 2023 Sydney Scorpions Team Results & Award Winners:

Women's Open
Champions – Scorpions 10 defeated Hunter
Western Hornets 1
Scorpions Boland Trophy (Best & Fairest) –
Pihuka Berryman-Duff
Coaches Award – Holli Raaff
TFA Player of the Final – Danielle Norman
(née Davis)

Men's Open
8th Place
Scorpions Boland Trophy (Best & Fairest) –
Josh Turner

Mixed Open
Semi Finalists – 3rd Place

Scorpions Eltakchi Medal (Best & Fairest) –
Jazz Vera

Women's 20's
Champions – Scorpions 5 defeated Brisbane
Cobras 2
Scorpions Medal (Best & Fairest) – Logan
Lemusu
Coaches Awards – Ellie Wilson, Gracie
Carpenter, Sophie Williams
TFA Player of the Final – Mackenzie Davis

Men's 20's
11th Place
Scorpions Boland Trophy (Best & Fairest) –
Alex McIlwraith
Coaches Award – Riley Mayo

Senior Mixed
Champions – Scorpions 10 defeated Southern Rebels 2
Scorpions Medal (Best & Fairest) – Kataraina Withell
TFA Players of the Final – Chloe Butcher & Kyle Joyce

Women’s 45’s
Grand Finalists – Brisbane Cobras 5 defeated Scorpions 3
Scorpions Medal (Best & Fairest) – Donna Lincoln

Women’s 50’s
Champions – Scorpions 4 defeated Brisbane Cobras 2
Scorpions Medal (Best & Fairest) – Carol Chapman
TFA Player of the Final – Michelle Smidt

Men’s 40’s
Grand Finalists – South Queensland Sharks 5 defeated Scorpions 4
Scorpions Medal (Best & Fairest) – Adrian Vallelonga

Men’s 45’s
Champions – Scorpions 7 defeated Hunter Western Hornets 6 (Drop-Off)
Scorpions Medal (Best & Fairest) – Lars

Hanson
TFA Player of the Final – Terry Joe

Men’s 50’s
Grand Finalists – South Queensland Sharks 4 defeated Scorpions 3 (Drop-Off)
Scorpions Medal (Best & Fairest) – Anthony Jack

Men’s 55’s
Champions – Scorpions 9 defeated Hunter Western Hornets 2
Scorpions Medal (Best & Fairest) – Derek Duguid
TFA Player of the Final – James Marks

Men’s 60’s
Champions – Scorpions 6 defeated Brisbane Cobras 2
Scorpions Medal (Best & Fairest) – Robert Weatherill
TFA Player of the Final – David Cheung

All Abilities Tier 1
4th Place
Scorpions Greg Brown Medal (Best & Fairest) – Ben Hayes

All Abilities Tier 2
9th Placed
Scorpions Greg Brown Medal (Best & Fairest) – Blainey Silvia

Junior Regional Championship (29-30 April 2023)

The NSWTA Junior Regional event for 2023 was held at the Central Coast Regional Sporting & Recreation Complex. Over the course of two days, 53 teams representing six regions from New South Wales including Sydney Mets, Sydney Scorpions, Southern Rebels, West South West Suns, Hunter Western Hornets, Northern Eagles, plus the ACT Raiders – participated in the event in Tuggerah. Despite earlier forecasts of wet weather, the conditions were ideal for touch football on Saturday and became even hotter as the tournament progressed towards Sunday’s finals. Well done to the NSWTA events team for once again putting on a great tournament at an excellent venue.

At the event Scorpions continued their impressive winning streak by claiming their 13th consecutive Champion Permit title. Their first title was secured in 2008 at Forster, followed by another in 2010 at Orange. Since then, they have won every year without fail, including the 2023 event, which marks their 14th Junior Regional title in total. In 2022, the Scorpions won three divisions, however this year they surpassed their previous record set in 2012 (when they won five from six divisions), by winning a remarkable six out of the eight divisions on offer.

The Girls 12's were once again coached by Te Aroha Paki, with Aaliyah Berryman-Paki and Chloe Butcher assistant coaches and Graham Kilby manager. The team dominated the round games, winning all six matches to claim top spot on the table before heading into the finals. Co-captain Kendall Kilby, who was participating in her third Scorpions Girls 12's event, received both the Scorpions Medal and Players Player awards. Despite defeating the Rebels 2-1 in their round game, Scorpions were knocked out of the competition by the Rebels, who defeated them 3-1 in the semi-finals. The Suns eventually won the grand final, beating the Rebels 3-2, leaving the Scorpions in fourth place.

The Boys 12's team were once again coached by Heath Cooper and Willie Bishop, with Joel Marsters serving as the assistant coach and Vanessa Cooper as manager. With six returning players from their 2022 team, which finished as runners-up, the coaches were confident of a strong showing at this year's event. The team won all six of their round games and went on to defeat the Hornets 5-1 in the semi-finals. In the grand final, the team put in another dominant performance, with Beau Cooper being awarded Player of the Final with the team taking out a solid 6-3 victory over the Mets.

The Girls 14's only had five incumbents returning from the 2022 team. Head coach Keith Smith took on the challenge having not coached this team the previous year. He was assisted by Craig Beacroft and Kylie Nicholas, with Kirsty Wilson and Roberta Wansey as managers. The girls began the tournament strongly, winning their first four games before a draw and then losing 4-3 to Mets prior to the final series. However, with the guidance of their experienced coaches, the team bounced back to secure a 5-2 victory in the semi-final against Suns. In the grand final against the Hornets, the team faced a daunting 3-0 deficit. However, the Scorpions never-say-die spirit kicked in, and they managed to even up the game 3-3 just before full time. In the ensuing drop-off, Scorpions scored first, only for Hornets to level the scores on the 7th touch. However, Scorpions managed to score again and secured a thrilling 5-4 victory.

The Boys 14's team was a completely new team in this division, with no returning players from the 2022 Junior Regional event. The team was coached by head coach Terry Joe, with assistant coaches Paul Macpherson and Steve Matthews, with Paul Macpherson also serving as manager. The team's first game was against the Suns with combinations being worked on and several debutants getting their first taste of Junior Regionals. It was a tight 2-1 loss which proved the difference with Suns finishing fourth and making the finals. The team had close losses to Mets and Rebels who also made the finals. Despite being a new team, they finished a credible fifth place in the competition. Jayden Richards was awarded the Scorpions Medal, while Caleb Zahra and Xavier Matthews shared the Players Player award.

The Girls 16's team were filled with a talented roster, including Ava Jones, Coco Marsters, Kelsey Berryman, Logan Lemusu, and Waiaria Ellis. Coaches Gloria Berryman and Kalani Duff-Berryman, with Craig Beacroft assisting and Kellie Cohen as manager, led the team to an undefeated title victory, with a 5-2 win in the semi-finals against Suns and a dominant 6-1 performance in the grand final against Hornets. The team scored 48 tries and only conceded 12. Logan Lemusu, who had recently made her Women's 20's debut at the 2023 NTL, received the Scorpions Medal and Player of the Final awards. Logan also won the Scorpions Medal at the recent NTL, an exceptional achievement that hadn't been seen since Sarah Peattie received the Junior Regional Girls 18's Scorpions Medal and then the NTL Women's Open Scorpions Medal in 2009.

The Boys 16's team was led by head coach Craig Lowe and assisted by Dallas Paterson and Matt Lawson, with Lena Lowe serving as manager. Tamoko Berryman-Duff served as the captain of the team, which had an impressive record of five wins and a draw in the round games, remaining undefeated. In the semi-final, they defeated the Rebels 5-2 before stepping it up in the grand final to

secure an undefeated championship title with a 6-4 win over the Hornets. Alex McIlwraith, the Scorpions Medal winner, was a standout winger impressing many with his skills and being rewarded with NSWTA Merit Team selection. Similarly, to Logan Lemusu in the Girls 16's team, Alex won the NTL Men's 20's Scorpions Medal when he made his NTL debut in March. Tamoko Berryman-Duff was awarded Player of the Final.

The Girls 18's team was led by head coach Samantha Brisby (née Rodgers) and assisted by Anthony Dudeck and Trevor McDougall, with Tracy Stubbs as manager. The team faced some challenges with three players unavailable due to Australian selection, however this provided opportunities for others. During the round games, the team managed to secure a narrow 2-1 win against Mets. Then Hornets, led by their Australian Mixed 18's representative Zali Chippendale, defeated Scorpions 5-3 in the fourth round fixture. Scorpions came out focused and determined on Sunday with a final round game defeating Suns 6-0. Then it was a tough semi-final against a resilient Rebels, with the game locked up at 3-3 with Scorpions defending 8 nail-biting touches on their try line in the final minute of normal time. This included two game saving efforts by Jasmyn Vera on the wing. This forced the game into drop-off with Grace French showing her class and scoring the winning try. Onto the grand final and it was a classic arm-wrestle with both teams' defences holding solid with the scores locked at 1-1 for 21 minutes. With four minutes remaining it looked like Hornets would get the victory taking the lead 2-1. However, Scorps hit back through Brooke Bosland and then Hornets hit the lead again. With less than 10 seconds remaining and the championship on the line, Scorpions Grace French evened it up again and took it to drop-off. In the drop-off both teams scored within the first two minutes and then when both teams were reduced to three players Grace French teamed up with Club Captain Nina van der Reyden to score the winner and take out the title 5-4 for the Sydney Scorpions. Isabell Dale making her Scorpions debut took out the Players Player award and additionally was named in the NSWTA Merit Team, with Grace French Player of the Final and Scorpions Medal winner.

The Boys 18's were competing in an extremely competitive division with the team coached by Brad Curl, with Mark Jones and Phil McIlwraith as assistants and Amy Alagna as manager. The team had a good performance finishing the round games with two wins, two draws, and a loss. In the semi-final, they defeated the Rebels 7-6 in a drop-off, and in the grand final they won against the Hornets 5-4, avenging their loss to them in the previous year's tournament. However, that wasn't before confusion was caused in the final seconds when the referees didn't hear the final siren. Play continued for another two touches with Scorpions players stopping after hearing the siren. Hornets played on and scored to even it up however the referees came together, and the correct decision was made that the try was scored well and truly after the final siren. The team's captain, Max Marsters, had a remarkable performance and won the Scorpions Medal, Players Player, and Player of the Final awards.

Scorpions medical team yet again proved to be an indispensable asset to the region's success. Their efforts in assisting players with their preparation and recovery ensured that teams were in top shape to face their opponents, particularly in the final series drop-offs. Scorpions are grateful to Michael Donaghy, Saiesan Anandakumar, Shash Sharma, and Travis Masters for their expertise in keeping the players fit and healthy throughout the event.

In addition to the medical team, Scorpions would also like to extend their appreciation to Kathryn Johnston. Once again, Kathryn captured the Scorpions team and action images, showcasing the region's determination and hard work on the field. Kathryn's photography has been a valuable addition to the region's collection of memories, and Scorpions are grateful for her continued contribution.

Thank you to all Sydney Scorpions players, parents, officials, referees, and support staff for what was an amazing event for the region.

2023 Sydney Scorpions Results & Award Winners:

Girls 12's

Semi Finalists (4th place)

Scorpions Medal – Kendall Kilby

Players Player – Kendall Kilby

Boys 12's

Champions – Scorpions 6 defeated Mets 3

Scorpions Medal – Billy Lowe

Player of the Final – Beau Cooper

Girls 14's

Champions – Scorpions 5 defeated Hornets 4
(Drop-off)

Scorpions Medal – Georgia Wansey

Player of the Final – Shah Wakely

Coaches Award – Temeike Withers

Boys 14's

5th Place

Scorpions Medal – Jayden Richards

Players Player – Caleb Zahra, Xavier Matthews

Girls 16's

Champions – Scorpions 6 defeated Hornets 1

Scorpions Medal – Logan Lemusu

Players Player – Waiaria Ellis

Player of the Final – Logan Lemusu

Boys 16's

Champions – Scorpions 6 defeated Hornets 4

Scorpions Medal – Alex McIlwraith

Player of the Final – Tamoko Berryman-Duff

Girls 18's

Champions – Scorpions 5 defeated Hornets 4
(Drop-off)

Scorpions Medal – Grace French

Players Player – Isabella Dale

Player of the Final – Grace French

Boys 18's

Champions – Scorpions 5 defeated Hornets 4

Scorpions Medal – Max Marsters

Players Player – Max Marsters

Player of the Final – Max Marsters

JR Club Captains – Nina van der Reyden, Max Marsters

Sarah Peattie Medal – Nina van der Reyden

Sam Brisby Medal – Max Marsters

2023 NSWTA Merit Teams Scorpions Representatives:

Congratulations to all Scorpions players on their NSWTA Merit Team selections following the 2023 Junior Regional event.

Girls 12's

Middles: Kendall Kilby

Utility: Zoe Lych

Paloma Campos

Links: Layla Tonga

Wingers: Temeike Withers

Utility: Shah Wakely

Boys 12's

Middles: Lachlan Dorahy, Kobe Bishop

Links: Stirling Stuart

Wingers: Ariki Wihongi

Utility: Beau Cooper

Girls 16's

Middles: Waiara Ellis, Logan Lemusu, Ava Jones

Links: Mia Tonga, Tia Matthews

Girls 14's

Middles: Chaniel Berryman, Talia Berryman,

Boys 16's

Middles: Chayse Geros, Saxon Gaw

Links: Tamoko Berryman-Duff, Taj Thompson
Wingers: Alex McIlwraith

Wingers: Isabell Dale
Utility: Grace French

Girls 18's
Middles: Brooke Bosland
Links: Tasma Patterson, Tiani Smith

Boys 18's
Middles: Max Marsters, Blake Long
Links: Charlie Boyle
Wingers: Jayden Douglas, Nash Ritchie

ACHIEVEMENTS

- 2021-2022 Region of the Year
- 2023 Junior Regional Champion Permit
- 2023 National Touch League Champion Permit

Congratulations to our Sydney Scorpions representatives who achieved higher honours as outlined below.

NSW Touch Football 50th Anniversary Men's Open team:

- Mark Boland
- Shane Frederiksen
- Dylan Hennessey
- Jamie Stowe
- Selector: Cary Thompson

NSW Touch Football 50th Anniversary Women's Open team:

- Laura Peattie
- Samantha Brisby (née Rodgers)

NSW Touch Football 50th Anniversary Mixed Open team:

- Kylie Hilder
- Tony Eltakchi

NSW Touch Football 50th Anniversary Indigenous team:

- Cliff Lyons
- Jason Zabielo
- Melissa Mitchell
- Shane Frederiksen

NSW Touch Football 50th Anniversary Women's Seniors team:

- Jody English
- Judy Malcolm
- Katrina McIlwraith
- Kylie Stewart
- Tracey Simpson

NSW Touch Football 50th Anniversary Men's Seniors team:

- Christopher Jonson
- Dave Cheung
- David Roberts
- Garry Simmons
- Phil Jarrett
- Tim Kitchingham

Referee Rina Janson named in the NSW Touch Football 50th Anniversary Referees team.

Australian Men's Open Trans-Tasman team:

- Dylan Hennessey
- Jordan Marshall King
- Jonathan Palau

Australian Women's Open Trans-Tasman team:

- **Danielle** Norman (née Davis)
- Hannah Dyball
-
- Kiihla Berryman-Duff
- Samantha Brisby (née Rodgers)

Australian Mixed Open Trans-Tasman team:

- Stephanie Maiolo
- Zara Nicholas

Australian Asia Pacific Youth Touch Cup teams:

- 18 Girls - Ellie Wilson, Mackenzie Davis, Waiaria Ellis, Zara Halliday
- 18 Boys - Tylan Berryman
- 18 Mixed - Maxwell Marsters
- 20 Girls - Holli Raaff, Kiihla Berryman-Duff, Layla Ritchie, Lauren McCurley, Maggie O'Reilly
- 20 Boys - Cuban Porter-Sheen
- 20 Mixed - Joshua Turner, Millie Durdevic

Indigenous and Māori All Star representatives, the event held in New Zealand on 11 February 2023:

- Te Aroha Paki (Waikato - Ngāti Māhuta)
- Mackenzie Davis (Dungutti)
- Melissa Mitchell (Bundjalung & Gamilaraay)

All NSW Blues State of Origin representatives, the event held during August 2022 at Coffs Harbour, with Open and 20's players listed below:

- Women's Open - Danielle Norman (née Davis), Hannah Dyball, Kiihla Berryman-Duff, Pihuka Berryman-Duff, Rachelle Davis, Samantha Brisby (née Rodgers), Stephanie Maiolo, Zara Nicholas
- Women's 20's - Brearna Nathan, Holli Raaff, Isabella Geros, Jade Pond, Jessica Nagy, Lauren McCurley, Mackenzie Davis, Macy Carrothers, Maggie O'Reilly
- Men's Open - John Kennedy, Jonathan Palau, Jordan Marshall King, Maurice Kennedy
- Men's 20's - Cuban Porter-Sheen, Finn Watkins, Josh Turner, Will Hickey
- Mixed Open - Aaliyah Berryman-Paki

NSW Blues State of Origin captains:

- Christopher Jonson
- Samantha Brisby (née Rodgers)

Congratulations to all those recipients who received recognition at the 2021/22 NSWTA Awards, as NSW Touch celebrated their Golden Jubilee 50th Anniversary.

Region of the Year: Sydney Scorpions

Regional Affiliate of the Year (Sydney Scorpions): Hills & Manly Warringah

Affiliate of the Year: Hills & Manly Warringah

Regional Administrator of the Year (Sydney Scorpions): Katrina McIlwraith (Hills Hornets)

Administrator of the Year: Katrina McIlwraith (Hills Hornets)

Social Media of the Year: Hills Hornets

Rod Wise Medal Volunteer of the Year: Mary Watchman (Eastern Suburbs) and Katrina McIlwraith (Hills Hornets)

Blues Awards 2021/2022:

Adam Collins - NSWTA / Sydney Scorpions

Caitlin Rogers – Hills

Christian Browne - Manly Warringah

Ella Keefe - Northern Suburbs

Ruby Rath - Northern Suburbs

Anthony Dudeck



OVERVIEW

The previous year has been an incredibly busy year for the Hunter Western Hornets, but one of success across the Region.

We successfully ran 4 tournaments after years of covid enforced restrictions. The Hornets Championships, The Don Green Western Junior Championships, The Central Coast Mini's as well as the Peter Western Memorial Championships.

We sent away 15 teams to the 2023 National Touch League finishing runners up in 7 divisions. Following on from the NTLs, we sent teams across all divisions to the Junior Regionals. The Hornets we successful in competing for 6 grand finals, finishing runners up in 18 boys and 18 girls, 16 boys and 16 girls and 14 girls. Our 14 boys successfully took out the title in their respective divisions.

Overall, our Region is in a very strong position financially which allowed us to significantly reduce our levies for NTLs and JRs as well as support our coaches, managers, selectors and referees.

The success over the past 12 months would not have been possible without the hard work of the Hornets committee volunteers

FINANCE

At 30 June 2023, the bank balance of the working account was \$94,715 and \$100,000 in a term deposit at an interest rate of 3.5%. Bank statement 814 confirms the balance held in the working account.

Year to date profit:

For the 2022/23 financial year we have an accumulated profit of \$33,641 for the year

to date. This is mainly driven by:

- Profit from PWMC (\$61k)
- Profit from Hornets Champs (\$10k)
- Profit from DGWJC (\$7k)
- Profit from CC Minis (\$4k)

Offset by:

- Investment in NYC (\$19k).
- Investment in NTL (\$19k)
- Investment in JR (\$3k)
- Admin Expenses (\$7k) – includes honorariums, audit fees etc

Unpresented Cheques:

There is still 1 unpresented cheque from April 2019 for Ryan Coghlan that needs to be cancelled as he has lost it.

Outstanding Payments:

The only overdue payment is a payment owed to NSW Touch Association, relating to outstanding amounts for Junior Regional registration fees and marquee hire. This is offset by amounts owing by NSW Touch Association relating to outstanding Q2 and Q3 Development Grants.

Financial Audit:

2022/23 audit will be underway shortly.

Prior Period Comparatives:

The revenue for 2023/23 is up approximately \$86k compared to 2021/22, due to the return of a number of events:

- NYC (\$10k)
- DGWJC (\$24k)
- CC Minis (\$5k)
- Hornets Champs (\$27k)

Other items that increased revenues include:

- PWMC (\$11k) due to an increase in per player levy and an additional 9 teams
- NTL (\$10k) due to higher per player levy charged to participants, due to
- increased inclusions at the event (team dinner etc)

Expenses for the same period were up approximately \$64k, mainly due to the return of the events above.

- NYC (\$29k)
- DGWJC (\$16k)
- CC Minis (\$1k)
- Hornets Champs (\$21k)

Other expenses that were higher included:

- PWMC (\$7k) higher costs to run the event, due to higher number teams and therefore, higher number of event staff required.
- NTL (\$8k) return of the club dinner.
- Offset by:
- JR (\$4k) due to increases in field hire (\$2k) and western player subsidies
- (\$2k)
- Admin (14k) 21/22 included a write-down of old uniform stock.

The above variances resulted in a net profit for 2022/23 that was \$22k higher than the same time last year. (2021/22 = \$7k profit, 2022/23 = \$30k profit).

Financial Position:

Hornets remain in a strong financial position due to the running of our own events for both seniors and juniors (net profit approx. \$80k in 2022/23). This allows us too heavily subsidise the cost of all Hornets players and officials attending state and national events. For 2022/23 Hornets subsidised participants at National Youth Championships (Juniors) and National Touch League (Seniors) a total of \$19k at each event, as well as an additional \$14k contributed towards Junior Regionals.

Some of these payments are yet to be made but will be paid in early 23/24 (Coaching Payments (\$5k), Western Participant Subsidies (\$6k)).

TECHNICAL

Coaching

After the frustration and disappointment of recent years due to COVID-19 & flooding episodes, it has been fantastic to see our affiliated members back on the park and returning to consistent participation at every level of endeavour the last 12 months. It has still been a time of great investment and achievement for the coaching arm of the Hunter Western Hornets Region from 1st July 2022 - 30th June 2023.

Mentoring assistance and peer coaching support for coaches and players has been provided in the lead up to NTL, NSW Junior Regionals, State of Origin, NYC, the Opens Trans-Tasman and The Asia Pacific Youth Cup to our affiliated members involved in these tournaments that has enabled many coaches within the Hornets region to access coach education information, seek advice, and receive feedback around their own coaching efforts, as well as observe and attend higher level representative training sessions,

Hunter Western Hornets coaches in the affiliate and representative framework have taken opportunities offered up by the parent bodies of the sport in the FTEM Coaching accreditation system to advance themselves in terms of their technical qualifications and their ongoing knowledge acquisition through organized assistance offered at regional training days, NTL training sessions, and in pre and post tournament mentoring and assessment exercises.

These coach development initiatives have developed out of a desire to create a collaborative environment and a brotherhood of coaching that is resulting in the cross pollination of ideas and the sharing of knowledge that gives coaches and players within our region access to development opportunities that allows us to up-skill, maintain currency and consistency with up to date coaching trends and information in the sport.

All this being achieved despite the tyranny of distance providing challenging scenarios and placing constraints on time, resources, and opportunities to interact and connect face to face as regularly as desired in a region of our size and scope.

In an exceptionally consistent NTL for the region no less than 7 of our teams made NTL Grand finals, including for the first time the 3 Open age division teams. Unfortunately, we were unable to annex a title, but will be back better in 2024 determined to go one step further in many of these divisions.

There was strong participation and performances at both Junior and Senior NSWTA State Cup competitions in 2022/23 by many of our local affiliates and the presence and rise of many of our junior and senior players and coaches to elite level representation in the game speaks volumes for our continued progress and development across the board.

There was a very plentiful and healthy representation of Hunter Western Hornets players selected across the 17 divisions, as well as 10 Coaching and Management staff from the Hunter Western Hornets region selected in Team NSW State of Origin teams that successfully retained the State of Origin Shield in Coffs Harbour in August 2022.

Numerous Hunter Western Hornets players and coaches were selected in 2022/23 National Open and Youth Training Squads for consideration for international duty in 2023.

Hunter Western Hornets Women's Open Coach Natalie Little was selected as one of the 5 female coaches selected by the NSWTA to participate in the Inaugural "Her Way" coaching program spearheaded by NSWTA High Performance Coaching Director Tony Trad and Hornets Director of Coaching Karley Banks.

Massive thanks and congratulations to all the coaches across the Hunter Western Hornets region who largely operate in volunteer capacities and have worked tirelessly to achieve such fantastic results and progress players in the last 12 months in their affiliates and for the Region, State and Country.

Looking forward to helping implement several technical arm initiatives tied to coaching around high-performance workshops, training camps, and accreditation in the future.

Selecting

The Hunter Western Hornets selection team were busy over the last 12 months selecting teams across both senior and junior divisions.

Our selection process for senior teams commenced with identification of players at Hornets Champs and then we undertook selections of our Opens teams the following weekend. Selectors attended the Country Championships to finalise our NTL teams.

Our junior team selections commenced in November at the DGWJC and continued through January at our selection/development camp, PWMC, our squad selections and was finalised at the NSW touch Junior State Cup.

We had 7 teams make grand final appearances at the 2023 NTLs and 6 of our teams compete in the grand finals at Junior Regionals.

The season saw a mix of experienced selectors and new selectors work together to select our teams which was a great experience and will only continue to build selectors within our Region for years to come.

Referees

Hornets Champs was run on 24 September 2022 at Mallabula Sport complex after Nelson Bay Fields being deemed unplayable. We had about 35 referees attend.

Leading referee – John Clark

Leading 5 – Caleb Walz

Leading Female – Mya Cooke

Leading 4 – Cooper Jones.

NYC saw a number of Hornets referees fight it out for the top spots

Kim Skelly – number 1

Alec Clark – number 10 with 16 girls GF

Mason Colwell – number 14 with 14 boys GF.

Unfortunately, the injury list was just as impressive. With Matt Cooper, Amy Draper, John Clark, Matt Roberts and Cooper Jones all succumbing to injuries.

Country Champs in October 2022 saw 7 Hornets referees gaining their level 3 and several Hornets taking GF's.

Don Green Western Champs in Mudgee saw about 50 referees attend couple of thunderstorms however the games and tournament continued, and 2 referees were awarded with their level 2.

The Golden Jubilee night was an amazing night with 3 Hornets being recognised in the teams.

Amanda Draper – senior female

Kim Skelly – Mixed open

Tim Ah See – Indigenous team.

Senior State Cup in December 2022 saw Hornets take out a number of the GF's and a number of the leading positions.

Leading male referee – Kim Skelly

Leading senior female – Amanda Draper

Leading female referee – Tess Leahy

Leading level 4 – Savannah Draper.

Leading senior male – John Clark

GFs were awarded to Kim Skelly, Tess Leahy, Alec Clark, Mason Colwell, Matt Cooper, John Clark, Mo Moana, Phil Balcombe, Amanda Draper, Ben Harris, John Frost, Bryce Lucas, Tony Bradley, Darren Lampard, Caleb Walz, Ivan Cole, Beth Monk, Savannah Draper, John Powyer, Jackie O'Bray, Matt Roberts, Cooper Jones, Dave McGee, Monty, Paul Keyte and Jordan Eade.

Level 3 upgrades – Kieran Fraser, Nathan Towny.

Level 4 upgrades – Tom Donahue, Adam Dangel, Raymond Eade and Angus Rose.

In December 2022 Hornets Touch farewelled a true gentleman of the sport Jason Taylor.

PWMC in Feb 2023 was one of the biggest tournaments so far with over 150 referees in attendance. Leading Referee Mason Colwell, Leading female Savannah Draper, Leading level 5 Caleb Walz, Leading 4 Angus Rose, Leading senior male John Clark, Leading Senior Female Jackie O'Bray, junior referee of the tournament Millie Wright.

There were 15 referees who were awarded their level 2 badge.

Northern Junior State Cup – was in Dubbo for the first time and was an amazing event. A number of Hornets referees were awarded GF's

Matt Cooper – 18 Boys

Dave McGee – 14 Boys

Level 3 upgrades – Daniel

Mason Cowell, Caleb Walz and
Bryce Lucas – 16 Boys

Ivan Cole and Jackie O'bray – 14
Girls

Chapman, Jessica Power, Isaac
Luther, Millie Wright, Brendan
Little, Harry Francis,

John Clark (leading senior male),
Ben Harris and Savannah Draper
(leading female) – 18 girls

Angus Rose and Tony Bradley – 12
Boys

Liabelle Turnbull

John Frost, Beth Monk (leading
senior female) Matt Roberts – 16
Girls

Barry Nichols and Krystal
Laughton – 12 Girls

Liabelle Turnbull – 10 Girls

3 referees awarded their level 2.

Junior Regionals referees: Ashley Fullick, Andrew Holliday, Amanda Hollis, Cooper Jones, Matt Roberts, Felix Tebbutt, Nathan Towny, Liabelle Turnbull, Donna White and Savannah Draper.

NTL's saw the following referees upgraded

Level 6 - Beth Monk, Jason Whitney, Caleb Walz

Level 5 – Savannah Draper, Cooper Jones

With the following receiving GF appointments

Kim Skelly – MO – Leading Referee.

John Clark – M40

Alec Clark – W20

John Frost – M55

Mason Colwell – SMX

Amanda Draper – W40 – leading senior female

Matt Cooper – W27

Phil Balcombe – M55.

Opens Trans-Tasman saw our own Kim Skelly ranked number 1 in Australia.

Referees for Asia Pacifica Youth World Cup

Matt Cooper

Mason Colwell

Alec Clark.

Junior Development

2022 NYC Results

- 12 Boys- NYC Champions.
- 12 Girls- Finished 3rd in pool after completion of round games. Finished 6th overall.
- 14 Boys- Finished 3rd in pool after completion of round games. Went down to for and against with 1st and 2nd spot after all 3 teams only had 1 loss each. Won their play-off game to finish 5th overall.
- 14 Girls- Finished 4th in pool after completion of round games. Won their play-off game to finish 7th overall.
- 16 Boys- Finished 4th in pool after completion of round games. Lost their quarter final. Finished 8th overall.
- 16 Girls- finished 4th in pool after the completion of round games. Lost the quarter final to finish 7th overall.
- 18 Boys- Finished 3rd in pool after the completion of round games. Lost the semi-final to eventual winners QSST. Finished 3rd overall.
- 18 Girls- finished 3rd after the completion of rounds games. Lost the quarter final to finish 7th overall.

2023 Junior Regional Results

12 Boys- Finished 4th in pool after the completion of round games. 3rd overall.

12 Girls- Finished 5th in pool after the completion of round games. Finished 5th overall.

14 Boys- Convincing JR Champions after winning the grand final 6-1.

14 Girls- Finished 1st in pool after the completion of round games. Narrowly lost the grand final to finish 2nd overall.

16 Boys- Finished 3rd in pool after the completion of round games. Lost the grand final to finish 2nd overall.

16 Girls- Finished 2nd in pool after the completion of round games. Lost the grand final to finish 2nd overall.

18 Boys- Finished 4th in pool after the completion of round games. Narrowly lost the grand final 5-4 to finish 2nd overall.

18 Girls- Finished 1st in pool after the completion of round games. Narrowly lost the grand final in a drop off to finish 2nd overall.

Hornets' junior development pathway has proven to be building nicely.

The Hornets NSW and National representation has grown exponentially which is fantastic to see. All our representatives should be proud of their achievements.

The Hornets training camp in January was another successful event that paves the way for our junior stars to develop and showcase their skills to the coaches and selectors.

There are plenty of learnings that have been discussed to improve the junior development pathways and I am excited to see these implemented.

I am looking forward to building on the Junior Pathways Program for the 23-24 year with the support of the Hornets Committee. I am confident that the great results we achieved for the 22-23 year will be superseded by how high we can go as a region moving forward.

Tournaments

We successfully ran 4 tournaments after years of covid enforced restrictions. The Hornets Championships, The Don Green Western Junior Championships, The Central Coast Mini's as well as the Peter Western Memorial Championships.

The 2022 Hornets champs saw 37 teams compete at the Mallabula Sports Complex where a touch tournament has never been conducted before.

The 2022 DGWJC saw 43 teams compete at Mudgee. While the weather was not too favourable the tournament was a huge success and the Mudgee Touch Association were great with their assistance through many changes.

The CC Minis saw 25 teams compete in combined u8s and 10s divisions. Doyalson Touch was a great venue and the sprint race was a spectacle to behold

The 2023 PWMC was back with a bang seeing 138 teams attend across 10 divisions. Nelson Bay touch were again amazing hosts with the Doyalson Dragons taking out the club championships.

Achievements

Player Achievements

- NSW Representation/
NSW PSSA
 - Tyler Johnson
 - Cruz Elers
 - Kruze Thompson
 - Sam Farrar
 - Tarek Houcher
 - Mia McDonald
 - Malisi Darcy
 - Molly Fitzhenry
 - Ellazae Elers
 - Jarrah Young
 - Lexi Manning
 - Rico Elers
 - Jack Allen
 - Caleb Lewis
 - Alice Mitchell
 - Anika McCarthy
 - Millie Barnes
 - Breanna Rawlings
 - Jordie Harris
 - Kale White
 - Jaylan Bishop
 - Noah Carlson
- Nate Simpson
 - Ava Forster
 - Kate Goodhand
 - Zali Chippendale
 - Annabelle Ross
 - Alexia Eagleton
 - Ava Simpson
 - Taimana Elers
 - Charlie Walkaden
 - Jacob McDermott
 - Kyle McDermott

National Representation.

- Taimana Elers
- Kieran Diamond
- Harry Cash
- Morgan Mannion
- William Eagleton
- Zali Chippendale
- Chris Lennon
- Tyla Brown

We ranked 1st out of all the NSW regions at NYC and runners up at Junior Regionals.

NYC, NTL and Open Trans-Tasman number 1 ranked Referee – Kim Skelly

In 2023 The Hunter Western Hornets had 16 teams competing and were the 3rd overall most successful of 17 Regional permits at the National Touch League, finishing one spot above our 2022 NTL standing.

The 14 years Boys team were crowned State Champions in 2023.

In 2022 our 12 years Boys team were crowned as our first National Youth Championship winning team and our 18 Boys finished 3rd with all other teams finishing in the top 8 in the nation.

Jarrad Rotumah was named Co-Captain of the NRL Indigenous All Stars Touch team and Karley Banks named Coach for the 2023 event in New Zealand in February that resulted in a joint title win.

The following Open age players who were a part of Australian Emus teams that clean swept the 2023 Trans-Tasman in Brisbane in April 2023:

Open Men: Jack Edwards

Open Women's: Madi Crowe, Rachael Jeffs

Open Mixed: Dan Langbridge, Jess Potts.

10 Hornets players and 1 coach were selected to represent Australia across the 6 contested age divisions at the Asia and Pacific Youth Cup.

Congratulations to:

18 Girls: Morgan Manion

18 Boys: Taimana Elers, Harry Cash, Kieran Diamond, Karley Banks (Coach)

18 Mixed: Zali Chippendale

20 Mixed: Tyla Brown, Hemi Knebel, Chris Lennon

20 Men's: William Eagleton, Hugh Doherty.

Women's Open Coach Natalie Little was selected as one of the 5 female coaches selected by the NSWTA to participate in the Inaugural "Her Way" coaching program

Craig Harris



OVERVIEW:

The last 12 months have been an up and down affair for Northern Eagles. On a committee level it has been a challenge dealing with people stepping down from their roles mid-term, and also trying to find suitable people to appoint to vacancies. On top of this it appears that the committee may be a little fatigued after putting so much into some new projects over the past 12 months (just the director's perspective).

On a positive, we managed to run two successful NEJC tournaments in Ballina and Coffs, as well as a senior champs in

Taree (attendance at senior was not as good as we hoped, but the junior tournaments will become a fixture moving forward).

We were underrepresented as a region at this year's JSC due to travel. Hopefully this will change for next year's event.

And our teams competed well at this year's JRC.

The highlight for the year was seeing our all-abilities team take out a final in Coffs harbour earlier this year at regionals.

Our AGM will be held in Coffs Harbour at 1pm, September 24th. We will have our NYC teams training in Coffs that day so it should mean that everyone can be in attendance. Unfortunately, I will not be there as I have my nieces wedding up the sunshine coast that weekend.

On another note, as previously communicated to Dean, I will be stepping aside from my role as regional director. There are various reasons for that, some personal, some regionally related. I wish the new director the best, and I will continue to give my support to Northern Eagles as we try to tap into the vast potential the region has for our sport.

SELECTING:

NYC - Post JRC we held a muster day in Coffs Harbour for selections of additional players to attend NYC. We found the muster day valuable, as not all team members from JRC could attend the NYC-Sunshine Coast Sept 27-30, 2023. Over the past two months in preparation of the NYC, we have had to go back to our EOI lists and consult selectors/notes from our Junior Eagles Championships. This was needed to recruit more players due to withdrawals across the five divisions.

We have the U12 Boys and Girls, U14 Boys and Girls and U16Boys teams attending.

At our last Northern Eagles committee meeting we prepared a calendar for the coming months, so affiliates can be aware of Muster, trial, and event dates. This included TID opportunities at events in the western region. Also, selections for NTL and the new cycle for our JRC qualifying events and squad selection and trials etc. This calendar will be available online in the coming weeks. Having individual EOI for both our Junior and Senior players is a priority for the success of our selection process. The cut off dates need to be adhered to, so our selectors and coaches are aware of player EOI lists prior to events. This supports planning and allocation of selectors for divisions regarding the number of EOIs and nominating a Team leader and selectors for each division. At times players who are not on the EOI list may be TID by selectors and then considered for inclusion into the squad.

It was decided to return to the format of selecting a squad and then having a trial date for our junior teams. This trial day also can be an opportunity to recruit new selectors who can attend and be part of the Buddy system where they are paired with experienced selectors as a pathway to being upgraded to the varied pin levels.

Selector Upgrades - We have had four recent upgrades. Helen Wilson, Ian Wilson, and Peter Vincent (all L5), and Craig Englert (L4). We are awaiting reports regarding upgrades of a further 15 of our Selectors for whom Buddy Forms have been returned to the NSW Director of Selectors. We understand this is a lengthy process and will much appreciate having these selectors acknowledged as they have attended tournaments and trial days and have been mentored.

REFEREES

JUNIOR DEVELOPMENT:

Relle Donovan was our director of juniors; however, she stepped aside after JRC.

The opportunity for junior teams to participate in the NEJC has meant that many affiliates are still able to provide a representative pathway. As many are not attending JSC due to travel and accommodation, the NEJC gives them an opportunity to continue their representative programs, which is ultimately good for the development of the region.

Allan Kirchen



FINANCE REPORT

2022/2023 became a year for recovery after COVID 19 and the unprecedented El-Nino weather effect that crippled Touch Football in NSW, both at affiliate level and state events compared to previous years. The tournament and affiliate numbers were up for the year as participants started to return to the sport and marginal profit was generated due to the ordinary activities.

The summary of profitability is as follows:

Trading Income	\$3,981,731
Less: Cost of goods sold	\$2,029,771
Gross profit from ordinary activities	\$1,951,960
Add: ATO refund on FBT and Interest	\$138,329
Gross profit	\$2,090,289
Less: Operating expenses	\$1,888,978
Current year earnings	\$201,311

We showed a profit \$201,311 which is pleasing. However, it should be noted that during the period our Auditors were able investigate possible refund on FBT due and payable to the organisation. One of their senior accountants, attended an advanced FBT updating seminar and became aware of a provision whereby certain Not for Profit organisations may be entitled to a rebate of FBT in specific circumstances. After discussing these provisions with us they applied to the ATO for a ruling on behalf of NSW Touch. The response from the ATO was positive we were able to then negotiate for amendments (resulting in refunds) going back to the 2016 FBT year. This resulted in a \$92k return to the organisation. This was obviously unbudgeted for, but a welcomed outcome.

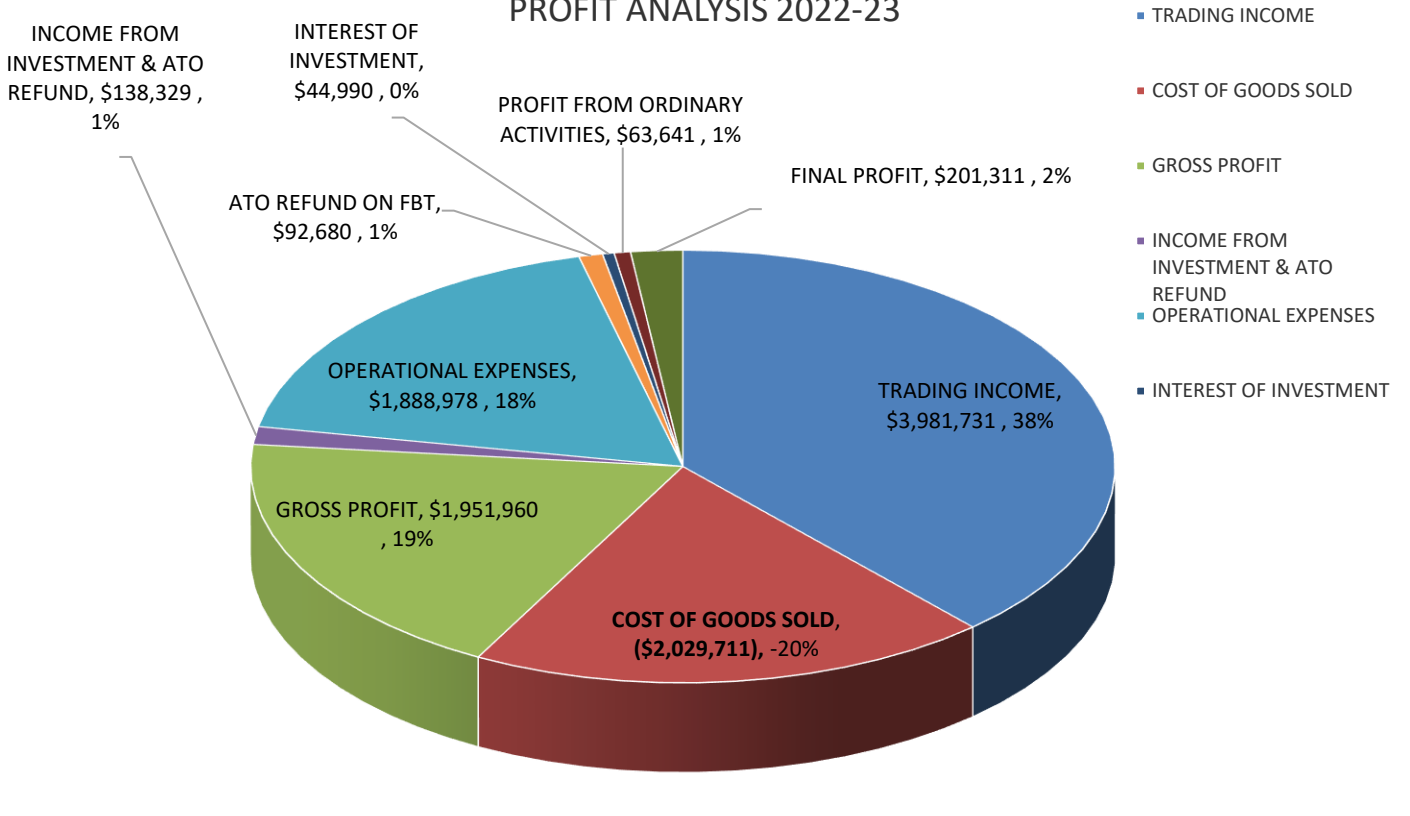
The net result of the profit, in a year we had planned for and forecast a deficit budget, was on the back of this FBT refund a change of philosophy on our investments providing a great yield and an aggregated period of 15months of staffing shortages.

The profit analysis is as follows:

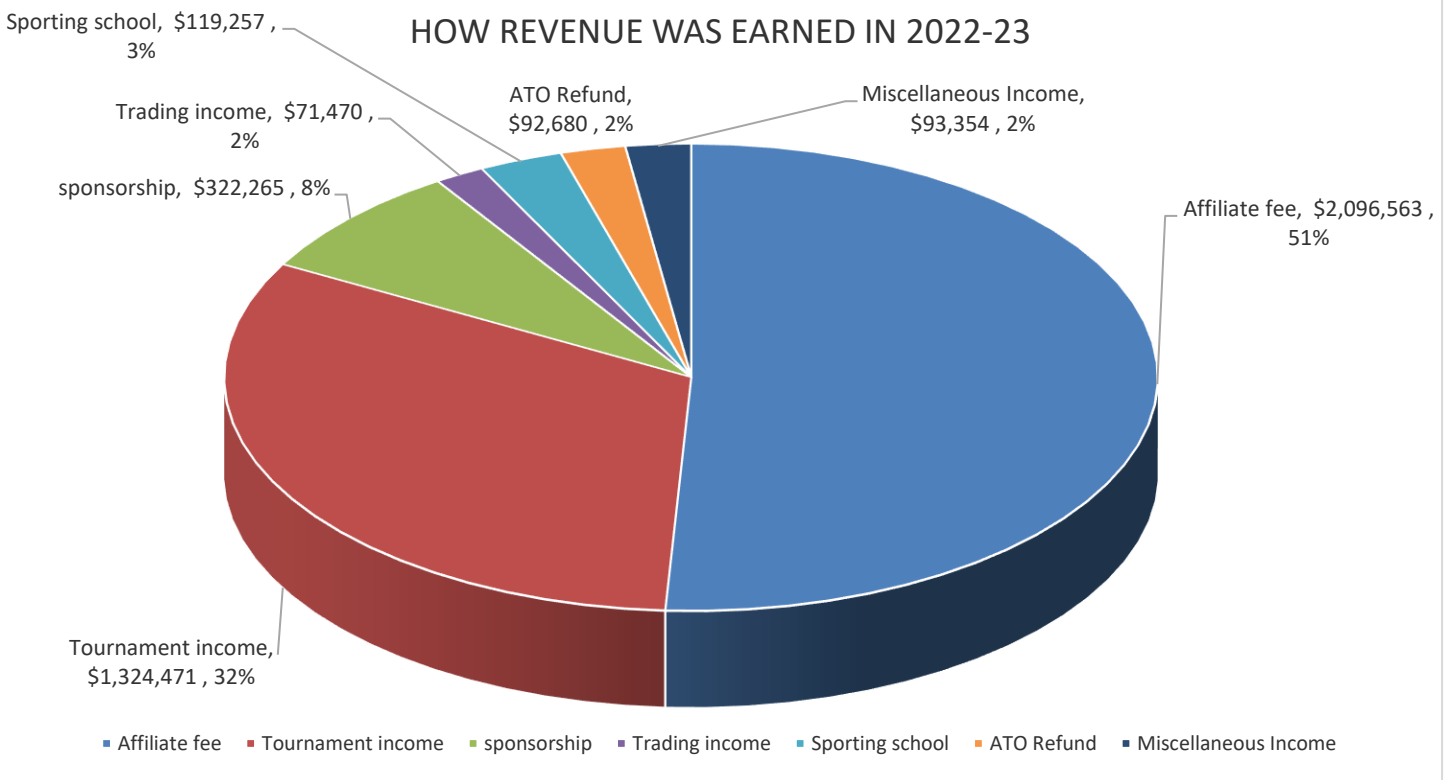
- ATO refund on FBT for previous years \$92,680
- Increase in interest rates on Investments \$44,990
- Profit from ordinary activities \$63,641

The organisation is still in a solid financial position with a total equity at \$3,022,753.

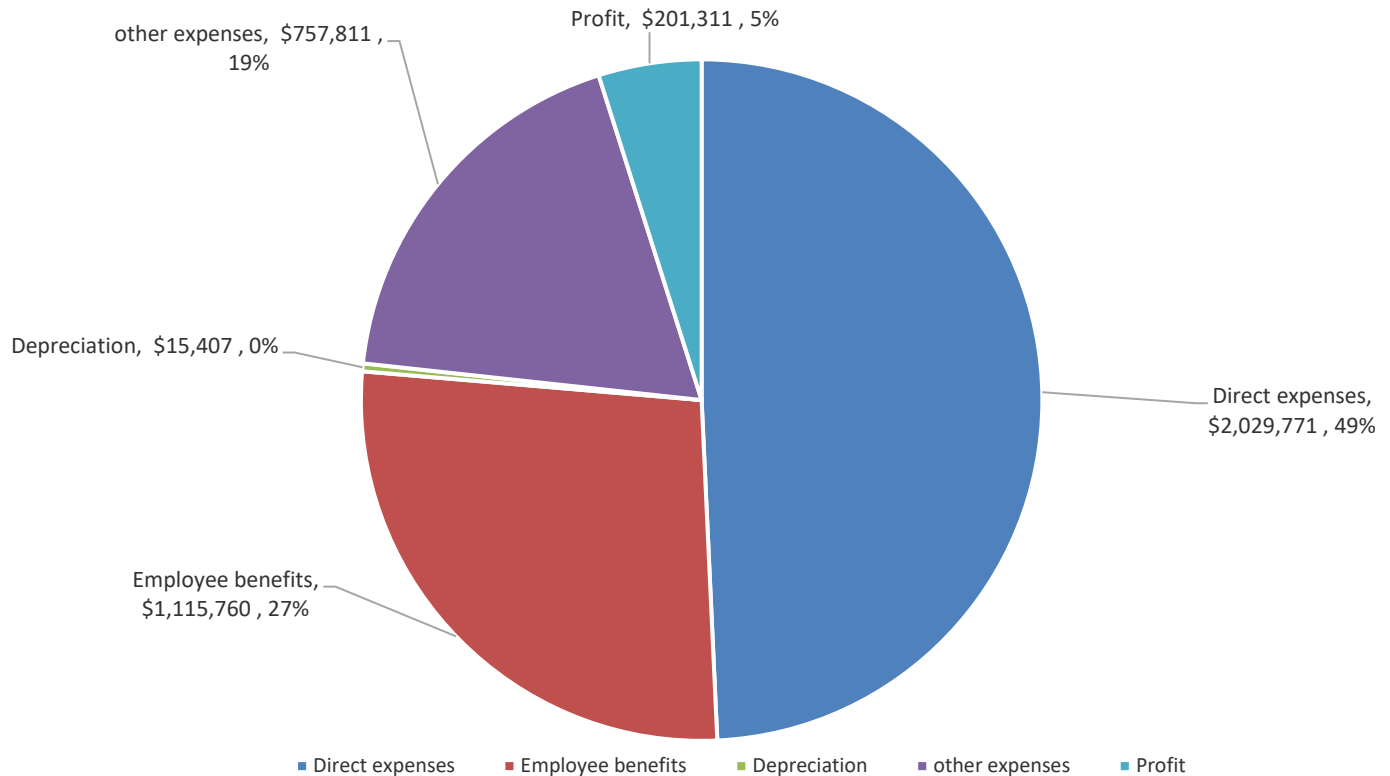
PROFIT ANALYSIS 2022-23



HOW REVENUE WAS EARNED IN 2022-23



REVENUE DISTRIBUTION 2022-23



As many of you know I have been diagnosed with an illness that means that I will not be standing for re-election. I would like to thank the members for their confidence in me during my two terms as Finance Director, I would also like to thank the office, in particular Dean, Satya and Kylie and the way in which they were flexible enough to meet my requests. It was a pleasure working with each of them and all our staff. They are great people, and we are lucky to have them. To the Board thanks for your patience with me over the last 12 months and in particular, this last period where my health has been in steady decline. We did not always agree but I have admired the way in which each of you have carried yourselves and I can honestly say to the members, each of the Board members has the best interest of the sport at heart.

Finally, to the members, touch football has been a big part of my life, as it is yours, I will miss it, but I will miss you all more.

Rod Hetherington



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Financial Statements

New South Wales Touch Association Inc

ABN 22 502 830 336

For the year ended 30 June 2023

Prepared by QA Taxation and Business Development

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- 12 Cash Flow Statement

Income and Expenditure Statement

New South Wales Touch Association Inc For the year ended 30 June 2023

	NOTES	2023	2022
Classification of Expenses by Nature			
Revenues from Ordinary Activities	2	4,120,059	2,952,669
Direct Expenses		(2,029,771)	(1,217,804)
Employee Benefits Expense		(1,115,760)	(1,092,648)
Depreciation and Amortisation Expense		(15,407)	(17,524)
Other Expenses from Ordinary Activities		(757,811)	(522,865)
Profit (Loss) from Ordinary activities before income tax expense		201,311	101,827

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

Balance Sheet

New South Wales Touch Association Inc As at 30 June 2023

	NOTES	30 JUN 2023	30 JUN 2022
Assets			
Current Assets			
Cash and Cash Equivalents	3	3,179,737	3,066,257
Trade and Other Receivables	4	109,587	97,344
Inventories	5	6,435	6,380
Other	6	62,118	67,947
Total Current Assets		3,357,876	3,237,927
Non-Current Assets			
Property Plant and Equipment	7	59,148	21,619
Investments	7	1,585	1,199
Total Non-Current Assets		60,733	22,818
Total Assets		3,418,609	3,260,745
Liabilities			
Current Liabilities			
Trade and Other Payables	8	212,299	174,641
Provisions	9	179,557	172,089
Total Current Liabilities		391,856	346,730
Non-Current Liabilities	10	4,000	92,573
Total Liabilities		395,856	439,303
Net Assets		3,022,753	2,821,442
Member's Funds			
Retained Earnings			
Current Year Earnings		201,311	101,827
Retained Earnings		2,821,442	2,719,614
Total Retained Earnings		3,022,753	2,821,442
Total Member's Funds		3,022,753	2,821,442

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

New South Wales Touch Association Inc For the year ended 30 June 2023

1. Summary of Significant Accounting Policies

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Urgent Issues Group Consensus Views and other authoritative pronouncements of the Australian Accounting Standards Board, and the requirements of the Australian Charities and Not for Profits Commissions Act 2012, and the Australian Charities and Not for Profit Commissions Regulations 2013.

The financial report covers New South Wales Touch Association Incorporated as an individual entity. It is an association incorporated in New South Wales under the Association Incorporation Act 1984.

The financial report has been prepared on an accrual basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the considerations given in exchange for assets.

The financial report of New South Wales Touch Association Incorporated complies with all Australian equivalents to International Financial Reporting Standards (IFRS) in their entirety.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial report. The accounting policies have been consistently applied, unless otherwise stated.

The accounting policies set out below have been consistently applied to all years presented.

Income Tax

Under section 50.45 of the Income Tax Assessment Act 1997, non-profit sporting associations established for the promotion or encouragement of a sport or game are exempt from income tax. On that basis income tax has not been provided for in these accounts.

Inventories

Inventories consist of merchandise and publications and are measured at the lower of cost and net realisable value. Costs are assigned on a specific identification basis and include direct costs and appropriate overheads, if any.

Property, Plant and Equipment

Each class of property, plant and equipment are carried at cost or fair value less, where applicable, any accumulated depreciation.

Plant and equipment

Plant and equipment are measured on the cost basis.

The carrying amount of property, plant and equipment is reviewed annually by Association to ensure it is not in excess of the recoverable amount from those assets. The recoverable amount is assessed on the basis of the expected net cash flows which

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

will be received from the assets' employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

Depreciation

The depreciable amount of all fixed assets are depreciated on a diminishing value and straight line basis over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable asset are:

CLASS OF FIXED ASSETS	DEPRECIATION
Motor Vehicles	22.50%
Plant and equipment	20%
Furniture & Equipment	40%
Office partitions	50%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount.

These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Impairment of Assets

At each reporting date, the association reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the assets carrying value. Any excess of the assets carrying value over its recoverable amount is expensed to the income statement.

Employee Benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave and sick leave which will be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on-costs. Other employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Contributions are made by the association to an employee superannuation fund and are charged as expenses when incurred

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

Cash and cash Equivalents

For the purposes of the cash flow statement, cash includes cash on hand and at call deposits with banks or financial institutions, investments in money market instruments maturing within less than two months and net of bank overdrafts.

Revenue and Other Income

Revenue from the sale of goods and services is recognised upon the delivery of the goods and services to customers.

Interest revenue is recognized on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from the rendering of a service is recognised upon the raising of a valid tax invoice in the name of the customer.

Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

Comparative Figures

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

2023 2022

2. Revenues from Ordinary Activities

Operating Activities

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

	2023	2022
Membership Subscriptions	2,096,563	1,877,896
Tournaments	1,443,728	510,696
Sponsorship	322,265	192,703
Trading Income	71,470	67,393
Other Income Received	52,214	167,284
Covid 19 Government Assistance	-	133,945
Total Operating Activities	3,986,239	2,949,916
Non Operating Activities		
Interest Received		
Interest - Cheque Account	6,628	199
Interest - Investments	38,362	2,553
Total Interest Received	44,990	2,752
Total Non Operating Activities	44,990	2,752
Total Revenues from Ordinary Activities	4,031,229	2,952,669
	2023	2022

3. Cash and Cash Equivalents

Assets		
Cash On Hand	1,600	1,600
Cash at Bank	1,404,137	1,725,710
Cash on Deposit		
TD for Strategy planning	-	50,015
TD for 50 Anniversary	-	50,015
BIA Account LSL	150,000	104,725
BIA for world cup	24,000	17,304
BIA for Addl savings	500,000	46,561
Business Investment account	1,100,000	1,070,326
Total Cash on Deposit	1,774,000	1,338,946
Total Assets	3,179,737	3,066,257
Total Cash and Cash Equivalents	3,179,737	3,066,257
	2023	2022

4. Trade and Other Receivables

Trade Receivables	109,587	97,344
Total Trade and Other Receivables	109,587	97,344
	2023	2022

5. Inventories

Publications, Supplies and Bar Stock at Cost	6,435	6,380
Total Inventories	6,435	6,380

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

	2023	2022
6. Other		
Other Assets		
Prepayments		
Prepayments	16,584	51,252
Prepayments Insurance	11,280	10,872
Total Prepayments	27,864	62,124
Miscellaneous		
Accrued interest	27,752	-
FBT Instalments Paid	6,502	5,070
Refund of Overpayments Due	-	753
Total Miscellaneous	34,254	5,823
Total Other Assets	62,118	67,947
Total Other	62,118	67,947
	2023	2022

7. Plant and Equipment, Motor Vehicles and Investments

Plant and Equipment		
Plant and Equipment	607,499	559,063
Less Accumulated Depreciation	(548,351)	(537,445)
Total Plant and Equipment	59,148	21,619
Investments		
IAG Shares	1,585	1,199
Total Investments	1,585	1,199
Total Plant and Equipment, Motor Vehicles and Investments	60,733	22,818
	2023	2022

8. Trade and Other Payables

Trade Payables		
Trade Creditors and Accruals	180,390	140,035
GST Liability	28,741	29,550
Total Trade Payables	209,131	169,585
Other Payables		
Amex DR NSW Touch Association	3,168	5,055
Total Other Payables	3,168	5,055
Total Trade and Other Payables	212,299	174,641
	2023	2022

9. Provisions

Long Service Leave Provision	101,201	94,180
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These notes should be read in conjunction with the attached compilation report.

Provision for Accrued Annual Leave	78,357	77,909
Total Provisions	179,557	172,089
	2023	2022

10. Non Current Liabilities

Prepaid Fees by members/Affiliates	-	48,000
Sports Recovery & Her Sport Her Way Grant	-	19,573
Sports Recovery package Grass Roots	4,000	25,000
Total Non Current Liabilities	4,000	92,573

Number of Employees in 2022 15 Number of Employees in 2023 17

11. Segment Reporting

The Association's Activities are the conduct of Touch Football Australia (Sporting Association) in New South Wales, Australia.

12. Company Details

The Principal place of business of the Association is

New South Wales Touch Association Incorporated
 Bayview Avenue
 Earlwood NSW 2206

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

Movements in Equity

New South Wales Touch Association Inc For the year ended 30 June 2023

	2023	2022
Equity		
Retained Earnings as the beginning of the Financial Year	2,821,442	2,719,614
Increases		
Profit for the Period	201,311	101,827
Total Increases	201,311	101,827
Retained Earning at the End of the Financial Year	3,022,753	2,821,442

Cash Flow Statement

New South Wales Touch Association Inc For the year ended 30 June 2023

	2023	2022
Comparison Cash flow		
Cash Flows from Operating Activities		
Receipts	3,940,586	4,406,436
Payments to Suppliers and Employees	(3,957,402)	(3,716,607)
Interest Recieved	44,990	12,659
Interest Paid	-	(1,705)
Net cash provided by (used in) operating activities	28,174	700,783
Cash Flows from Investing Activities		
Proceed on Sale of Property Plant and Equipment	-	-
Payment for Property, Plant and Equipment	54,676	3,624
Net cash provided by (used in) investing activities	54,676	3,624
Net Increase (decrease)in cash held	(26,502)	697,159
Cash at the beginning of the year	3,206,239	2,509,080
Cash at the end of the year	3,179,737	3,206,239

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



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19 September 2023

The Committee
New South Wales Touch Association Inc
PO Box 27
Bardwell Park NSW 2207

Dear Committee Members,

INDEPENDENT AUDITOR'S REPORT

To the Members of New South Wales Touch Association Inc

Report on the Audit of the Financial Report

Opinion

I have audited the financial report of New South Wales Touch Association Inc, which comprises the statement of financial position as of 30 June 2023, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible entities declaration.

In my opinion the financial report of New South Wales Touch Association Inc has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profit Commission Act 2012, including:

- (a) Giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (b) Complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for Opinion

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other Information

The responsible entities are responsible for the other information. The other information comprises the information included in the registered entity's annual report for the year ended 30 June 2023, but does not include the financial report and my auditor's report thereon.

My opinion on the financial report does not cover the other information and accordingly I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial report, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or my knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

Responsibilities of Responsible Entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, responsible entities are responsible for assessing the registered entity's ability to continue as a going concern disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The responsible entities are responsible for overseeing the registered entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee material

misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

- As part of an audit in accordance with the Australian auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of the responsible entity's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. My conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with the responsible entities regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

.....

Denis Jeff
Registered Company Auditor #3408



NOMINATIONS REPORT

The nominations Committee was formed as per the NSWTA Board nomination charter.

Michael Clark	Chair- NSWTA Life Member
Sharnie Ramunno	Board Member
Caroline Campbell	NSWRL Board Member and Former Sport NSW CEO (Independent member)

Four nominations met the criteria for being valid applications and members of the NSWTA. They were:

Chris Dolahenty OAM
Paul MacPherson
Stephen Pike
Anthony Dudeck

All four candidates meet the criteria and skill set for the positions being nominated for.

The Panel noted one candidate, Chris Dolahenty nominated for the position of Director- Country and Director.

Committee were satisfied that all four candidates be recommended for election.

Michael Clark

NOMINATIONS for DIRECTOR



Chris Dolahenty OAM

Nominator David Baggio Wagga Wagga TA
Seconders Evan Robertson West South West Suns.

Position Sought- Interested Director (Country) and Interested Director.



Paul MacPherson

Nominator Graham Knights Manly TA
Seconders Clayton Blackman Southern Rebels.

Position Sought- Interested Director (Finance)



Stephen Pike

Nominator Chris Dolahenty Wagga Wagga TA
Seconders Marc Lawrence Wagga Wagga TA.

Position Sought- Interested Director (Finance)



Anthony Dudeck

Nominator Brad Curl Sydney Scorpions
Seconders Katrina McIlwraith Hills TA

Position Sought- Interested Director



New South Wales Touch Association Board Nomination

Lodgement of Nominations close at 5pm Friday December 15, 2023

[Refer to Board Policy here](#)

[Refer to NSWTA Constitution here](#)

[Refer to the NSWTA Board Charter 2022 here](#)

Please submit a copy of your resume and a current profile photo at the end of this nomination.

Date of Nomination Wednesday, September 20, 2023

Nominee Name Chris DOLAHENTY OAM

Nominee Gender Male

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Position Sought- you can nominate for all positions that you meet the criteria Interested Director (Country)

Statement of Claim for Role Sought- Ensure you address the criteria

I wish to nominate for the position of 'Interested Director - Country'.
 I am the current Interested Director - Country and wish to continue and complete many of the priorities of the NSWTA Strategic Plan.
 As a member of WTA for over 30 years with over twelve years as President I have a very good understanding of administration at affiliate level. I helped manage the implementation and use of Sports TG for the online management of various WTA competitions.
 I have experience in Human Resource management (MHR) being the Team Lead for a number of Enterprise Agreement negotiations with my past employer BAE Systems Aust.
 I am a member of the NSWTA Referees Coaching Panel in the Coach the Coaches portfolio. I am a Facilitator and Level 2 player Coach.

Core Competencies

Refer to Core Competencies in NSWTA Board Charter

1. Demonstrated leadership at a senior level in an environment compatible with the requirements of NSWTA;

In previous employment with BAE Systems Aust., I was the Team Leader of a section of training that

required liaison with TAFE, Defence and BAE Systems leadership for tasking and contract requirements. This often meant working through contracts with budgetary provisions and sign-offs.

2. Demonstrated commitment to strong governance principles and an understanding and appreciation of the duties and responsibilities of the role of Director demonstrated by membership of the AICD or relevant education or experience serving on or working with other Boards of Directors; and

When first on the NSWTA Board I undertook the Foundations of Directorship course through the Australian Institute of Company Directors. I am yet to renew my membership to the AICD, but will do so if re-elected. I have liaised with the Department of Fair Trading with regard to the implementation of a new "Model Constitution" for Wagga Touch Association(WTA). Enabling WTA to operate as an 'incorporated' body. During my time on the NSWTA Board I have gained skills and knowledge of the workings of the Association moving from Independent Director, to Vice President and now Interested Director-Country. I take seriously the governance requirements of the Board to ensure decisions are made for the betterment of the sport and its members. This includes the appropriate use of funds budgeted for maintaining the sport in NSW.

3. A commitment to and record of ethical behaviour including not having been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter;

I have never been investigated for any unethical behaviour.

During Board meetings I have always declared any 'Conflict of Interest' when a vote is necessary for particular matters, e.g. where the Junior State Cup should be held. These declarations are noted in the minutes of the appropriate meetings.

At my previous job I was an Ethics Adviser. Someone to assist staff members to work through personnel situations that were confidential and had serious implication for the business or staff.

4. Possess the skills identified by the Board as essential criteria for the Director role nominated for

I am the current Interested Director - Country and wish to continue and complete many of the priorities of the NSWTA Strategic Plan.

As a member of WTA for over 30 years with over twelve years as President I have a very good understanding of administration at affiliate level. I helped manage the implementation and use of Sports TG for the online management of various WTA competitions.

I have experience in Human Resource (MHR) management being the Team Lead for a number of Enterprise Agreement negotiations with my past employer BAE Systems Aust.

Role Specific Criteria

Refer to Director Specific Criteria listed in the notice.

1. Director (Country); If nominating for this role- please address the specific role criteria identified in the Notice.

I am a Life Member of the Wagga Touch Association (WTA) and assist the committee and competition at meetings and tournaments wherever possible. I recently attended WTA Annual General Meeting to observe and conduct the election of Office Bearers.

I understand how country affiliates are effected by decisions made by city affiliates and try to present that opinion to the rest of the board.

I am an Elite Referee Coach and Level 2 player coach.

I have negotiated with Wagga Council for funding assistance for the installation of lights on 8 fields of the WTA.

I have always been willing to go on local media to promote local (tournament finals) and State Touch events.

Nominator

David Baggio

Affiliate or Region

Wagga Touch Association



Secunder

Evan Robertson

Affiliate or Region

West South West Suns

As nominators we confirm the above Candidate meets the requirements of the NSWTA Constitution and the criteria for the role which they have nominated

Yes

Affiliate President/Nominator Signature

I express my willingness to accept the nominaton

Yes

Nominee Name

Chris Dolahenty OAM

Upload your resume



Chris dolahenty Sep 23 resu....docx

Upload a current profile (head and shoulders) photo



CHRISTOPHER J. DOLAHENTY OAM



PROFILE

As an Aircraft Technician and Warrant Officer Engineer (WOE), I had a highly successful career of more than 20 years in the Royal Australian Air Force. I also worked at Charles Sturt University as an **Educational Designer**, and at the National Aerospace Training Centre of Excellence as an **Aerospace Engineering Teacher** and team leader. I have a passion for designing and delivering innovative training to maximise learning outcomes and career progression.

More recently at **BAE Systems Australia Limited** as the **Team Lead and Senior Educator** for Post Initial Engineering Training (PIET), within the Aviation Technical Training (ATT) project. Recognised for being self-motivated, honest and hardworking, I am confident in the strong foundation I have in **Aircraft Technical Training, Defence Aviation Safety Regulations and managerial experience.**

EMPLOYMENT HISTORY

BAE SYSTEMS AUSTRALIA | 2013 – Dec 2022

Senior Educator – Team Lead

Aviation Technical Training

I have assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals. I managed the needs of the personnel conducting CAMM2 Data Managers courses.

- Supervising the training of Junior Engineering Officers, Senior Technical Managers, GSE Technicians, CAMM2 Data Managers, Non-Technical Duty Crew personnel, Aircraft Welders and Aircraft Metal Machinists.
- Supervision, coordination and authorisation of the development and delivery of Training Packages for the PIET suite of courses.
- Assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals.
- As an appointed Ethics Advisor, dealt with complaints, conflicts and issues, acting as sounding board, in many cases seeking and achieving positive resolution.
- Managed, supervised and delivered the new contract for BAE Systems as training provider for the Defence Department, achieving excellent customer ratings from both students and the workplace.
- Developed the content and delivered the Promotion Course for about to be appointed supervisors. This In-Time training delivered excellent results enabling successful transition to leadership and management.

TAFE NSW – Riverina Institute – NATCOE | Jan 2003 to Dec 2012

Aircraft Technical Instructor

Responsible for the delivery of training to Technical Trainees across a suite of subjects in the Aircraft Mechanical Trade Training. Also worked in various sections such as, Aircraft Structures', Flight Line and Avionics to assist with Technical Training.

- At times as Acting Chief/Senior Instructor, I reviewed Training, managed Student Progress and scheduled Training Staff to meet the training needs of the Aircraft Training Section and the other Sections.

CHARLES STURT UNIVERSITY | 2000 – 2002

Educational Designer

Responsible for the project management of various distance education subjects, liaising with a variety of academics and general staff to ensure quality packages reached their designated students, correct and on time.

- engaged in the development of a media suite for distance education via microwave technology. This delivered a new and innovative approach to presenting lectures and tutorials to distance education students at remote locations. This resulted in a better product with less delay in transmission than that associated with teleconferencing.

ROYAL AUSTRALIAN AIRFORCE

Squadron Warrant Officer | Jan 1998 to Dec 1999

No 2 Operational Conversion Unit (2 OCU), RAAF Base Williamtown.

Responsible for the supervision, management and training coordination of 132 personnel and F/A-18 Hornet aircraft.

I also acted as the interface between senior management and personnel with respect to personnel issues such as morale, discipline, maintenance and general working conditions.

- Developed and maintained a sustainable strategy for the training and employment of technical and non-technical personnel to meet the operational capabilities of 2 OCU.
- Maintained the compliance of Technical Standards in accordance with relevant orders, instructions and maintenance documentation.

Warrant Officer | Jan 1990 to Dec 1997

I was part of a team that was responsible the design, development and implementation of a suite of "Promotion" course for RAAF Non-Commissioned Officers, from the ranks of Corporal to Warrant Officer.

- Acted as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. Travelled to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

Aircraft Technical Instructor | Aug 1985 and Jan 1990,

Responsible for teaching Apprentices and Adult trainees Aircraft Trade subjects.

Aircraft Technician | Jan 1974 to Aug 1985

I was employed at a number of RAAF Units where I worked on various aircraft as an Aircraft Technician. Some of the aircraft at those units included the C130 - A, E, H, B707-338C, and F111 – A, E, G and RF models.

EDUCATION and QUALIFICATIONS

Master of Human Resource Management – Charles Sturt University
Graduate Certificate in Experiential Learning
Diploma of Teaching – TAFE
TAE 40110 Cert IV Training and Assessment
TEA LLN411 Address Adult language, Literacy and Numeracy Skills
TAE 40104 Cert IV Training and Assessment
TAE ASS502 Design and Develop Assessment Tools
MEA 40718 Cert IV in Aeroskills - Mechanical
Advanced Instructional Techniques Course
Instructional Techniques Course
Training Design Course
Certificate IV in Training Development
Certificate IV in Workplace Training (Category 2)
Aircraft Technician Apprenticeship
Occupational Health and Safety Advisers Course (NASCA)
Mental Health First Aid Course

Foundations of Directorship – Australian Institute of Directors

Defence Organisation and Culture

Air Force Training Group (AFTG) is responsible to train Air Force, Navy and Army personnel to be world class aircraft technicians across various platforms and aircraft maintenance organisations. As a part of AFTG the RAAF School of Technical Training is responsible to deliver graduates, on time and within budget, to satisfy Defence, ADF and RAAF targets. This is done through the career development of airmen and Senior Non-commissioned Officers completing the pre-requisite courses for promotion, Junior Engineering Officers starting their careers, to Senior Officers and Warrant Officers preparing for senior management positions at their units. Past visits to observe the SMM/WOE courses have enabled me to meet some to the various stakeholders and/or presenters for these courses. Coordinating the Aerospace Engineers

The Defence Force is continually looking to select and apply the most appropriate and flexible training systems, methods and training pathways to skill its personnel for the future. The continuing contract helps develop these pathways and I can assist the staff at Wagga to achieve the require outcomes for the courses.

Education and Training Programs

In the early 90s the Air Force required a change to the way it conducted promotion training. I was part of a team that designed and implemented a suite of promotion courses for the training of airmen through all ranks to Warrant Officer. The team adopted an experiential approach to this “in time” training for the development of future leaders. This approach was much different to the traditional classroom, exam based training. This

training was based on a candidate's performance in leading a group. This suite of courses, while refined to some degree, is still in place today. Part of the implementation was to establish training facilities at other bases around the country. Part of my task was to ensure the facilities had the appropriate equipment and standards of delivery, so that the centres could then maintain the same levels of delivery. I was also responsible for the selection of staff to fill the positions at these training centres. I was very humbled to receive my Medal of the Order of Australia for my work in this area.

While at **Charles Sturt University** as an Educational Designer I had input into the development of online student forums, distance learning packages and online video learning suits for presenters and students.

While with BAE Systems I have been responsible for the conduct of the PIET suite of courses. Ranging from Senior Maintenance Managers, Aerospace Engineers, WOE, Senior Technical Managers (both Air and Ground), to Electronic Management Systems (Camm2), Ground Support Technicians, Aircraft Metal Machinists and Welders. For the last three courses I was responsible for the coordination and conduct of these courses from a number of NSW TAFE institutes.

Instructional Workforce Leadership

Since 2014 I have been employed with the ATT project as either the Aircraft and Structures or Post Initial Engineering Training (PIET) section Team Lead. I have assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals. I manage the needs of the personnel conducting Camm2 Data Managers courses.

While employed by TAFE NSW, Riverina – NATCOE, I was required to be Acting Chief Instructor and Acting Senior Instructor at various times. These positions required me to Review Training, Manage Student Progress and Schedule Training Staff to meet the training needs of the Aircraft Training Section and the other Sections. In these positions it was a requirement to send reports to various sections as well as Administration, while maintaining communications with members of the various sections and Defence. In these positions I was required to utilise Microsoft Word and Excel to maintain tasking's and working hours on the section's staff.

While at Charles Sturt University I was engaged in the development of a media suite for distance education via microwave technology. This provided a new and innovative approach to delivering lectures and tutorials to distance education students at remote locations. It also provided a better product as there was less delay in transmission than that associated with teleconferencing. The ADF has now moved to utilising different technologies to deliver its training. This was evidenced in PIET during Covid restrictions when PIET staff were required to deliver a standard face-to-face, six week course on-line to twenty students, across the Defence Protected Network and a different assessment process. This showed the agility, flexibility and resourcefulness of the PIET team to get this

task done. Without effecting the integrity of the training standards or assessments. Training needs to be as effective as possible, while maintaining a very high standard, to maintain an excellent standard of safety and tradesmen-ship of its personnel to maintain the ADF's assets.

During my posting at **Airmen Leadership Flight (ALF)**, I was responsible for the Sergeant Promotion Course staff. It was necessary for me to continually role model the skills of facilitation and advanced instructional techniques so that other staff were able to duplicate the training aspects in the conduct of the courses. I am one of a handful of "foreign" military personnel, to have completed the USAF SNCO Promotion Course at the USAF Academy in Alabama. I was able participate in their promotion course (and pass legitimately) and also assess their training philosophies for integration into the RAAF's courses. This was invaluable and brought about changes to the way ALF, at the now RAAFSALT, conducted itself as a training establishment.

Interpersonal Skills

Recently with the implementation of **Stage 2 training** it has been necessary to create different ways for the students to achieve the outcomes required by some phases. After some discussion, defining the outcomes and reaching a solution we were able to implement performance assessments that achieve the outcomes of the phases while giving the trainee(s) a more constructive and useful training experience.

One of the philosophies of the Airmen Promotion Courses was that the "training was for airmen designed and delivered by airmen". I was selected from the development team to give a presentation to the Chief of the Air Force for the establishment of the ALF to give credence to the above statement. He agreed and the ALF was established with a WOFF as the Officer in Charge. I was part of the Selection Team for choose suitable airmen as 'Facilitators' of the new promotion courses to be delivered at various bases around the country.

In a recent visit to Perth for a Touch Football high performance camp I was involved in a conflict resolution situation that required an independent mediator. Once I had the facts out on the table from those involved I was able to get those parties to come to a resolution. This resolution assisted in the ongoing development of touch referees in the state.

Consultancy/Negotiation Skills

I am currently working with some of the Defence agencies responsible for input into the development of the SMM, WOE, AEI-C, and STM courses (PIET). These agencies include DASR, AFTG, DFSB, DTC and DLB. In the next weeks the last AEI-C course will be conducted in Melbourne. This is a return to taking this and other courses to various locations the Subject Matter Experts are located. This means the students will be receiving we can come to agreement about the information required of each of these courses and how the Defence see the courses being conducted.

During my time at 2OCU it was necessary to consult with base management to be prepared for our deployment on exercise to their bases. This would entail the negotiation for use of various bases facilities and transport. Squadron deployments away from their home base are demanding on all personnel. So to ensure the squadron's maintenance staff operated effectively I had to make sure accommodation was up to scratch for those on shift work. I was also in charge of the programming of maintenance on a Squadron of FA-18s. This was difficult due to the daily flying requirements of the Fighter Pilot conversion course. This had me utilise the knowledge and skills of members of the various sections, including Aircraft, Avionic, Maintenance Control and Supply.

Recently it was necessary to consult with another section (Aircraft Life Support Section) on base to enable one of the phases we conduct to have more meaning and therefore understanding by the trainees. This meant the utilisation of their facility and training to deliver the necessary information for the trainees. Being able to negotiate an acceptable outcome in providing good results for the trainees.

I have had to work closely with military personnel during changes to working conditions (the refurbishment of the main training hangar) in the training environment. This meant the need to accommodate training in various buildings around the base. Coordinating the movement of aircraft, equipment and personnel was kept to a minimum to ensure the training and safety needs of the student were maintained. This also meant ensuring the staff had sufficient resources to carry out their designated task.

Organisational Change

Over the past years I have been employed as a **contract trainer** to deliver various courses to a variety of companies. Some of these companies include: Murrumbidgee Dairy Products, the Wagga Wagga City Council, Charles Sturt University, Westpac Bank, MIM and BHP. The packages delivered dealt with leadership, management and change management training. Parts of these courses were aspects of communication, team building, change management and assertiveness. These courses were necessary because of major changes going on in the organisations and their efforts to become more efficient while maintaining a productive workforce.

As a Warrant Officer I was utilised as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. This meant going to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

I have a Certificate IV in Training and Assessment, through Charles Sturt University – TAA40104 and TAE 40110.

Employment Experience

When BAE Systems Australia took over the Aviation Technical Training (ATT) contract in Jan 2013, I was employed as an **Aircraft Technical Instructor** for **Aircraft Technicians**.

I am the ATT local Ethics Representative, Mental Health First Aider and the Chief Fire Warden.

I have on all the previous EA negotiation committees. I am also part of the ATT Consultative Committee which meets to work through issues or ideas with the Lead Team as part of the Enterprise Agreement and continuous improvement for the project.

In Jan 2014, I was appointed as Senior Education (SE) for the Aircraft Technical Trades and Post Initial Engineering Training (PIET).

From Jan 2015 to present time, I have held the position of Team Lead/ Senior Educator for PIET. In this position I supervise the training of Junior Engineering Officers, Senior Technical Managers, GSE Technicians, CAMM2 Data Managers, Non-Technical Duty Crew personnel, Aircraft Welders and Aircraft Metal Machinists. This also involves the supervision, coordination and authorisation of the development and delivery of Training Packages for the PIET suite of courses.

In Jan 2003 I was under contract as an Aircraft Technical Instructor with TAFE NSW – Riverina Institute – NATCOE. I held the position from Jan 2003 to Dec 2012. In this position I was responsible for the delivery of training to Technical Trainees across a suite of subjects in the Aircraft Mechanical Trade Training. This position also required me to work in various sections such as, Aircraft Structures', Flight Line and Avionics to assist with Technical Training.

I was previously employed at Charles Sturt University (2000 to 2002) as an Educational Designer. In this position I was responsible for the project management of various distance education subjects, liaising with a variety of academics and general staff to ensure quality packages reached their designated students, correct and on time.

From Jan 1998 to Dec 1999 I was employed as Squadron Warrant Officer of No 2 Operational Conversion Unit (2 OCU), RAAF Base Williamtown. My role involved the supervision, management and training coordination of 132 personnel and F/A-18 Hornet aircraft. I was required to develop and maintain a sustainable strategy for the training and employment of technical and non-technical personnel to meet the operational capabilities of 2 OCU. I was responsible for the compliance of Technical Standards in accordance with relevant orders, instructions and maintenance documentation. I also acted as the interface between senior management and personnel with respect to personnel issues such as morale, discipline, maintenance and general working conditions.

From Jan 1990 to Dec 1997, I was part of a team that was responsible the design, development and implementation of a suite of "Promotion" course for RAAF Non-Commissioned Officers, from the ranks of Corporal to Warrant Officer.

As a Warrant Officer I was utilised as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. This

meant going to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

Qualifications

Masters of Human Resource Management
Graduate Certificate in Experiential Learning
Diploma of Teaching – TAFE
TAE 40110 Cert IV Training and Assessment
TEA LLN411 Address Adult language, Literacy and Numeracy Skills
TAE 40104 Cert IV Training and Assessment
TAE ASS502 Design and Develop Assessment Tools
MEA 40718 Cert IV in Aeroskills - Mechanical
Advanced Instructional Techniques Course
Instructional Techniques Course
Training Design Course
Certificate IV in Training Development
Certificate IV in Workplace Training (Category 2)
Aircraft Technician Apprenticeship
Occupational Health and Safety Advisers Course (NASCA)
Mental Health First Aid Course

Foundations of Directorship – Australian Institute of Directors

Community Involvement

I am a Director on the New South Wales Touch Assoc. Board. We oversee an annual account of approx. 3 million dollars. I am a member of the Australian Institute of Company Directors. The Board is directly responsible to the members of the association for the budgeting of funds to meet our Strategic Plan and State's development, and progress the conduct and development of the sport of Touch Football in NSW. This also entails discussions with representatives from our National body and other sports, such as the National Rugby League and their sponsors.

I was President of the Wagga Touch Association Inc., where I would coordinate a team of volunteers to run games in four different competitions over four days for 160 junior teams and 150 senior teams each week. Part of this position's tasks is to coordinate the selection, training and organisation of 140 representative players, coaches and managers to compete in some of NSW Touch's and Australian Touch's major tournaments each year. This entails booking accommodation, organising meals and buying uniforms for each attendee.

I am a member of the Federation of International Touch Referee Coaching Panel, Touch Football Australia Referees Coaching Panel and the NSW Touch Football Referees Coaching Panel. My role in these organisations is to attend major International, National and State Tournaments to assist in the development of Referees and, coordinate and

conduct Referee Coach development throughout Australia and other countries. Part of my involvement also includes the development and implementation of various courses for the recruitment and retention of referees for all levels of the sport in Australia and around the world.

I also enjoy travel, long distant motorcycle riding and going to Rugby League and watching musical theatre.

Referees:

Mr. Ian Matthew
Former Business Owner/Operator
Breez Mat Carpet Cleaners
Director of Referees NSW Touch & FIT



Mr Martin Roberts
ATT Training Capability Manager
BAE Systems,
Aviation Technical Training
RAAF Base Wagga. NSW 2650





Thursday, September 14, 2023

New South Wales Touch Association Board Nomination

Lodgement of Nominations close at 5pm Friday December 15, 2023

[Refer to Board Policy here](#)

[Refer to NSWTA Constitution here](#)

[Refer to the NSWTA Board Charter 2022 here](#)

Please submit a copy of your resume and a current profile photo at the end of this nomination.

Date of Nomination Thursday, September 14, 2023

Nominee Name Paul MacPherson

Nominee Gender Male

[Redacted contact information]

Position Sought- you can nominate for all postions that you meet the criteria Interested Director (Finance)

Statement of Claim for Role Sought- Ensure you address the criteria

The role I am seeking is the Finance Director role on the NSWTA Board. My first experience playing organised touch football was at 11 years old in the Northern Territory. I started playing rep touch in 1994 aged 20 with the Newcastle Men’s Open side. I have also played for Wallsend, Hornsby, Parramatta and am currently playing for Manly. I have lived in Port Macquarie and Tamworth as a child. I played at the first NTL in 1997 with Hornets and have subsequently played with Scorpions since 2005. I am equal 10th on the all time NTL try scorers list across youth, opens and senior divisions. I have played for NSW in senior divisions in 2018, 2020 (21) and 2022 and for Australia at the 2011 and 2019 World Cups. This playing experience has helped me to establish and maintain relationships with players, coaches, selectors, managers and referees across the affiliates and regions of NSW and QLD. The best part of touch football is the people you meet. I am qualified as a talent (level 2) coach and have coached Scorpions senior and junior teams and Manly senior and junior teams. For the last 18 months I have been on the Manly Warringah Touch Association executive committee as Treasurer and have been involved in the local competitions, procurement, sponsorship, budgeting and senior and junior reps. The Manly junior competition has around 390 teams and I think this experience has given me an idea of what affiliates are going through on the ground when trying to attract players, teams, referees and sponsors. If elected, I will be committed to NSWTA developing policies and strategies for Touch throughout NSW. I have been involved in developing various accounting policies and manuals in my career and have been

responsible for preparing and reviewing strategic plans as part of finance and executive leadership teams. I don't believe that I have been involved in activities which could, or could reasonably be perceived to, materially interfere with my ability to act in the best interest of NSWTA.

My role as Treasurer for MWTA would need to be declared to ensure there is no impact on NSWTA Board level discussions and voting and to ensure there is no material interference with my ability to act in the best interest of NSWTA or even the perception of material interference with my ability to act in the best interest of NSWTA.

With my business career as an accountant for 31 years, Board experience, touch playing and coaching experience and my service on the MWTA executive I believe I am very well placed to act and contribute as a Director on the NSWTA Board.

Core Competencies

Refer to Core Competencies in NSWTA Board Charter

1. Demonstrated leadership at a senior level in an environment compatible with the requirements of NSWTA;

My career for the last 13 years has involved being part of finance leadership teams and executive leadership teams which has involved setting and following standards as well as developing and executing strategy. It has also involved working with directors and attending Board meetings.

As part of the leadership teams I have developed and implemented strategy and been responsible for a number of staff and for providing guidance, measurement of performance and driving the desired outcomes.

2. Demonstrated commitment to strong governance principles and an understanding and appreciation of the duties and responsibilities of the role of Director demonstrated by membership of the AICD or relevant education or experience serving on or working with other Boards of Directors; and

I have worked as a chartered accountant for 31 years, first in practice but then also in business. I have worked for an ASX listed entity and prepared papers, presented to and participated in listed Board meetings. This has given me very good knowledge of how a Board operates and what makes a successful Board.

My 3 most recent roles have been as a Chief Financial Officer for private property groups and included preparing Board papers, presenting to the Board and running the agenda for Board meetings. I have also served as a Company Secretary and have a good understanding of the duties and responsibilities of directors. I have a Bachelor of Commerce from the University of Newcastle, am a member of the Chartered Accountants Australia and New Zealand (CA ANZ) and also the Australian Institute of Company Directors.

3. A commitment to and record of ethical behaviour including not having been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter;

I am committed to ethical behaviour and have been involved in raising equity from investors for investment funds. I realise the importance of reputation and how crucial it is to success.

CA ANZ has a code of ethics that members are expected to observe which includes concepts of integrity, objectivity, professional compliance and due care, confidentiality and professional behaviour. I have always abided by this code.

I have not been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter.

4. Possess the skills identified by the Board as essential criteria for the Director role nominated for

I have a number of the skills listed with only one of them being required. Having a number of these should enhance my contribution to the Board.

I am a qualified accountant and a member of CA ANZ. I have commercial experience with negotiations and documentation for sourcing debt from a number of different banks. I also have experience negotiating and documenting lease terms with a range of tenants from mum and dad businesses to multi-nationals and private equity investors.

I have marketing experience with Public Disclosure Statements, Information Memorandums and flyers which are required to attract investors. I have also been involved in a request for proposal for marketing consultancy services, receiving presentations and selecting the successful agency to market 211 build to rent apartments.

I have touch administration experience with Manly Warringah Touch Association as Treasurer with an understanding of the issues involved in attracting players, referees, coaches, sponsors, procurement, player development, the challenges of booking accommodation for State Cup and using MySideline. Playing for club, region, NSW and Australia and coaching for club and region has also given relevant experience. Through this I have met and befriended current Queensland Touch Board members as well as TFA management which could be beneficial as a director.

My business experience includes working for listed entities HSBC, JP Morgan and Charter Hall and private families. My current role is for a business with significant assets and revenue. I have experience with many accounting software packages including Xero and have acted as an authoriser for bank transaction across banking platforms for ANZ, CBA, NAB, STG and WBC.

I have a Bachelor of Commerce from the University of Newcastle, am a member of the Chartered Accountants Australia and New Zealand (CA ANZ) and the Australian Institute of Company Directors. I have prepared papers for and presented to Boards and served as a Company Secretary so have good experience with how a Board functions and the role and responsibilities of a Director.

Role Specific Criteria

Refer to Director Specific Criteria listed in the notice.

1. Director (Finance); If nominating for this role- please address the specific role criteria identified in the Notice.

- A member of the NSWTA.

Confirmed. Registered as a player in winter and summer comp at MWTa.

- Demonstrated leadership skills.

Member of finance and executive leadership teams for around 13 years. Have also been a leader as a player and coach of rep touch teams.

- Finance/accountancy degree or minimum 5 years' experience in a finance-related role.

B Comm, CA ANZ and 31 years as an accountant. Most recently 9 years as a CFO.

- Demonstrated negotiation skills.

Negotiated and documented debt agreements with the big 4 banks and others. Negotiated lease agreements with tenants ranging from mum and dads to multi-national companies. Covid has also brought the need to negotiate delayed payment of rental arrears. I have also negotiated sponsorship agreements for MWTa and with Manly Cricket and Northern Beaches Council for field access to hold the Scorpions Junior Gala Day.

- Demonstrated relationship-building skills.

Built and maintained important relationships with Directors, employees, banks, tenants, investors as well as teammates and members of the Qld Touch Board. My current role is at Martin Place so I'm well located to develop relationships with the NSW Government if required.

- Demonstrated strategic plan development and management experience.

Have prepared strategic plans for my business unit, the finance team at a listed entity as a whole and also for a number of property businesses. It's extremely important to identify strengths, weaknesses, opportunities and threats and set goals for the future.

- Demonstrated ability to develop financial policy and procedures.

Have developed accounting policies and manuals as a whole and also policies and procedures for accounts payable, accounts receivable, treasury, derivative risk management, managing investor funds

and ensuring the segregation of duties.

• Not hold a position on a regional executive or committee.
No position held on a regional executive or committee.

• Maintain high ethical standards for the betterment of the game.
I have always maintained high ethical standards personally and in my business and sporting career.

Nominator

Graham Knights

Affiliate or Region

Manly Warringah Touch Association

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Secunder

Clayton Blackman

Affiliate or Region

Southern Rebels

As nominators we confirm the above Candidate meets the requirements of the NSWTA Constitution and the criteria for the role which they have nominated

Yes

Affiliate President/Nominator Signature

✕

I express my willingness to accept the nominaton

Yes

Nominee Name

Paul MacPherson

Upload your resume



CV - Paul MacPherson NSWTA.pdf

Upload a current profile (head and shoulders) photo



CAREER SUMMARY

Experienced CFO with 21 years' experience in the property industry in financial and management accounting, treasury and process and systems improvement. Current role is with a privately owned property business but I have also worked in listed entities Charter Hall Group, Multiplex, JP Morgan and HSBC.

Key strengths include team leadership, strategy, financial control, reviewing, technical accounting, commercial experience, debt initiation and working with and presenting to senior management including directors.

EDUCATION

CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND

Chartered Accountant qualification

- First time passes for all subjects

UNIVERSITY OF NEWCASTLE (AUSTRALIA)

Bachelor of Commerce

- Studied part time while working full time
- First time passes for all subjects

AUSTRALIAN INSTITUTE OF COMPANY DIRECTORS

Member

PROFESSIONAL EXPERIENCE

CITY FREEHOLDS PTY LTD, SYDNEY

MAR 2022-PRESENT

Chief Financial Officer

Responsibilities

- Financial and management accounting for management and investment companies and a diverse property portfolio of office, industrial, retail and residential assets.
- Budgeting and cashflow forecasts.
- Implementation, improvement and monitoring of processes and procedures.
- Lead all regulatory and compliance functions including reporting, audit and tax,
- Treasury management - covenant compliance and annual reporting, managing the relationship with the bank. renewing and initiating facilities and negotiating facility agreements. Organising regular meetings and catch ups with relationship managers across a number of banks.
- Forecasts and cashflows for the development of a build to rent asset with 211 apartments.
- Preparation of Board papers, attending Board meetings and keeping minutes.
- Report to the directors and provide leadership for a team of 4 including IT and HR.
- Overseeing the payroll function, online approval of invoices and payments with CommBiz and other banking software.
- Managing the insurance broker relationship including running the annual renewal process.
- Run the process to select a marketing consultant for 211 build to rent apartments and negotiate and document the agreement with a property manager.

Achievements

- Review of builder financial statements following media rumours which resulted in confirmation that the health of the builder was satisfactory.
- Significant savings on insurance premiums using expert surveys to identify and mitigate risk.
- Involved in lease negotiations with a range of tenants from mum and dad operators to one of the largest private equity firms in the world. This included detailed review of leases.
- Managing a portfolio of debt fund investments and term deposits with a significant increase in the return achieved.

Chief Financial Officer**Responsibilities**

- Oversight and management of financial and management accounting for management companies and c35 property funds. Including budgeting and cashflow forecasts.
- Property funds include industrial, office, lending, childcare, student accommodation and affordable housing
- Implementation, improvement and monitoring of processes and procedures.
- Lead all regulatory and compliance functions including reporting, audit, tax, registry and AFSL compliance.
- Treasury management - covenant compliance and annual reporting, managing the relationship with 9 different bank and non-bank lenders, regular monitoring of debt and swaps, renewing and initiating facilities and negotiating facility agreements. Organising regular meetings and catch ups with relationship managers for transparency and market information.
- Work with internal and external stakeholders on developments, fund structuring, transactions and investor relations.
- Preparation of Board papers, attending Board meetings, keeping minutes and acting as Company Secretary.
- Member of the Leadership Team with fortnightly meetings including running the agenda and recording action items. Participating in quarterly planning sessions to establish and review company goals.
- Involvement in preparing and reviewing investor updates.
- Overseeing the payroll function.
- Managing the relationship with the insurance broker including running the annual renewal process.

Achievements

- Involved in establishing 21 new funds and implementing processes with growth in AUM from \$350m to \$1.5bn in 3 years.
- Managed the increase in debt facilities from \$170m to \$800m across 15 different facilities with debt sourcing, structuring and negotiating.
- Valued and important part of the business with interaction across investor relations, transactions, development, directors, fund managers, leasing and asset management.
- Conducted a tender of insurance brokers and moved to a new broker for additional expertise and to minimise increases in a difficult market.
- Involved in moving from a structure with several property managers responsible for property accounting to a consolidated property GL (MRI) with property accounting completed by Savills.

Chief Financial Officer (GM – Finance from Jul 2014 to Jun 2016)**Responsibilities**

- Review management accounts and prepare and reforecast the budget for the management entity and property portfolio including office, retail and hotel assets with development exposure. Assets are in Australia and overseas.
- Review weekly cashflow and prepare monthly reforecast to the end of the next FY.
- Review tax calculations and tax returns prepared by an adviser.
- Treasury management with covenant compliance and annual reporting, managing the relationship with 4 different banks, regular monitoring of debt and swaps and renewing and initiation of facilities. Security and debt restructure to increase flexibility and reduce pricing.
- Develop and implement finance strategy including creating, improving and implementing internal systems, controls and procedures and develop KPI's for all staff.

- Managing IT requirements including meeting with alternate providers.
- Oversee HR matters with signing of contracts, approving payroll and performance management.
- Overseeing and co-ordinating annual audits and managing the relationship with the auditor
- Providing leadership, guidance and development for a team of 3 direct reports.
- Assessing property transactions, obtaining funding and completing transactions. Includes office, pub, hotel and shopping centre assets.
- Co-ordinate the payment of the monthly development invoices including collation, approval, debt drawdown and payment for 2 development projects.
- Ongoing strategic SWOT analysis for continuous improvement of finance team and CPG as a whole.
- Oversight of property management and performance in Brisbane and Darwin.
- Perform company secretary duties including signing of documents and preparation of minutes.
- Assess various potential investments and managed funds, invest in the best options and monitor the investment performance monthly. Includes personal and super fund investments.

Achievements

- Completed a complex debt restructure with the creation of segregated security pools and negotiating facility and security terms across 3 banks. Negotiated with prospective lenders to reduce existing facility and renewed facility margins.
- Involved in the purchase of 28 O'Connell St, Sydney including negotiating purchase terms, securing debt, meeting CPs, the preparation of a GST ruling and settlement.
- Restructured the debt swap book to save \$852k including identifying a tax benefit.
- Completing tender for property management, accounting, waste removal and insurance.
- Set up a management entity to pool all head office expenses and recharge to property SPV's.
- Developed and implemented a new accounts payable process resulting in prompt payments and tighter control and then implementing an automated on-line AP system.
- Improved collection of tenant arrears with a weekly meeting with property managers and extensive monitoring.
- Tighten controls over cash receipts and payroll
- Complete installation of a new GL system including developing a chart of accounts and reports
- Renegotiate supplier contracts to achieve savings

CHARTER HALL GROUP, SYDNEY (ASX 200)

SEP 2004-SEP 2013

Unlisted Funds Financial Controller

Responsibilities

- Accounting and reporting for 21 funds with \$5bn of funds under management for wholesale and retail investors across the office, industrial and retail sectors including a \$1.6bn wholesale office fund, \$0.7bn wholesale industrial fund and 2 development funds
- Reviewing consolidated financial statements, tax calculations and results presentations
- Preparing and presenting papers for the Audit Committee and Board of two responsible entities
- Overseeing and co-ordinating annual audits and half-year reviews including managing the relationship with multiple auditors
- Extensive budgeting and forecasting experience including overseeing development cashflows
- Establishing and maintaining quality relationships with all levels of staff including Non-Executive Directors, Joint Managing Directors, Chief Financial Officer, Head of Tax, Head of Transactions, Group Treasurer and Fund Managers
- Providing structuring advice on transactions considering the needs of investors and issues such as income support, coupon income and tax planning.
- Providing leadership for a team of 8 and a culture of teamwork, communication, accountability and respect. A member of the finance leadership team.
- Review and amend facility debt covenant terms in new facility agreements.

Achievements

- Improved financial statements and reporting to ensure consistency across all 21 funds
- Co-ordinated fortnightly team meetings to improve communication
- Worked with auditors, Audit Committees and Boards to meet deadlines for financial statements
- Played a lead role in the implementation of the Yardi GL and transition from MRI to Yardi
- Part of a team that improved staff engagement which included presenting to 50+ staff
- Involved in a tax tender that reduced tax compliance costs by 20%
- Work with the corporate advisory team to assess the feasibility of acquiring Australand's industrial portfolio

Charter Hall Group Financial Controller (to April 2011)

Responsibilities as above but additionally:

- Building a finance team from inception with excellent staff retention
- Extensive payroll, superannuation, payroll tax and workers compensation knowledge
- A key player in the transition to MRI software
- Preparing and also reviewing listed financial statements, ASX reporting, preparation of tax calculations and answering investor queries with listed Board reporting and presenting to a listed Audit Committee and Board
- Preparing and reporting against budgets and forecasts

Achievements

- Ensured the successful integration of the acquisition of the majority of the Macquarie property platform. Staff increased from 70 to 270
- Identified and implemented Talent2 as the payroll system
- Involved in an audit tender that reduced audit fees by 25%
- Provided detailed financial information for equity raisings

MULTIPLEX LIMITED, SYDNEY (NOW BROOKFIELD)

DEC 2002-SEP 2004

Development Accountant

Responsibilities

- Financial and management reporting and tax compliance
- Managing annual audits and half year reviews
- Maintaining relationships with Development Managers, Group Accountants and Chief Financial Officer
- Provide information in relation to the IPO of Multiplex

Achievements

- Provided leadership to a new team with assets across Australia
- Moved from an unlisted environment to listed and involved in PDS number preparation

ROLES PRIOR

JAN 1992-NOV 2002

Financial accountant, HSBC, ABBEY NATIONAL AND JP MORGAN, LONDON

Manager, FORSYTHES CHARTERED ACCOUNTANTS, NEWCASTLE (AUSTRALIA)

SKILLS

- Advanced in Microsoft Excel and Word
- Experienced in accounting and tax in general but also possessing highly valued property specific experience
- Leadership and mentoring skills and an ability to build a quality cohesive team from the ground up
- Excellent communication skills and the ability to interact at a Board and senior management level including preparing Board and Audit Committee papers and attending meetings
- Ability to organise and control large accounting systems and processes
- A sense of humour and ability to create an open, productive, co-operative and engaging work environment.
- Outside of work have represented Australia in touch football at 2 world cups and been involved in coaching senior and junior touch football teams.



Monday, September 4, 2023

New South Wales Touch Association Board Nomination

Nominations close September 22, 2023

[Refer to Board Policy here](#)
[Refer to NSWTA Constitution here](#)
[Refer to the NSWTA Board Charter 2022 here](#)

Please submit a copy of your resume and a current profile photo at the end of this nomination.

Date of Nomination Monday, September 4, 2023

Nominee Name Stephen Pike

Nominee Gender Male

[Redacted]
[Redacted]
[Redacted]

Position Sought- you can nominate for all positions that you meet the criteria Interested Director (Finance)

Statement of Claim for Role Sought- Ensure you address the criteria

I first became involved in Touch as a player in Wagga Wagga in 1986 and started refereeing two years later in 1988. From then until 2003, I attended many state, national and international tournaments as an elite referee before retiring for family and work reasons. For the next 17 years I was still involved either playing or refereeing locally at park level, helping with referee development in Wagga Wagga or as a parent of children playing the game. I recently returned to representative refereeing in 2020.

The sport of Touch (and NSWTA in particular) has been extremely good to me and I am now in a position where I can utilise my wealth of business experience and acumen to give something back. My passion for the sport has not diminished and I want to see our sport continue to grow and thrive and I would like to be able to play a role in achieving this. At a professional level, my skillset is in the finance area as an accountant for over 35 years where I have had considerable success. In my application below and in my attached resume I have summarised the skills and experience that I would bring to the role of Director (Finance) if I were elected.

I am currently the internal accountant for two large clients, both of whom are based in the Northern Territory. I work remotely for both of them from Wagga Wagga and am comfortable and experienced in undertaking work remotely and being able to work with colleagues remotely. As such, I would have no problems performing the role of Director (Finance) from Wagga Wagga where I could perform tasks remotely and travel to Sydney as and when required.

It would be an honour to be considered for this position of Director (Finance).

Core Competencies

Refer to Core Competencies in NSWTA Board Charter

1. Demonstrated leadership at a senior level in an environment compatible with the requirements of NSWTA;

In my professional life as an accountant, I have been a partner in a large regional chartered accounting practice which employed in excess of 30 staff whom I managed and mentored. I have also worked for a \$5+ billion global mining and resources organisation for ten years where I was part of the senior management team and where I had up to 40 finance staff reporting to me at various times.

2. Demonstrated commitment to strong governance principles and an understanding and appreciation of the duties and responsibilities of the role of Director demonstrated by membership of the AICD or relevant education or experience serving on or working with other Boards of Directors; and

I am a former Member of the Australian Institute of Company Directors. Whilst working for a \$5+ billion global mining and resources organisation, I held a number of senior positions and was a director and company secretary of many of the Australian subsidiaries as well as Chief Financial Officer of a subsidiary listed on the Toronto Stock Exchange in Canada. I have strong experience and familiarity of the duties and responsibilities of directors and the operation of boards.

3. A commitment to and record of ethical behaviour including not having been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter;

I have a strong commitment to ethical behaviour with a long history of such commitment. As a recently retired Fellow of CPA Australia (with 30 years of membership), one of the cornerstones of the accounting profession is ethical behaviour. I have always acted ethically for my clients and the businesses that I have worked for.

I have never been the subject (adverse or otherwise) of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency.

4. Possess the skills identified by the Board as essential criteria for the Director role nominated for

I have worked as an accountant for over 35 years but am now winding down into semi-retirement. I have accounting qualifications with a Bachelor of Business (Accountancy) and a Master of Commerce (Accountancy). I am a recently retired Fellow of CPA Australia (I was a member for over 30 years but recently resigned my membership due to winding down my professional career), a former Member of the Australian Institute of Company Directors, a former Associate Member of the Australian Institute of Certified Management Accountants and a current Justice of the Peace (a role I have held since 1990).

I have been involved in Touch at an elite level as a referee where I was graded as a Level 4 referee in 1991 and then obtained my Level 5 badge in 1992 and my Level 6 badge in 1993. I obtained 53 international refereeing caps, including attendance at three World Cups. I am a past NSWTA Referee of the Year and NSWTA Blues Award recipient and I am a life member of the Wagga Wagga Touch Association, an inductee in the Wagga Wagga Sporting Hall of Fame, an inductee in the NSWTA Hall of Fame and an inductee in the Touch Football Australia Hall of Fame. More recently, I was selected in the NSWTA Golden Jubilee Referee's team.

Role Specific Criteria

Refer to Director Specific Criteria listed in the notice.

1. Director (Finance); If nominating for this role- please address the specific role criteria identified in the Notice.

- I am a current member of NSWTA.

- In my professional life as an accountant, I have been a partner in a large regional chartered accounting practice which employed in excess of 30 staff whom I managed and mentored. I have also worked for a \$5+ billion global mining and resources organisation for ten years where I was part of the senior management team and where I had up to 40 finance staff across the world reporting to me at various times.
- I have worked as an accountant for over 35 years and have experience in numerous senior finance roles including being a partner in a large regional chartered accounting practice for a number of years and holding a number of senior positions in a \$5+ billion global mining and resources organisation (including being part of the senior management team).
- I have a wealth of experience with business negotiations, such as in my role as Global Business Development, Mergers & Acquisitions Executive for the global mining and resources organisation where I had to negotiate business acquisitions, expand existing business units, commercialise non-operating assets and was regularly liaising and negotiating with vendors, lawyers, engineers, managers etc.
- During my 35+ years experience as an accountant, I have developed my relationship building skills. For example, in my role as Global Group Financial Controller for the global mining and resources organisation, I had to oversee 40 finance staff across five countries and bring them all together in a coordinated way so that they were following the same work procedures, reporting in the same manner and were working together as a cohesive team.
- I have had many years of developing and implementing strategic plans in a number of different roles for numerous organisations. Whether that be in my role as partner in a chartered accounting practice developing plans and budgets for clients or when part of the senior management team for the global mining and resources organisation where I was actively involved in developing the long term plan. Another example was also at the global mining and resources organisation where one of my roles was overseeing and authoring a \$1.3 billion feasibility study for the construction of a commercial operating plant in Argentina – this included coordinating a variety of engineers, scientists, geologists, economists, lawyers, accountants and consultants in multiple countries as well as being personally responsible for building a complex 40 year financial model for the project.
- I have developed and implemented many financial policies and procedures over the years. For example, when I was a partner in a chartered accounting practice I was responsible for writing and maintaining all the firm’s accounting procedures. When I left there, I did some consulting work for a national firm that sold templates and work procedures to accounting firms. And when working for the global mining and resources organisation, part of my role was to develop standardised accounting and reporting procedures for implementation in all the business units across the globe.
- I do not currently hold any positions on a regional Touch executive or committee.
- I have always held myself to high ethical standards in my professional life. My motivation in applying for this board role is to be able to give back to the sport of Touch. As such, the betterment of the game is of paramount importance to me and I would seek to not only maintain my own high ethical standards but also the standards of others that I am involved with in the sport.

Nominator Chris Dolahenty

Affiliate or Region Wagga Wagga

[Redacted] **[Redacted]**

[Redacted] **[Redacted]**

Secunder Marc Lawrence

Affiliate or Region Wagga Wagga

As nominators we confirm the above Candidate meets the requirements of the NSWTA Constitution and the criteria for the role which they have nominated

Yes

**Affiliate President/Nominator
Signature**

S.G. Polakofsky

**I express my willingness to accept the
nominator**

Yes

Nominee Name

Stephen Pike

Upload your resume



Stephen Pike - Resume (NSW...pdf

**Upload a current profile (head and
shoulders) photo**



Take Photo



Stephen Pike

Professional Background & Experience

- I have worked as an accountant for over 35 years but am now winding down into semi-retirement. During this time I have worked in a number of accounting roles in both tax and management accounting. Some of my more significant roles include:
 - During the 1990's I worked in Canberra as a Senior Accountant in a national chartered accounting firm.
 - Following this, I relocated back to Wagga Wagga where I was a partner in a large regional chartered accounting practice for a number of years.
 - After selling my share of the accounting practice, I had my own accounting consulting business for a few years before I was approached to work for a \$5+ billion global mining and resources organisation which had operations in Canada, Australia, USA, Argentina and Singapore. During my ten years there, I held a number of senior positions including Chief Financial Officer of the Australian operations, Global Group Financial Controller and Global Business Development, Mergers & Acquisitions Executive, as well as being part of the senior management team. I was also a director and company secretary of many of the Australian subsidiaries as well as Chief Financial Officer of a subsidiary listed on the Toronto Stock Exchange in Canada. I left there when the private equity owners sold the business in 2017.
 - I currently work for myself and have just two large clients, both of them based in the Northern Territory – one of them is one of Australia's largest watermelon producers and the other is a 1.3 million hectare cattle station with over 120,000 head of cattle. I look after all their accounting, payroll and management reporting requirements and work remotely for both of them from Wagga Wagga.
- Having worked in both tax and management accounting, I have strong GST, payroll, PAYG withholding, BAS, payroll tax and management experience. I also have detailed experience using a wide number of accounting programs, including MYOB and Xero as well as a number of much larger programs. In addition to this, I am very conversant in all Microsoft Office programs, notably Excel where I am an advanced user including many years working with the Visual Basic language that sits behind the native Excel. Over the years I have designed and built many customised management reports and dashboards for business owners and company boards.

Education, Qualifications & Professional Memberships

- Bachelor of Business (Accountancy), Charles Sturt University – 1987 to 1990
- Master of Commerce (Accountancy), Charles Sturt University – 1994 to 1996
- Former Fellow of CPA Australia – I was a member for over 30 years but recently resigned my membership due to winding down my professional career
- Former Member of the Australian Institute of Company Directors
- Former Associate Member of the Australian Institute of Certified Management Accountants
- Justice of the Peace – I have held this role since 1990

Touch Football Involvement & Achievements

- My first involvement with touch football was as a player in Wagga Wagga in 1986.
- I first started refereeing touch football in 1988. I was graded as a Level 4 referee in 1991 and then obtained my Level 5 badge in 1992 and my Level 6 badge in 1993.
- I attended many state, national and international tournaments from 1990 to 2003 before retiring for family and work reasons. I returned to representative refereeing in 2020.
- Some of my refereeing achievements include:
 - NSWTA Referee of the Year
 - 53 international refereeing caps, including attendance at three World Cups
 - Highest international ranking of number two in the world
 - NSWTA Blues Award recipient
 - Wagga Wagga Touch Association Life Member
 - Wagga Wagga Sporting Hall of Fame inductee
 - NSWTA Hall of Fame inductee
 - Touch Football Australia Hall of Fame inductee
 - Selection in the NSWTA Golden Jubilee Referee's team



New South Wales Touch Association Board Nomination

Lodgement of Nominations close at 5pm Friday December 15, 2023

[Refer to Board Policy here](#)

[Refer to NSWTA Constitution here](#)

[Refer to the NSWTA Board Charter 2022 here](#)

Please submit a copy of your resume and a current profile photo at the end of this nomination.

Date of Nomination Wednesday, December 13, 2023

Nominee Name Chris DOLAHENTY OAM

Nominee Gender Male

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Position Sought- you can nominate for all positions that you meet the criteria Interested Director

Statement of Claim for Role Sought- Ensure you address the criteria

I wish to nominate for the position of "Interested Director".
 I am currently the Interested Director - Country and wish to continue in a Director capacity on the Board to progress and complete the priorities of the NSWTA Strategic Plan. Recently I reviewed and approved the NSWTA Participation Plan looking forward to its outcome in 2024. As a member of the NSWTA Board for over 10 years and the Wagga Touch Assoc. (WTA) for over 30 years (12 years as President) I have a strong understanding of Governance practices supporting our organisation.
 I am a member of the NSWTA Referees Coaching Panel in the Coach the Coach portfolio. I was named one of the Golden Jubilee Referee Coaches. I am a Facilitator, Talent Referee Coach and Level 2 Player Coach.

Core Competencies

Refer to Core Competencies in NSWTA Board Charter

1. Demonstrated leadership at a senior level in an environment compatible with the requirements of NSWTA;

In my previous employment with BAE Systems Aust. I was the Team Leader of a Training section that required me to liaison with personnel from TAFE, Defence and BAE Leadership for tasking and contract

requirements. This often meant working through contracts with budgetary provisions, risk management considerations and sign-offs.

I have experience in Human Resource Management (MHR) being the Team Lead for a number of teaching staff Enterprise Agreement negotiations with my past employer BAE Systems Aust..

2. Demonstrated commitment to strong governance principles and an understanding and appreciation of the duties and responsibilities of the role of Director demonstrated by membership of the AICD or relevant education or experience serving on or working with other Boards of Directors; and

When first on the NSWTA Board I undertook the Foundations of Directorship Course through the Australian Institute of Company Directors. I am yet to renew my membership to the ACID, but will do so if re-elected.

I have liaised with the Department of Fair Trading on many occasions with regard to implementation of a new "Model Constitution" for the WTA. Enabling the WTA to operate as an "incorporated" body.

During my time on the NSWTA Board I have gained skills and knowledge of the workings of the NSWTA moving from Independent Director, to Vice President and now Interested Director - Country. As a Director I have gained a valuable insight into the operation of our Regions.

I take seriously the governance requirements of the Board to ensure decisions are made for the betterment of the sport and its members. This includes the appropriate use of funds budgeted for maintaining the sport in NSW.

3. A commitment to and record of ethical behaviour including not having been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter;

I have never been investigated for any unethical behaviour. During Board meetings I have always declared any 'Conflict of Interest' when a discussion or vote is necessary for particular matters, e.g. where the Junior State Cup should be held as Wagga was an option. These declarations are noted in the minutes of the appropriate meetings.

At my previous job I was an Ethics Adviser. Someone to assist staff to work through personal situations that were confidential and had serious implications for the business and/or staff.

4. Possess the skills identified by the Board as essential criteria for the Director role nominated for

I am the current Interested Director - Country and have been on the NSWTA Board for over 12 years in various capacities.

I have over 30 years experience on my affiliate's Board (Wagga Touch Assoc.) as Committee person, Secretary, Public Person, Vice President or President. I am also a Life Member of Wagga Touch Assoc.. During my time in the affiliate I assisted in the implementation and use of Sports TG for the online management of various WTA competitions. This gave me a great appreciation of what affiliates are going through with the use of the new system - My Sideline.

I have experience in Training, Human Resource Management, Risk Management and Project Management. I was also the Secretary of the RAAF Amberly RL Football Club so I have experienced another sporting codes issues and triumphs.

Role Specific Criteria

Refer to Director Specific Criteria listed in the notice.

1. Director; If nominating for this role- please address the specific role criteria identified in the Notice.

I am indebted to NSWTA for the opportunity to be on the Board and contribute to ensuring Touch in NSW is the top participation game played. Also that NSW is the best at all aspects of the sport.

As Vice President there were several occasions where I was required to assume the President positions to Chair meeting and address issues.

I have served on many Judiciaries as either chair or panel person.

I have a very good understanding of issues faced by affiliates and regions at both city and country levels.

I have experience with negotiating with local council for funding and assistance for such things as field

lighting and changeroom/toilet facilities.

I am always willing to promote NSWTA through local media to advertise local competitions and State events.

Nominator

David Baggio

Affiliate or Region

Wagga Touch Association



Secunder

Evan Robertson

Affiliate or Region

Wagga Touch Association

As nominators we confirm the above Candidate meets the requirements of the NSWTA Constitution and the criteria for the role which they have nominated

Yes

Affiliate President/Nominator Signature

I express my willingness to accept the nominaton

Yes

Nominee Name

Chris Dolahenty OAM

Upload your resume



Chris dolahenty Sep 23 resu...docx

Upload a current profile (head and shoulders) photo



CHRISTOPHER J. DOLAHENTY OAM



PROFILE

As an Aircraft Technician and Warrant Officer Engineer (WOE), I had a highly successful career of more than 20 years in the Royal Australian Air Force. I also worked at Charles Sturt University as an **Educational Designer**, and at the National Aerospace Training Centre of Excellence as an **Aerospace Engineering Teacher** and team leader. I have a passion for designing and delivering innovative training to maximise learning outcomes and career progression.

More recently at **BAE Systems Australia Limited** as the **Team Lead and Senior Educator** for Post Initial Engineering Training (PIET), within the Aviation Technical Training (ATT) project. Recognised for being self-motivated, honest and hardworking, I am confident in the strong foundation I have in **Aircraft Technical Training, Defence Aviation Safety Regulations and managerial experience.**

EMPLOYMENT HISTORY

BAE SYSTEMS AUSTRALIA | 2013 – Dec 2022

Senior Educator – Team Lead

Aviation Technical Training

I have assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals. I managed the needs of the personnel conducting CAMM2 Data Managers courses.

- Supervising the training of Junior Engineering Officers, Senior Technical Managers, GSE Technicians, CAMM2 Data Managers, Non-Technical Duty Crew personnel, Aircraft Welders and Aircraft Metal Machinists.
- Supervision, coordination and authorisation of the development and delivery of Training Packages for the PIET suite of courses.
- Assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals.
- As an appointed Ethics Advisor, dealt with complaints, conflicts and issues, acting as sounding board, in many cases seeking and achieving positive resolution.
- Managed, supervised and delivered the new contract for BAE Systems as training provider for the Defence Department, achieving excellent customer ratings from both students and the workplace.
- Developed the content and delivered the Promotion Course for about to be appointed supervisors. This In-Time training delivered excellent results enabling successful transition to leadership and management.

TAFE NSW – Riverina Institute – NATCOE | Jan 2003 to Dec 2012

Aircraft Technical Instructor

Responsible for the delivery of training to Technical Trainees across a suite of subjects in the Aircraft Mechanical Trade Training. Also worked in various sections such as, Aircraft Structures', Flight Line and Avionics to assist with Technical Training.

- At times as Acting Chief/Senior Instructor, I reviewed Training, managed Student Progress and scheduled Training Staff to meet the training needs of the Aircraft Training Section and the other Sections.

CHARLES STURT UNIVERSITY | 2000 – 2002

Educational Designer

Responsible for the project management of various distance education subjects, liaising with a variety of academics and general staff to ensure quality packages reached their designated students, correct and on time.

- engaged in the development of a media suite for distance education via microwave technology. This delivered a new and innovative approach to presenting lectures and tutorials to distance education students at remote locations. This resulted in a better product with less delay in transmission than that associated with teleconferencing.

ROYAL AUSTRALIAN AIRFORCE

Squadron Warrant Officer | Jan 1998 to Dec 1999

No 2 Operational Conversion Unit (2 OCU), RAAF Base Williamtown.

Responsible for the supervision, management and training coordination of 132 personnel and F/A-18 Hornet aircraft.

I also acted as the interface between senior management and personnel with respect to personnel issues such as morale, discipline, maintenance and general working conditions.

- Developed and maintained a sustainable strategy for the training and employment of technical and non-technical personnel to meet the operational capabilities of 2 OCU.
- Maintained the compliance of Technical Standards in accordance with relevant orders, instructions and maintenance documentation.

Warrant Officer | Jan 1990 to Dec 1997

I was part of a team that was responsible the design, development and implementation of a suite of "Promotion" course for RAAF Non-Commissioned Officers, from the ranks of Corporal to Warrant Officer.

- Acted as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. Travelled to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

Aircraft Technical Instructor | Aug 1985 and Jan 1990,

Responsible for teaching Apprentices and Adult trainees Aircraft Trade subjects.

Aircraft Technician | Jan 1974 to Aug 1985

I was employed at a number of RAAF Units where I worked on various aircraft as an Aircraft Technician. Some of the aircraft at those units included the C130 - A, E, H, B707-338C, and F111 – A, E, G and RF models.

EDUCATION and QUALIFICATIONS

Master of Human Resource Management – Charles Sturt University
Graduate Certificate in Experiential Learning
Diploma of Teaching – TAFE
TAE 40110 Cert IV Training and Assessment
TEA LLN411 Address Adult language, Literacy and Numeracy Skills
TAE 40104 Cert IV Training and Assessment
TAE ASS502 Design and Develop Assessment Tools
MEA 40718 Cert IV in Aeroskills - Mechanical
Advanced Instructional Techniques Course
Instructional Techniques Course
Training Design Course
Certificate IV in Training Development
Certificate IV in Workplace Training (Category 2)
Aircraft Technician Apprenticeship
Occupational Health and Safety Advisers Course (NASCA)
Mental Health First Aid Course

Foundations of Directorship – Australian Institute of Directors

Defence Organisation and Culture

Air Force Training Group (AFTG) is responsible to train Air Force, Navy and Army personnel to be world class aircraft technicians across various platforms and aircraft maintenance organisations. As a part of AFTG the RAAF School of Technical Training is responsible to deliver graduates, on time and within budget, to satisfy Defence, ADF and RAAF targets. This is done through the career development of airmen and Senior Non-commissioned Officers completing the pre-requisite courses for promotion, Junior Engineering Officers starting their careers, to Senior Officers and Warrant Officers preparing for senior management positions at their units. Past visits to observe the SMM/WOE courses have enabled me to meet some to the various stakeholders and/or presenters for these courses. Coordinating the Aerospace Engineers

The Defence Force is continually looking to select and apply the most appropriate and flexible training systems, methods and training pathways to skill its personnel for the future. The continuing contract helps develop these pathways and I can assist the staff at Wagga to achieve the require outcomes for the courses.

Education and Training Programs

In the early 90s the Air Force required a change to the way it conducted promotion training. I was part of a team that designed and implemented a suite of promotion courses for the training of airmen through all ranks to Warrant Officer. The team adopted an experiential approach to this “in time” training for the development of future leaders. This approach was much different to the traditional classroom, exam based training. This

training was based on a candidate's performance in leading a group. This suite of courses, while refined to some degree, is still in place today. Part of the implementation was to establish training facilities at other bases around the country. Part of my task was to ensure the facilities had the appropriate equipment and standards of delivery, so that the centres could then maintain the same levels of delivery. I was also responsible for the selection of staff to fill the positions at these training centres. I was very humbled to receive my Medal of the Order of Australia for my work in this area.

While at **Charles Sturt University** as an Educational Designer I had input into the development of online student forums, distance learning packages and online video learning suits for presenters and students.

While with BAE Systems I have been responsible for the conduct of the PIET suite of courses. Ranging from Senior Maintenance Managers, Aerospace Engineers, WOE, Senior Technical Managers (both Air and Ground), to Electronic Management Systems (CAMM2), Ground Support Technicians, Aircraft Metal Machinists and Welders. For the last three courses I was responsible for the coordination and conduct of these courses from a number of NSW TAFE institutes.

Instructional Workforce Leadership

Since 2014 I have been employed with the ATT project as either the Aircraft and Structures or Post Initial Engineering Training (PIET) section Team Lead. I have assisted in the design, development and conduct of the Senior Technical Manager – Ground course. I coordinated and taught on the Systems Technician courses teaching Project Management and Contract Change Proposals. I manage the needs of the personnel conducting CAMM2 Data Managers courses.

While employed by TAFE NSW, Riverina – NATCOE, I was required to be Acting Chief Instructor and Acting Senior Instructor at various times. These positions required me to Review Training, Manage Student Progress and Schedule Training Staff to meet the training needs of the Aircraft Training Section and the other Sections. In these positions it was a requirement to send reports to various sections as well as Administration, while maintaining communications with members of the various sections and Defence. In these positions I was required to utilise Microsoft Word and Excel to maintain tasking's and working hours on the section's staff.

While at Charles Sturt University I was engaged in the development of a media suite for distance education via microwave technology. This provided a new and innovative approach to delivering lectures and tutorials to distance education students at remote locations. It also provided a better product as there was less delay in transmission than that associated with teleconferencing. The ADF has now moved to utilising different technologies to deliver its training. This was evidenced in PIET during Covid restrictions when PIET staff were required to deliver a standard face-to-face, six week course on-line to twenty students, across the Defence Protected Network and a different assessment process. This showed the agility, flexibility and resourcefulness of the PIET team to get this

task done. Without effecting the integrity of the training standards or assessments. Training needs to be as effective as possible, while maintaining a very high standard, to maintain an excellent standard of safety and tradesmen-ship of its personnel to maintain the ADF's assets.

During my posting at **Airmen Leadership Flight (ALF)**, I was responsible for the Sergeant Promotion Course staff. It was necessary for me to continually role model the skills of facilitation and advanced instructional techniques so that other staff were able to duplicate the training aspects in the conduct of the courses. I am one of a handful of "foreign" military personnel, to have completed the USAF SNCO Promotion Course at the USAF Academy in Alabama. I was able participate in their promotion course (and pass legitimately) and also assess their training philosophies for integration into the RAAF's courses. This was invaluable and brought about changes to the way ALF, at the now RAAFSALT, conducted itself as a training establishment.

Interpersonal Skills

Recently with the implementation of **Stage 2 training** it has been necessary to create different ways for the students to achieve the outcomes required by some phases. After some discussion, defining the outcomes and reaching a solution we were able to implement performance assessments that achieve the outcomes of the phases while giving the trainee(s) a more constructive and useful training experience.

One of the philosophies of the Airmen Promotion Courses was that the "training was for airmen designed and delivered by airmen". I was selected from the development team to give a presentation to the Chief of the Air Force for the establishment of the ALF to give credence to the above statement. He agreed and the ALF was established with a WOFF as the Officer in Charge. I was part of the Selection Team for choose suitable airmen as 'Facilitators' of the new promotion courses to be delivered at various bases around the country.

In a recent visit to Perth for a Touch Football high performance camp I was involved in a conflict resolution situation that required an independent mediator. Once I had the facts out on the table from those involved I was able to get those parties to come to a resolution. This resolution assisted in the ongoing development of touch referees in the state.

Consultancy/Negotiation Skills

I am currently working with some of the Defence agencies responsible for input into the development of the SMM, WOE, AEI-C, and STM courses (PIET). These agencies include DASR, AFTG, DFSB, DTC and DLB. In the next weeks the last AEI-C course will be conducted in Melbourne. This is a return to taking this and other courses to various locations the Subject Matter Experts are located. This means the students will be receiving we can come to agreement about the information required of each of these courses and how the Defence see the courses being conducted.

During my time at 2OCU it was necessary to consult with base management to be prepared for our deployment on exercise to their bases. This would entail the negotiation for use of various bases facilities and transport. Squadron deployments away from their home base are demanding on all personnel. So to ensure the squadron's maintenance staff operated effectively I had to make sure accommodation was up to scratch for those on shift work. I was also in charge of the programming of maintenance on a Squadron of FA-18s. This was difficult due to the daily flying requirements of the Fighter Pilot conversion course. This had me utilise the knowledge and skills of members of the various sections, including Aircraft, Avionic, Maintenance Control and Supply.

Recently it was necessary to consult with another section (Aircraft Life Support Section) on base to enable one of the phases we conduct to have more meaning and therefore understanding by the trainees. This meant the utilisation of their facility and training to deliver the necessary information for the trainees. Being able to negotiate an acceptable outcome in providing good results for the trainees.

I have had to work closely with military personnel during changes to working conditions (the refurbishment of the main training hangar) in the training environment. This meant the need to accommodate training in various buildings around the base. Coordinating the movement of aircraft, equipment and personnel was kept to a minimum to ensure the training and safety needs of the student were maintained. This also meant ensuring the staff had sufficient resources to carry out their designated task.

Organisational Change

Over the past years I have been employed as a **contract trainer** to deliver various courses to a variety of companies. Some of these companies include: Murrumbidgee Dairy Products, the Wagga Wagga City Council, Charles Sturt University, Westpac Bank, MIM and BHP. The packages delivered dealt with leadership, management and change management training. Parts of these courses were aspects of communication, team building, change management and assertiveness. These courses were necessary because of major changes going on in the organisations and their efforts to become more efficient while maintaining a productive workforce.

As a Warrant Officer I was utilised as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. This meant going to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

I have a Certificate IV in Training and Assessment, through Charles Sturt University – TAA40104 and TAE 40110.

Employment Experience

When BAE Systems Australia took over the Aviation Technical Training (ATT) contract in Jan 2013, I was employed as an **Aircraft Technical Instructor** for **Aircraft Technicians**.

I am the ATT local Ethics Representative, Mental Health First Aider and the Chief Fire Warden.

I have on all the previous EA negotiation committees. I am also part of the ATT Consultative Committee which meets to work through issues or ideas with the Lead Team as part of the Enterprise Agreement and continuous improvement for the project.

In Jan 2014, I was appointed as Senior Education (SE) for the Aircraft Technical Trades and Post Initial Engineering Training (PIET).

From Jan 2015 to present time, I have held the position of Team Lead/ Senior Educator for PIET. In this position I supervise the training of Junior Engineering Officers, Senior Technical Managers, GSE Technicians, CAMM2 Data Managers, Non-Technical Duty Crew personnel, Aircraft Welders and Aircraft Metal Machinists. This also involves the supervision, coordination and authorisation of the development and delivery of Training Packages for the PIET suite of courses.

In Jan 2003 I was under contract as an Aircraft Technical Instructor with TAFE NSW – Riverina Institute – NATCOE. I held the position from Jan 2003 to Dec 2012. In this position I was responsible for the delivery of training to Technical Trainees across a suite of subjects in the Aircraft Mechanical Trade Training. This position also required me to work in various sections such as, Aircraft Structures', Flight Line and Avionics to assist with Technical Training.

I was previously employed at Charles Sturt University (2000 to 2002) as an Educational Designer. In this position I was responsible for the project management of various distance education subjects, liaising with a variety of academics and general staff to ensure quality packages reached their designated students, correct and on time.

From Jan 1998 to Dec 1999 I was employed as Squadron Warrant Officer of No 2 Operational Conversion Unit (2 OCU), RAAF Base Williamtown. My role involved the supervision, management and training coordination of 132 personnel and F/A-18 Hornet aircraft. I was required to develop and maintain a sustainable strategy for the training and employment of technical and non-technical personnel to meet the operational capabilities of 2 OCU. I was responsible for the compliance of Technical Standards in accordance with relevant orders, instructions and maintenance documentation. I also acted as the interface between senior management and personnel with respect to personnel issues such as morale, discipline, maintenance and general working conditions.

From Jan 1990 to Dec 1997, I was part of a team that was responsible the design, development and implementation of a suite of "Promotion" course for RAAF Non-Commissioned Officers, from the ranks of Corporal to Warrant Officer.

As a Warrant Officer I was utilised as a change agent for the implementation of Equity and Diversity policies throughout the Air Force. This was both challenging and rewarding. This

meant going to many of the major bases to conduct presentations to the equity and diversity contact persons to bring about changes in the Air Force's culture.

Qualifications

Masters of Human Resource Management
Graduate Certificate in Experiential Learning
Diploma of Teaching – TAFE
TAE 40110 Cert IV Training and Assessment
TEA LLN411 Address Adult language, Literacy and Numeracy Skills
TAE 40104 Cert IV Training and Assessment
TAE ASS502 Design and Develop Assessment Tools
MEA 40718 Cert IV in Aeroskills - Mechanical
Advanced Instructional Techniques Course
Instructional Techniques Course
Training Design Course
Certificate IV in Training Development
Certificate IV in Workplace Training (Category 2)
Aircraft Technician Apprenticeship
Occupational Health and Safety Advisers Course (NASCA)
Mental Health First Aid Course

Foundations of Directorship – Australian Institute of Directors

Community Involvement

I am a Director on the New South Wales Touch Assoc. Board. We oversee an annual account of approx. 3 million dollars. I am a member of the Australian Institute of Company Directors. The Board is directly responsible to the members of the association for the budgeting of funds to meet our Strategic Plan and State's development, and progress the conduct and development of the sport of Touch Football in NSW. This also entails discussions with representatives from our National body and other sports, such as the National Rugby League and their sponsors.

I was President of the Wagga Touch Association Inc., where I would coordinate a team of volunteers to run games in four different competitions over four days for 160 junior teams and 150 senior teams each week. Part of this position's tasks is to coordinate the selection, training and organisation of 140 representative players, coaches and managers to compete in some of NSW Touch's and Australian Touch's major tournaments each year. This entails booking accommodation, organising meals and buying uniforms for each attendee.

I am a member of the Federation of International Touch Referee Coaching Panel, Touch Football Australia Referees Coaching Panel and the NSW Touch Football Referees Coaching Panel. My role in these organisations is to attend major International, National and State Tournaments to assist in the development of Referees and, coordinate and

conduct Referee Coach development throughout Australia and other countries. Part of my involvement also includes the development and implementation of various courses for the recruitment and retention of referees for all levels of the sport in Australia and around the world.

I also enjoy travel, long distant motorcycle riding and going to Rugby League and watching musical theatre.

Referees:

Mr. Ian Matthew
Former Business Owner/Operator
Breez Mat Carpet Cleaners
Director of Referees NSW Touch & FIT



Mr Martin Roberts
ATT Training Capability Manager
BAE Systems,
Aviation Technical Training
RAAF Base Wagga. NSW 2650





New South Wales Touch Association Board Nomination

Lodgement of Nominations close at 5pm Friday December 15, 2023

[Refer to Board Policy here](#)

[Refer to NSWTA Constitution here](#)

[Refer to the NSWTA Board Charter 2022 here](#)

Please submit a copy of your resume and a current profile photo at the end of this nomination.

Date of Nomination Wednesday, September 20, 2023

Nominee Name Anthony Dudeck

Nominee Gender Male

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Position Sought- you can nominate for all positions that you meet the criteria

Interested Director

Statement of Claim for Role Sought- Ensure you address the criteria

I am pursuing the position of Interested Director on the NSWTA Board.

My journey in touch football began in my early twenties when I played and assisted with the local competition administration at Hills Hornets Touch Football Association. Over the past three decades, my love for the sport has endured, and I've had the privilege of representing both NSW and Australia as a player in numerous State of Origin and World Cup campaigns. In 2015, I was Assistant Coach with the victorious Australian Youth Trans-Tasman Girls 18's team. In addition, I've earned several technical certifications, including Elite level coaching, Level 4 selector, and Level 2 referee qualifications.

My first National Touch League (NTL) experience as a player was in 2003 with Sydney Scorpions Men's 30's. During those early campaigns, myself, and teammates faced numerous disappointments as we came agonisingly close to clinching the title but fell just short. It would take me ten years to win my first NTL, after previously competing in seven heart wrenching grand final losses. Nevertheless, those experiences proved to be invaluable and played a pivotal role in developing my resilience and ability to thrive in the face of adversity.

Fast forward to 2023, and I proudly participated in my 21st consecutive NTL event, now having won seven championship titles over that period. This greatly rewarding journey highlights the incredible opportunities our sport extends to individuals of diverse backgrounds and ages, including players, coaches, referees, selectors, and administrators.

From 2010-17, I had the privilege of partnering with a fantastic team at Manly Warringah Women's Open. During this period, we successfully implemented an ambitious junior development strategic plan, cultivated a strong team culture, and instilled unwavering belief in our players and program. Through years of dedication, hard work, and innovative strategies, our team achieved remarkable success, securing three Vawdon Cup titles (2015-17), as well as clinching three State Cup titles in the same period. In recognition of our exceptional contributions, our team received a nomination for the Community Team of The Year award as part of the 2017 NSW Community Sports Awards.

Observing so many players from our program go on to represent both NSW and Australia at the U20's and Open levels was incredibly gratifying. Most significantly during this period, we gained insights into the true essence of success, understanding what success looks like, and the sacrifices required to reach it. Whilst we may not have fully comprehended it at the time, these lessons would prove invaluable in shaping our future endeavours, extending well beyond our sporting activities and into our personal lives.

I've also had the privilege of achieving success while serving in coaching positions for Sydney Scorpions, both in junior and open divisions. Notably, I achieved success with the NSW Scorpions Women's Open, securing the NTL Elite 8 title on three occasions (2014, 2017-18). In 2017 and 2018, our regional team boasted an exceptional achievement with sixteen players from the Manly team representing the NSW Scorpions, a feat that highlighted our affiliate's strength within a regional championship winning team.

Over the years, I am incredibly grateful to have earned a total of 27 championship titles in coaching and assistant coaching roles. These comprise of 8 Junior State Cups, 8 Junior Regionals, 3 State Cups, 3 Vawdon Cups, 1 National Touch League, 3 Elite 8, and 1 Australian Youth Trans-Tasman series win.

Additionally, I hold a Mental Performance Mastery (MPM) coaching certification, and take great pleasure in utilising positive mindset tools, including emotional intelligence, to unlock the full potential of players and teams I partner with.

I firmly believe that my extensive experience and the achievements I've gained through both playing and coaching have significantly contributed to my most prominent strengths, those being sports administration and management, and serving on committees. For the past 14 years, I've had the privilege of serving as an elected director on the Sydney Scorpions Executive Committee. Within this committee, I assumed the role of Technical Director from 2009-15 and have held the position of Regional Director from 2015 to the present day.

Over many years I've built a reputation for my strong and innovative leadership. I take pride in the fact that neither myself nor the committees I've led, have shied away from making tough decisions and engaging in difficult conversations when the situation may arise. I believe that an essential component for the success of any committee or club is bringing together individuals who possess a positive mindset, a mutual objective, and a shared determination to achieve success. I take pride in my ability to unite a team around a common goal and lead them towards success. Other important factors include effective and timely decision making and understanding your audience and gauging the situation appropriately.

During my tenure on the executive committee, we have experienced great sustained success at junior, open and senior levels. This includes NSWTA Region of the Year on 8 occasions, NSWTA Junior Regional champion permit on 13 occasions and TFA National Touch League Golden Boot champion permit on 8 occasions. In 2020 I was honoured to be inducted as the fifth Sydney Scorpions Life Member.

From 2017 onward, I've been an active member of the NSWTA High Performance Unit. Additionally, in 2023, I took the initiative to draft the NSWTA Emerging Blues Program Project Proposal, which was subsequently submitted to and approved by the NSWTA Board. The Emerging Blues program is currently in-flight with the inaugural high performance camp to take place in November 2023.

You can access a comprehensive list of my positions held, awards, and key accomplishments on my Touch Football resume, available online at <https://bit.ly/AD-Touch-Resume>.

Additionally included is an example of where mindset tools were implemented to great success with Manly Warringah Women's Open.

If elected, I wholeheartedly commit to my role as a NSWTA Board member with the primary goal of advancing and growing the sport within our great state. Equally vital, I am dedicated to developing and maintaining strong and meaningful partnerships with Touch Football Australia, Queensland Touch Football, and the other states and territories, all of which are crucial for the continuous growth and improvement of our beloved sport. I am confident that I will bring added value through my unwavering enthusiasm, strong work ethic, effective leadership skills, and a proven track record of innovation and achieving timely results.

I view the NSWTA Board position as an incredible opportunity and in the interest of avoiding any potential or perceived conflict of interest, should I be elected I am committed to stepping down from my current position on the Sydney Scorpions Executive Committee. Fortunately, we are blessed with a highly capable committee, and I have full confidence that my colleagues will continue to elevate the region to great heights.

Further information can be found via below.

<https://bit.ly/Linkedin-ADudeck> <https://bit.ly/AD-Work-Resume> <https://bit.ly/AD-Touch-Resume>

Core Competencies

Refer to Core Competencies in NSWTA Board Charter

1. Demonstrated leadership at a senior level in an environment compatible with the requirements of NSWTA;

In addition to information previously mentioned within my Statement of Claim for the Interested Director position, I will provide some background on my professional career and academic history.

I am an experienced technology professional with a track record of delivering value-added solutions to leading global financial organisations for over 25 years. Some of these organisations include Credit Suisse First Boston, JP Morgan, Westpac, Mercer and Australian Catholic Superannuation and Retirement Fund. I hold a Bachelor of Commerce degree with a major in Marketing and a sub-major in Computing and Information Systems from the University of Western Sydney. Additionally, I am a member of the Australian Institute of Company Directors (MAICD).

In my professional endeavours I possess a strong client focus with a proven ability to effectively communicate and collaborate across all levels of management including senior stakeholders. I am a strategic thinker with high energy, a positive work ethic, and strong leadership skills, capable of successfully managing multiple projects within tight deadlines and budgets.

During my rewarding 8 year tenure at JPMorgan, I advanced to the position of Vice President and held various key roles, including Service Delivery Manager and Senior Project Manager for the Investment Banking division. Amongst the projects that stood out to me, was the relocation to the newly built 85 Castlereagh Street office. I took on the responsibility of overseeing the relocation of Investment Banking staff from Grosvenor Place to 85 Castlereagh Street. This comprehensive project also involved the establishment of two new trade floors for Equities and Fixed Income. In this capacity, I additionally served as the direct line manager for a highly talented team of Desktop/Trade Floor Support Engineers and managed project resources. Furthermore, I had the important role of managing the budget and overseeing technology expenditure. The total expenditure for this project included \$12M for building infrastructure, \$3M for Trader Voice, and \$3M for Trader Desktop.

My current project is at Mercer Investments (Marsh McLennan), where I hold the position of Senior Project Manager. Project scope includes the transition of the Individually Managed Account client book of Westpac/BT Private Portfolio Business (PPM) to Mercer. The projected deal value is approximately \$1.5B assets under management (AUM), ultimately dependent on the number of consenting clients who transfer to Mercer.

In summary, I have acquired a diverse skill set throughout my professional and Touch Football career include event management, public speaking, website development, strong governance, strategic planning,

marketing strategy development, change management, digital strategy, graphic design, creativity and innovation, planning budgeting and forecasting, team leadership, mindset coaching, Agile & Waterfall project methodologies, business case development, vendor management and project and program management.

2. Demonstrated commitment to strong governance principles and an understanding and appreciation of the duties and responsibilities of the role of Director demonstrated by membership of the AICD or relevant education or experience serving on or working with other Boards of Directors; and

For the past 14 years I've been an elected director on Sydney Scorpions Executive Committee. These positions included Technical Director 2009-15 and Regional Director 2015 to present day. Our executive committee holds strong governance principles including accountability, responsiveness, transparency, ethical conduct, innovation, and an openness to change. As such we have been rewarded with NSWTA Region of the Year on 8 occasions during my tenure.

I believe I have an understanding and appreciation of the duties and responsibilities of the role of Director, and I am a member of the Australian Institute of Company Directors (MAICD).

Furthermore, I possess substantial experience in preparing business cases and reports for Boards of Directors, a skill required during my 5 year tenure (2018-23) at the Australian Catholic Superannuation and Retirement Fund (ACS). Within the complex superannuation sector, I successfully manoeuvred through rigorous compliance and governance regulations, always prioritising a member centric approach whilst delivering value-added projects for the Fund. Two of these projects included the successful \$125B merger of UniSuper and ACS and implementation of the Australian Government's Your Future, Your Super (YFYS) reform package, as announced in the 2020-21 budget. I also led regular ACS policy and project management framework reviews, documented a Change Management process model, and took on the added responsibility as the ACS Change Manager.

3. A commitment to and record of ethical behaviour including not having been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch related disciplinary body relating to any serious ethical matter;

I have not been the subject of an adverse finding or the current subject of an inquiry or investigation by any statutory, regulatory or law enforcement authority or agency including any Touch Football related disciplinary body relating to any serious ethical matter. Furthermore, I do not believe that I've been involved in activities which could, or could reasonably be perceived to, materially interfere with my ability to act in the best interest of NSWTA.

4. Possess the skills identified by the Board as essential criteria for the Director role nominated for

Please refer to the next section, Role Specific Criteria, where this has been outlined.

Role Specific Criteria

Refer to Director Specific Criteria listed in the notice.

1. Director (Country); If nominating for this role- please address the specific role criteria identified in the Notice.

NA

1. Director (Finance); If nominating for this role- please address the specific role criteria identified in the Notice.

NA

1. Director; If nominating for this role- please address the specific role criteria identified in the Notice.

- A member of the NSWTA.

I am currently registered and playing in the Manly Warringah Touch Association 2023 spring competition. I intend on playing in the 2023 NSWTA State Cup as I did in 2022.

- Demonstrated leadership skills.

Leadership skills have been regularly required and demonstrated within my Sydney Scorpions Regional Director position and professional career. Additionally outlined within my responses to the Statement of Claim for Role Sought and within Core Competencies Question 1. Also highlighted via both my professional and Touch Football resumes.

- Demonstrated negotiation skills.

Negotiation skills have been regularly required and demonstrated within my Sydney Scorpions Regional Director position and professional career. Additionally outlined within my responses to the Statement of Claim for Role Sought and within Core Competencies Question 1. Also highlighted via both my professional and Touch Football resumes.

- Demonstrated relationship building skills.

Relationship building skills have been regularly required and demonstrated within my Sydney Scorpions Regional Director position and professional career. Additionally outlined within my responses to the Statement of Claim for Role Sought and within Core Competencies Question 1. Also highlighted via both my professional and Touch Football resumes.

- Demonstrated strategic plan development and management experience.

Strategic plan development and management experience have been regularly required and demonstrated within my Sydney Scorpions Regional Director position and professional career. Additionally, from 2010-17, I had the privilege of partnering with a fantastic team at Manly Warringah Women's Open. During this period, we successfully implemented an ambitious junior development strategic plan, resulting in great success equating to 8 championship open titles during 2014-17. Additionally in 2016 I led and implemented the Sydney Scorpions junior development strategic program.

- Demonstrated business skills and practices.

Business skills and practices have been regularly required and demonstrated within my Sydney Scorpions Regional Director position and professional career. Additionally outlined within my responses to the Statement of Claim for Role Sought and within Core Competencies Question 1. Also highlighted via both my professional and Touch Football resumes.

- Demonstrated strong understanding of Governance practices.

Outlined within my responses to the Statement of Claim for Role Sought and within Core Competencies Question 1. Additionally outlined within Core Competencies Question 2 which confirms my commitment to strong governance principles.

- Demonstrated executive sales and or marketing experience.

My journey in marketing began with my university education, where I earned a Bachelor of Commerce degree with a major in Marketing and a sub-major in Computing and Information Systems from the University of Western Sydney. Following that, I continued to refine my skills during my full-time employment in the marketing field before transitioning into a career in technology.

Since 2008 I've held the position of Sydney Scorpions Regional Communications Manager. This role has been very fulfilling, allowing me to tap into my creative and innovative skills. Among my responsibilities, I serve as the content writer and graphic designer for all Scorpions online platforms, including the WordPress website and social media channels. In 2017-18, I led the launch of our Scorpions 'Stronger Together' slogan and branding initiative, which continues to be prominently displayed on much of our apparel and graphic design content today.

Throughout my professional journey, I've collaborated with multiple vendors always with the goal of establishing value-added partnerships. I see a promising opportunity for NSWTA to leverage the expertise of a specialised marketing agency to enhance future marketing campaigns, particularly in managing social

media content. Furthermore, I believe that I am well-suited to lead the effort in identifying and engaging such an agency, utilising a formal Request for Proposal (RFP) process similar to which I've led and undertaken at Sydney Scorpions for our apparel and medical team services.

Choosing a marketing agency that specialises in similar sports can offer substantial benefits. This strategic decision has the potential to lead to marketing efforts that are not only more effective and efficient but also precisely targeted. Additionally, it comes with the added advantage of exceptionally professional content leading to an even wider and engaged audience. Ultimately, this approach could further empower NSWTA to attain its objectives via the strategic plan and excel in a very competitive market.

Marketing related skills that I've acquired during my Sydney Scorpions tenure and professional career include communication skills, creativity, digital marketing proficiency, data analysis through the use of effective surveys, content creation, SEO (Search Engine Optimisation), social media management, project management, budget management, brand management and ethical and social understanding and challenges that may face our members.

Nominator Brad Curl

Affiliate or Region Sydney Scorpions



Secunder Katrina McIlwraith

Affiliate or Region Hills Hornets Touch Football Association

As nominators we confirm the above Candidate meets the requirements of the NSWTA Constitution and the criteria for the role which they have nominated

Yes

Affiliate President/Nominator Signature

I express my willingness to accept the nominaton

Yes

Nominee Name Anthony Dudeck

Upload your resume



Anthony Dudeck - Profession... .pdf



Anthony Dudeck - Touch Foot....pdf



Anthony Dudeck Resume URLs.txt

Upload a current profile (head and shoulders) photo



Anthony Dudeck

CAREER SUMMARY

Experienced technology professional with a track record of delivering value-added solutions to leading global organisations. Demonstrates strong client focus with a proven ability to effectively communicate and collaborate across all levels of management including senior stakeholders. A strategic thinker with high energy, a positive work ethic, and strong leadership skills, capable of successfully managing multiple projects within tight deadlines and budgets.

CORE COMPETENCIES

- Proven expertise in project, program, and event management.
- Strong business case writing skills, with a focus on attention to detail.
- Effective communication and interpersonal skills, able to build relationships at all levels.
- Self-motivated with a 'can-do' attitude, confident in implementing and managing strategies and processes.
- Goal-oriented and target-driven, with a strong understanding of the value of emotional intelligence within teams
- A proven solution-driven achiever and innovator, able to deliver sustainable results.
- Adept at prioritising and adapting to changing requirements in complex environments.
- Skilled negotiator, able to effectively manage multiple projects with tight deadlines.
- Natural leader, capable of bringing out the best in teams, engineers, and projects.

EMPLOYMENT HISTORY

Senior Project Manager – Pacific Installs (Contractor) July 2023 – Present
Mercer Investments (Marsh McLennan) – International Towers @ Barangaroo, Sydney

- Mercer includes 25K colleagues globally, with \$354B global FUM and is an operating subsidiary of global professional services firm Marsh McLennan.
- Project Manager for Project Touchstone, with the scope including the transition of the Individually Managed Account (IMA) client book of Westpac/BT Private Portfolio Business (PPM) into Mercer.
- The projected deal value is ~\$1.5B AUM (assets under management), ultimately dependent on the number of consenting clients who transfer to Mercer. Clients are managed by experienced Portfolio Managers, who along with other colleagues will be transferring to Mercer.
- Led regular workstream meetings and workshops developing and owning the project plan, RAID, and reporting.
- Oversaw Business Analysts (based in India) partnering with the business in documenting the complex As-Is and To-Be models, leading to an agreed target operating model (MVP) to be implemented on Day 1 Go-Live. Day 1 focus included stakeholder critical success factors and effective management of delivered and accepted risks.
- Project includes the implementation of Praemium as the new portfolio management system and Practifi (Salesforce Lightning) as the new CRM system, both of which required vendor and cyber security assessments.

Senior Project Manager – IT Services (Employee) July 2018 – April 2023
Australian Catholic Superannuation and Retirement Fund – Burwood, Sydney

- Managed the successful \$125B merger of UniSuper and ACS, overseeing decommissioning and wind-down activities across all business units. IT wind-down activities included asset disposal, staff offboarding, infrastructure shut-down, service provider contract termination and obtaining data destruction certificates.
- Served as the project lead for the impact of the Your Future Your Super (YFYS) initiative, collaborating with Fund Executives and Head of Legal & Compliance.

- Led the IT Service Management RFP and cyber security assessment, leading to the selection of ServiceNow.
- Implemented AWS SaaS cloud based Human Resources Information System (ELMO) within a 6-month timeframe, automating employee life-cycle processes including performance management. Conducted due diligence and data security audits for final vendor selection from a pool of HRIS providers.
- Led the successful upgrade and testing of the ACS member registry platform, Bluedoor. This included liaising with BAs and testers developing test scripts, undertaking regression testing, and deploying from Dev to Prod.
- Led the Annual Member Meeting (AMM) project with responsibilities including business case development, budget, status reporting, risk management, and vendor management (Encore Event Technologies).
- Led the Financial Planning Digital (FPD) project, aimed at improving member experience, streamlining processes, and delivering strategic objectives. Successfully developed a business case obtaining ACS Board approval and partnered with Deloitte Digital and several vendors during the discovery/design and build phases.
- Led the 2022 National Catholic Education Conference (NCEC) project with ACS the principal partner. Key responsibilities included tracking project deliverables, budget monitoring, event management, risk management, and vendor management.
- Additionally, led regular Fund policy and Project Management Framework reviews and documented a Change Management Process Model. Also took on the added responsibility as Change Manager for the final two years.

Senior Project Manager – Specialised Finance Technology (Contractor)

Dec 2017 – May 2018

Westpac – International Towers @ Barangaroo, Sydney, Australia

- Managed the Dealer Commission Solution (DCS) project, which aimed to meet new regulatory requirements with a budget of \$18M, including \$3M in vendor-related technology costs.
- Applied Agile principles, with three scrum teams. Two teams focused on functional changes through fortnightly sprint cycles and included Business Analysts, vendor developers, testers, and product owners.
- Oversaw the technology project schedule, product testing, defect resolution, secure code review, resource allocation, regular status reporting, and other project management tasks. Collaborated with the ISG to address code vulnerabilities.

Senior Project Manager (Employee)

April 2015 – Dec 2017

eMite Pty Ltd – Sydney, Australia

- As a project manager at eMite, a provider of Business Intelligence Analytics software, I was responsible for leading a team of consultants, IT staff and the development manager whilst reporting directly to the CEO.
- My role involved collaborating with the sales and development team to prioritize and focus on projects, as well as drive product research and development.
- Led and introduced Agile scrum fortnightly sprint cycles, leading the daily stand-up meeting whilst working closely with the Development Manager, reviewing user stories, and prioritizing the product and sprint backlogs. Sprint review was to showcase accomplishments with sprint retrospective to review lessons learnt. We worked in an AWS environment where the development team could drop new releases/instances to clients.
- Led and introduced project management disciplines and procedures and developed a Performance Management Database for staff. Under my leadership, eMite delivered a new website and I was empowered to drive positive organisational change by introducing value-adding processes and procedures.

Senior Project Manager – Shared Services / Global Infrastructure (Contractor)

June 2014 – April 2015

Westpac / Capital Finance (Lloyds International) - Sydney, Australia

- Successfully managed the relocation of Capital Finance teams to new premises in Brisbane, Perth, Melbourne, 1 Chifley Square, and 45 Clarence Street, completing the project on time and under budget. This included decommissioning six floors at 45 Clarence Street for make-good purposes and the quick relocation to Brisbane only three weeks after starting with the firm, taking over from a previous PM with no handover.
- Chaired Steering Committee and Technology stream meetings, ownership of the RAID, status reports, developed the relocation runbook and schedules, and represented changes at change management meetings.

Following the successful completion of the JPMC Building Relocation I took voluntary redundancy and commenced a career break.

IBTechnology / Global Technology Infrastructure - Vice President (Employee)
JPMorgan - Sydney, Australia

Sept 2004 – Nov 2012

Project Manager - Investment Banking & Global Technology Infrastructure

Apr 2010 – Nov 2012

- Oversaw 85 Castlereagh Street office operations, IT project spend including infrastructure budget of \$12M, \$3M Trader Voice, and \$3M Trader Desktop. Managed 14 Desktop/Trade Floor engineers and project resources.
- Led IB Business Managers and IB Technology Stream meetings and attended strategic project meetings such as the GTI Steering Committee, COO Meeting, and 85C Overview Committee.
- Managed the application testing process to minimize day one migration risk, coordinating with users, designing test scripts, and implementing necessary remediation to secure business signoff on ~800 applications.
- Primary contact for all technology and business-related issues at 85 Castlereagh Street overseeing vendor relationships including Reuters, Bloomberg, Dell, Hewlett Packard, Canon, Fuji Xerox, Cisco, Citrix, IPC, and various real estate, audio visual, and resource supplier consultants.

Project Manager & Service Delivery Manager - IBTech Global Client Services

Dec 2007 - Nov 2012

- Managed technology and provided leadership including direct management for Desktop/Trade Floor Support engineers supporting ~600 Investment Banking users spanning three trade floors across Sydney & Melbourne.
- APAC regional/global projects included Project Green (after hour's tech power down), Symantec Sygate Removable Media Programme, Project Hero (reallocation of assets), GCS Service Improvement.
- Member of the JPMorgan Australian Diversity Council, Australian Technology Council, Australia Nest Operating Committee (85C Building Relocation), and serving as the Australian JPMorgan Corporate Challenge Captain and Australian IB Technology Speaker Series Lead.

Joined JPMorgan via contract in 2004, then converted to employee as Demand Manager before promotion to Service Delivery & Project Manager.

Director/Owner, Fix My PC ASAP - Sydney, Australia, Nov 2001 - Sept 2004

Global Information Security Office, Credit Suisse First Boston - London, UK, Jun 1999 - Aug 2001

Customer Liaison Officer - IT User Support Group, Department of Health - London, UK, Mar 1997 - Mar 1999

HSBC Midland Bank - London, UK, Jan-Mar 1997 | Nestlé UK - London, UK, Aug 1996 - Dec 1996

Parker Hannifin - Sydney, Australia, Sep 1994 - May 1996 | Woolworths - Sydney, Australia, Jan 1987 - Sep 1994

TRAINING & CERTIFICATIONS

2023	Member of Australian Institute of Company Directors (MAICD)
2018-2023	Regular Superannuation training and compliance courses
2021	Mental Performance Mastery (Mindset) Coaching Certification
2012	Prince2 Project Management & ITIL v3 Service Management
2001	Microsoft Certified Systems Engineer (MCSE) Windows 2000
1998	Microsoft Certified Systems Engineer (MCSE) Windows NT4

EDUCATION

1989-1994	University of Western Sydney, NSW, Australia Bachelor of Commerce - Marketing, sub-major in Computing & Information Systems Bachelor of Applied Science - Computer Programming (<i>transferred to BA Commerce</i>)
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OTHER ACCOMPLISHMENTS / VOLUNTEERING

2017-Present	Member of NSW Touch Football High Performance Unit (HPU)
2015	Australia Girls 18's Youth Trans-Tasman Assistant Coach - Touch Football
2015	Australia Men's Masters World Cup representative - Touch Football
2009-Present	Sydney Scorpions Regional Director & Executive Committee Board member - Touch Football

Anthony Dudeck

TOUCH RESUME

20 September 2023



"The moment you realize the next step isn't going to kill you, and that next step is the first step to evolving, changing, growing and becoming literally the best version of yourself; that's the most beautiful thing". James Lawrence (Iron Cowboy)

ANTHONY DUDECK

Elite Coach NC/17043 – March 2019
Level 4 Selector NS1302 - Aug 2013
Level 2 Referee - Aug 2013
Working With Children: WWC0742887V
www.linkedin.com/in/anthonydudeck



PLAYING

- 2003 Sydney Scorpions Men's 30's
- 2005 Australia Men's Senior South Africa & UK Tour
- 2006 NSW Men's 35 State of Origin - Champions
- 2007 Australia Men's 35 World Cup - Champions
- 2010 Australia Men's 40 Trans-Tasman - Champions
- 2012 NSW Men's 40 State of Origin
- 2012 Sydney Scorpions Croft Medal Recipient
- 2012 Sydney Scorpions Senior Mixed - Grand Finalist
- 2013 Australia Men's 40 Trans-Tasman - Champions
- 2013 Sydney Scorpions Senior Mixed - Champions
- 2014 NSW Men's 40 State of Origin - Champions
- 2015 Australia Men's 40 World Cup - Champions
- 2015 Sydney Scorpions Men's 40's - Champions
- 2017 Australia Men's 40 Trans-Tasman Squad (withdrew)
- 2018 NSW Men's 45 State of Origin - Champions
- 2018 Sydney Scorpions Men's 40's - Champions
- 2019 Sydney Scorpions Men's 45's - Champions
- 2020 Sydney Scorpions Men's 45's - Grand Finalist
- 2021 Sydney Scorpions Men's 45's - Champions
- 2022 Sydney Scorpions Cooper Medallist
- 2022 Sydney Scorpions Men's 50's - Champions
- 2022 Manly Men's 50's State Cup - Champions & Player of the Final
- 2023 Sydney Scorpions Men's 50's - Grand Finalists

ADMINISTRATION

- 2009-15 Sydney Scorpions Technical Director (Executive Committee)
- 2015-23 Sydney Scorpions Regional Director (Executive Committee)
- 2010-23 NSWTA Junior Regional Champion Permit - Sydney Scorpions
- 2010 NSWTA Region of the Year 2009/10 - Sydney Scorpions
- 2010 TFA NTL Champion Permit - Sydney Scorpions
- 2011 NSWTA Blues Awards - Volunteer Recognition Award
- 2011 NSWTA Region of the Year 2010/11 - Sydney Scorpions
- 2012 TFA NTL Champion Permit - Sydney Scorpions
- 2013 Manly Women's Club Person of the Year - Perpetual Trophy
- 2013 TFA NTL Champion Permit - Sydney Scorpions
- 2014 Manly Warringah Touch Senior Representative Director
- 2014 Sydney Scorpions Junior Coach of the Year
- 2014 Sydney Scorpions Regional Directors Award Recipient
- 2014 TFA NTL Champion Permit - Sydney Scorpions
- 2015 TFA NTL Champion Permit - Sydney Scorpions (Tied)
- 2015 Hills Hornets Touch Junior Representative Director
- 2016 NSWTA Region of the Year 2015/16 - Sydney Scorpions
- 2016 NSWTA Team of the Year - Manly Warringah Women's Open
- 2017 NSWTA Blues Awards - Rod Wise Medal Nominee
- 2017-23 NSWTA High Performance Unit Member
- 2017 NSWTA Region of the Year 2016/17 - Sydney Scorpions
- 2017 NSWTA Team of the Year - Manly Warringah Women's Open
- 2017 Sport NSW Community Team of The Year Finalist - Manly WO
- 2018 NSWTA Region of the Year 2017/18 - Sydney Scorpions
- 2018 TFA NTL Champion Permit - Sydney Scorpions
- 2019 Sydney Scorpions Hall of Fame Inductee
- 2019 NSWTA Region of the Year 2018/19 - Sydney Scorpions
- 2019 TFA NTL Champion Permit - Sydney Scorpions
- 2019 The Final Touch - Joined as Company Director
- 2020 Sydney Scorpions Life Member inductee
- 2020 NSWTA Region of the Year 2019/20 - Sydney Scorpions
- 2020 NSWTA Blues Awards - Rod Wise Medal Nominee
- 2022 NSWTA Region of the Year 2021/22 - Sydney Scorpions
- 2023 TFA NTL Champion Permit - Sydney Scorpions
- 2023 NSWTA Blues Awards - Rod Wise Medal Nominee

COACHING

- 2009 Ryde Eastwood Boys 12 Assistant Coach - Champions
- 2010 Manly WO Premier League State Cup AC - Semi Finalist
- 2010 Ryde Eastwood Boys 14 Assistant Coach - Champions
- 2010 Sydney Scorpions Girls 16 Assistant Coach - Champions
- 2011 Manly WO Premier League State Cup AC - Semi Finalist
- 2011 Ryde Eastwood Boys 14 Assistant Coach - Champions
- 2012 Manly Girls 18 Co-Coach - Champions
- 2012 Manly WO Premier League State Cup AC - Semi Finalist
- 2012 Ryde Eastwood Boys 16 Assistant Coach - Champions
- 2012 Sydney Scorpions Girls 16 Coach - Champions
- 2013 Manly Girls 16 Assistant Coach - Champions
- 2013 Manly WO Premier League State Cup AC - Semi Finalist
- 2013 Manly WO Premier League Vawdon Cup AC - Grand Finalists
- 2013 Ryde Eastwood Boys 16 Assistant Coach - Champions
- 2013 Sydney Scorpions Girls 16 Coach - Champions
- 2013 Sydney Scorpions Women's 20 Coach - Grand Finalist
- 2014 Manly Girls 18 Assistant Coach - Champions
- 2014 Manly WO Premier League State Cup AC - Semi Finalist
- 2014 Manly WO Premier League Vawdon Cup AC - Grand Finalists
- 2014 NSW Scorpions Women's Open Elite 8 AC - Champions
- 2014 Sydney Scorpions Girls 18 Coach - Champions
- 2015 Australia Girls 18 Trans-Tasman Assistant Coach - Champions
- 2015 Manly WO Premier League State Cup AC - Champions
- 2015 Manly WO Premier League Vawdon Cup AC - Champions
- 2015 Sydney Scorpions Men's T-League AC
- 2016 Hills Hornets Girls 16 Coach
- 2016 Manly WO Premier League State Cup AC - Champions
- 2016 Manly WO Premier League Vawdon Cup AC - Champions
- 2017 Manly WO Premier League State Cup AC - Champions
- 2017 Manly WO Premier League Vawdon Cup AC - Champions
- 2017 NSW Scorpions Women's Open Elite 8 AC - Champions
- 2017 Sydney Scorpions Girls 16 Coach - Champions
- 2018 NRL Touch Premiership - Parramatta Eels Women's AC
- 2018 NSW Scorpions Women's Open Elite 8 AC - Champions
- 2018 Sydney Scorpions Girls 18 Coach - Champions
- 2019 Sydney Scorpions Women's Open Coach - Grand Finalists
- 2019 Hills Hornets Girls 16 Assistant Coach - South Conf Semi Finalist
- 2020 Sydney Scorpions Women's Open Coach - Grand Finalists
- 2020 Sydney Scorpions Girls 16 Coach (Event not held due to COVID)
- 2020 Manly Youth League 1 & 2 Vawdon Cup Coach - Grand Finalists
- 2020 Manly Women's 20's State Cup Coach - Grand Finalists
- 2021 Manly Girls 18 Coach (Event not held due to COVID)
- 2021 Sydney Scorpions Women's Open Coach - Grand Finalists
- 2021 Sydney Scorpions Girls 16 Coach - Champions
- 2022 Sydney Scorpions Women's Open Coach - Grand Finalists
- 2023 Sydney Scorpions Women's Open Coach - Champions
- 2023 Sydney Scorpions Girls 18 Assistant Coach - Champions
- 2023 Sydney Scorpions Kitchingham Medallist

ANTHONY DUDECK

POSITIONS HELD & AWARDS

- 2023, 2020, 2017 NSWTA Blues Awards - Rod Wise Medal (Volunteer of the Year) nominee
- 2023 Sydney Scorpions Kitchingham Medallist (10 year service - officials)
- 2020 Sydney Scorpions Hall of Fame inductee
- 2020 Sydney Scorpions Cooper Medallist (20 year service - playing)
- 2017-Present NSWTA High Performance Unit member
- 2016-Present Sydney Scorpions High Performance Unit member
- 2015-Present Sydney Scorpions Regional Director (Executive Committee)
- 2015 Sydney Scorpions Junior Coach of the Year
- 2015 Hills Hornets Junior Representative Director
- 2014 Sydney Scorpions Brett Gillard Medallist (Regional Directors Award)
- 2014 Manly Warringah Senior Representative Director
- 2012 Sydney Scorpions Croft Medal Medallist
- 2011 NSWTA Blues Awards - Volunteer Recognition Award
- 2009-2015 Sydney Scorpions Technical Director (Executive Committee)
- 2008-Present Sydney Scorpions Regional Communications Manager



ANTHONY DUDECK

KEY ACCOMPLISHMENTS

2016

- ✓ Scorpions High Performance Unit (HPU) initiative lead
- ✓ Scorpions Junior Development Sting Program initiative lead
- ✓ Scorpions Player Mentor Program initiative lead
- ✓ Scorpions Awards Dinner event management project lead

2017-18

- ✓ Scorpions 'Scorps TV' YouTube initiative lead
- ✓ Scorpions 'Stronger Together' slogan and branding initiative lead
- ✓ Scorpions Junior Elite Camp project lead
- ✓ Scorpions Online Store initiative lead
- ✓ Scorpions Press Conference social media promotion initiative lead
- ✓ Scorpions Junior Development session for Ballina Touch initiative lead
- ✓ Scorpions Project Management collaboration tool initiative lead
- ✓ Scorpions Event Accommodation project lead

2019

- ✓ Scorpions Hall of Fame inductee names on uniform initiative lead
- ✓ Scorpions NTL Promotional Video via NRL Films initiative lead
- ✓ Scorpions Event Tent Banners design and procurement initiative lead

2020-21

- ✓ Scorpions Online Knowledge Base initiative lead
- ✓ Scorpions return to TFA National Youth Championship initiative lead
- ✓ Scorpions HPU Strength & Conditioning Program initiative lead
- ✓ Scorpions Apparel & Medical Team Request for Proposal (RFP) initiative lead

2020-21 Continued

- ✓ Scorpions Online Photo database initiative lead
- ✓ Scorpions Code of Conduct initiative lead
- ✓ Scorpions Apparel including uniform design lead
- ✓ Scorpions Affiliate Working Group initiative lead
- ✓ Scorpions High Performance Unit infographic initiative lead
- ✓ Scorpions Fitness Drill Baseline Testing including online videos initiative lead
- ✓ Scorpions Junior Elite Camp reversible training singlet initiative lead
- ✓ Scorpions Cooper Medal initiative lead
- ✓ Scorpions vs Rebels Junior Girls Challenge initiative lead (in lieu of JR due to COVID)
- ✓ Scorpions Gary Croft Memorial Championship initiative lead (in lieu of JR due to COVID)
- ✓ Scorpions vs Sharks Tompkins-Croft Series initiative lead (in lieu of JR due to COVID)
- ✓ Mental Performance Mastery (Mindset) Coaching Certification

2022-23

- ✓ Scorpions HPU Preparation, Recovery & Mindset Info Deck initiative lead
- ✓ Scorpions Gary Croft Junior Gala Day renaming initiative lead
- ✓ Scorpions 25 Year Silver Jubilee Teams (Men's, Women's Mixed) initiative lead
- ✓ Scorpions Online Almanac initiative lead <https://bit.ly/Scorps-Almanac>
- ✓ Scorpions Narrabeen Sports High School partnership lead
- ✓ Scorpions Boys and Girls U10 Merit Team relaunch initiative lead
- ✓ Scorpions WordPress website redesign initiative lead
- ✓ Scorpions Kitchingham Medal initiative lead
- ✓ NSWTA Emerging Blues Program Project Proposal lead
- ✓ NTL Regional Discussion Group initiative lead (includes all 12 NSW & Qld regions)

Growth Mindset – ‘Rise to the Challenge’

During August 2015, I travelled to the Gold Coast as part of my Australian World Cup touch football team reunion. Just by chance on that weekend I met a friend of Gai O'Dwyer, who at that stage I didn't know. Gai lives on the Gold Coast and her friend told me how she works with professional athletes in helping them reach their peak mind state; allowing them to compete at their very best. I was blown away by this chance meeting and conversation and immediately contacted my coaching colleague back in Sydney and confidently told him we'd just won the upcoming Vawdon and State Cup tournaments.

At that time, we had a very young, and inexperienced at the elite level, playing group at Manly Warringah. We had played and lost five State Cup Semi Finals and were runners-up in two Vawdon Cup Grand Finals. We were looking for something to take our team to the next level and Gai was that person and so much more. We held several group sessions with Gai prior to the 2015 Vawdon and State Cup tournaments.

A few weeks later we won our first Vawdon Cup and then we surprised the team by inviting Gai to the State Cup at Port Macquarie. Gai worked with the team through-out the tournament and word soon spread around the event with other teams looking on intrigued at our vocal interactive mind-set huddles.

In all my time involved with numerous elite sporting teams, I have never been so confident that victory would be the only outcome. I knew we had won the Grand Final prior to the national anthem as we stood united with full belief, certainty, and focus. We were ready to accomplish our first State Cup title and that we did.



Growth Mindset – ‘Rise to the Challenge’

The team were so focused yet relaxed, singing songs and standing alongside our opposition in the stadium tunnel who surely didn't know what to think. With Gai firmly entrenched within our team we won our first State Cup title. The transformation we had witnessed with the players and the extra confidence, belief and "warrior state" that had empowered the entire group was truly astounding.

The result was a resounding 7-3 victory over the Western Suburbs Magpies, a team that in the past we had struggled to defeat, particularly in big high-pressure games. Luckily, we had Gai present that State Cup as our captain suffered an ACL injury early into the tournament and Gai in her own professional way managed to work through this 'iceberg' with the team.



Team photo in the tunnel prior to the Grand Final, happy and relaxed

For the next three years the team won another three Vawdon Cup and two State Cup titles. The most pleasing aspect was that we won as a team – not individuals. Every tournament presented us with a new challenge as one or more of our strongest players were unavailable through injury or other unforeseen circumstances.

Additionally in 2017 and 2018 the players represented NSW Scorpions in the national titles winning back-to-back championships. This was an amazing and unique feat in the fact that a club team (all players from Manly Warringah) had beaten the best of the best from around the country. Mission accomplished.



Life Membership

Committee

As per the Life Membership Policy, the Board appointed a life membership committee to review the nominations submitted to the NSWTA.

The Committee was:

Mark Hearnden	Chair- Board Member
Tony Doyle	Life Member
Don Green	Life Member

The Board received and accepted the committee's report that the below members be presented to the members for the opportunity to consider if they wish to award life membership to the nominees.

Panel Recommendations

Chris Dolahenty OAM

At a meeting held 2/10/23, the Nominations Committee (Committee) comprising myself, Tony Doyle & Don Green met to consider the nomination for Life Membership to NSWTA for Chris Dolahenty OAM.

The Committee discussed and considered potential conflicts of interest and deemed there was no material conflict of interest with respect to the Chris Dolahenty nomination.

Following a review of the Nomination information provided, it is the opinion of the Committee that Chris Dolahenty OAM meets the eligibility criteria for NSWTA Life Membership, in particular the NSWTA Board Service and NSWTA State Panel Service tenure criteria set out in the Life Membership Policy 2018 document.

Hence, the Committee **recommends** the nomination of Chris Dolahenty OAM to the NSWTA Board for Life Membership in accordance with the Life Membership Policy 2018 document, **subject to** the NSWTA Board addressing the issue of the nomination not meeting the requirements of the Constitution (clause 7.3(a) - submission at least 60 days prior to the AGM).

Erene Devall

At a meeting held 2/10/23, the Nominations Committee (Committee) comprising myself, Tony Doyle & Don Green met to consider the nomination for Life Membership to NSWTA for Erene Devall.

The Committee discussed and considered potential conflicts of interest and deemed there was no material conflict of interest with respect to the Erene Devall nomination.

Following a review of the Nomination information provided, it is the opinion of the Committee that Erene Devall meets the NSWTA State Panel Service tenure criteria set out in the Life Membership Policy 2018 document.

Hence, the Committee recommends the nomination of Erene Devall to the NSWTA Board for Life Membership in accordance with the Life Membership Policy 2018 document, subject to the NSWTA Board addressing the issue of the nomination not meeting the requirements of the Constitution (clause 7.3(a) - submission at least 60 days prior to the AGM).

It is worth noting that the Committee found it difficult to assess Erene's nomination against other criteria due to the generalised nature of supporting comments.

NB. With the delayed Annual General Meeting both Chris Dolahenty and Erene Devall's nominations have met the requirement to be received 60days prior to the AGM.

Les Bouveng

At a meeting held today, 15th December 2023, the Nominations Committee (Committee) comprising Mark Hearnden, Tony Doyle and Don Green met to consider the nomination for Life Membership to NSWTA for Les Bouveng.

The Committee appointed Mark Hearnden as Chair for the purpose of being note taker and the point of contact between the Committee and NSWTA for correspondence purposes.

The Committee discussed and considered potential conflicts of interest and deemed there were no material conflict of interests with respect to the Les Bouveng nomination.

Following a review of the Nomination information provided, it is the opinion of the Committee that Les Bouveng meets the Regional Executive Service tenure and Meritorious Service criteria set out in the Life Membership Policy 2018 document.

Hence, the Committee recommends the nomination of Les Bouveng to the NSWTA Board for Life Membership in accordance with the Life Membership Policy 2018 document.

The NSWTA Board commend all three (3) nominations to the members for their consideration.

Dean Russell
General Manager

Chris Dolahenty OAM

[Redacted]

[Redacted]

[Redacted]

Submission Date Sep 28, 2023 10:48 AM

Date of Nomination Sep 22, 2023

Nominee Name Chris Dolahenty OAM

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

[Redacted]

Statement of Claim for Nomination- Ensure it addresses the criteria in the Life Membership Policy

I would like to nominate Chris for Life Member ship to the NSW Touch Association.
Chris has been and still is a long serving member of the NSWTA. He started back in the late 80s as a player and then transitioned into refereeing. Chris was a long serving member in Touch community of Wagga Wagga which saw him progress through to be the President of that Association.
Chris, progressed through to be a member of the NSWTA Referees Coaching Panel, the TFA Referees Coaching Panel and the FIT (Internatioanl Level Referees Coaching Panel. All of these positions are still current. He also is a current member of the NSWTA Board and is the Country Representative on that NSWTA Board.
Chris is one of the most respected referee coaches across the state, country and internationally and has dedicated much of his life to the sport and the development of referees and referee coaches.

Chris service record is-
NSWTA Board 2010 to current (13 years)
NSWTA State Referee 1994 to current (29 years)
NSWTA State Referee Panel Member 1998 (25 years)
2023 recieved the NSWTA Distigushed Service Award

Moved By Ian Matthew

Affiliate or Region NSWTA and Life Member

Seconded By

David Baggio

Affiliate or Region

Wagga Wagga

We confirm the above named
meet the requirements of the
NSWTA Constitution

Yes

Affiliate Nominator Signature

A handwritten signature in black ink, appearing to be 'D. Baggio', written on a white background.

Erene Devall

[REDACTED]

[REDACTED]

[REDACTED]

Submission Date

Sep 22, 2023 4:58 PM

Date of Nomination

Sep 21, 2023

Nominee Name

Erene Devall

[REDACTED]

[REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Statement of Claim for Nomination- Ensure it addresses the criteria in the Life Membership Policy

I wish to nominate Erere Devall for Life Membership to the NSW Touch Association.
Erere has been a long serving member of the NSWTA for a considerable length of time, over 30 years. At the 2022 Blues Awards she receive a Long Service Award for 25 years service.
She was a very experienced referee before being graded as a Level 4 Referee in 1991 (156). She consequently went on to achieve her Level 5 & 6 badges.
Once she retired from refereeing she was invited onto the NSWTA Referees Coaching Panel. A position she has held these last 25 years. For many years she was the only female referee coach on the Referee Coaching Panel in a male dominated environment. She holds the Referee Coach the Coach portfolio, and is a member of Female Leadership group. She also worked tirelessly in the Suns Region where she has the Referee of the Year trophy named after her.
I commend her for her continuing service.

Moved By

Chris Dolahenty OAM

Affiliate or Region

Wagga Touch Assoc.

Seconded By

Ian Matthew

Affiliate or Region

Referees Director NSWTA

We confirm the above named meet the requirements of the NSWTA Constitution

Yes

Affiliate Nominator Signature

A handwritten signature in black ink, consisting of several large, overlapping loops and a long horizontal stroke extending to the right.

Les Bouveng

Submission Date Dec 7, 2023 5:02 PM

Date of Nomination May 12, 2023

Nominee Name Les Bouveng

[Redacted]

Statement of Claim for Nomination- Ensure it addresses the criteria in the Life Membership Policy with a focus to address the relevant areas raised in the Distinguished and Meritorious Service clause of the policy

Dear Dean and NSW Touch board.

I would like to nominate Les Bouveng at the 2023 AGM to become a Life member of NSW TOUCH. Les has been a player, a coach, a manager, and a regional director spanning 30 years in the game.

Les started as a player at Bosco/Engardine touch in 1993. He was coach, manager and assistant coach for teams at state cup and Sydney championships.

In 1997/1998 he moved to Taren Point touch, And again coached teams at Vawdon cup and State cup. Les was a committee member at Taren Point for many years.

Les has been the backbone of Sydney Rebels for over 25 years. Les has served as Regional director, tour leader, and built our finances from being in the red when he first started, to put Southern Rebels now in a comfortable position.

Les has many achievements over that this time.

NSWTA distinguished long service award 2020

NSWTA Blues award 2007

Sports NSW distinguished long service adware 2021

Nominated four times for the Rod Wise medal.

I feel that Les Bouveng fits the criteria as a life member of NSWTA. Our sport has had the pleasure of Les's services to the game of touch.

Identify the Tenue of Service

elements that the nominee satisfies.

[Redacted]

[Redacted]

[Redacted]

[Redacted]

NSWTA Regional Service- not less than 20 continuous years of meritorious service.

Moved By

Clayton Blackman

Affiliate or Region

Southern Rebels

Seconded By

Peter Forrester

Affiliate or Region

Southern Rebels

We confirm the above named meet the requirements of the NSWTA Constitution

Yes

Affiliate Nominator Signature

 signature



SPECIAL RESOLUTION FOR AMENDMENT OF CONSTITUTION

Notice is given to all Members by the Board that it is proposed to alter the Constitution of New South Wales Touch Association Incorporated (**Association**) at the Annual General Meeting of the Association on 4 November 2023.

The premise behind the proposed change is to align our Governance with the SportAus standards concerning providing independence, transparency and avoiding conflict of interest on the Board and align with the SportAus Governance principles.

It is not only common practice, but best practice, to have regulations to avoid any conflict of interest on Boards and in Governance. SportAus Governance principles identify that directors should only sit on the Board of one organisation within a sport. That is, as an example in our case, an individual should not be on a state and regional Board simultaneously. Furthermore, while experience within a member body can be a valuable perspective, this experience in and of itself does not mean an individual would be a suitable director. Further, the recommendation of the Principles is "all directors should be independent".

Under the Principles, holding regional-level executive positions would be considered a material conflict of interest if held simultaneously as a state-level position.

Our current governance structure does not provide any protections to ensure that the Board of the NSWTA maintains a level of independence, which should be corrected. Indeed, the national body has already adopted this principle whereby a member of the National Board cannot retain a position (should they have one) on a State Board.

Adopting the proposed amendment ensures that the NSWTA Board will align with the Governance Principles set out by SportAus and with that of our national body.

The relationship between behaviours, culture and Governance is not simply one way. Governance, while influenced by culture, also shapes culture. As the leaders of an organisation, a Board and its directors can influence culture and behaviours by defining and modelling





organisational values. As such, it is not only the appearance of independence but actual independence that is important. This independence occurs in how the Board works with the General Manager, represents the organisation and makes decisions.

The relationship between the NSWTA and the Regions is best described, in terms of Governance, as collaborative. The Board engages with the Regions regularly to develop a whole of sport vision and for the regional voice to be heard. It allows for a whole sport approach with a common purpose for implementing strategy and associated policies.

An overview of the proposed change is to include in the Constitution, Under Clause 24 Composition of the Board, a new sub-clause relating to eligibility clearly outlining the inability to hold a NSWTA Board position and a Regional Executive position concurrently. It also identifies and aligns with the SportAus Governance principles in relation to ex-CEO or General Managers, in that *'it is also recommended that an ex-CEO should not become a director for at least three years to allow a new CEO the autonomy to take on the role.'* The NSWTA Board agrees with this principle and has included in the resolution.

The rationale for the amendments is as follows:

- The Board would be able to meet the Governance Principles of ensuring Board members' independence.
- To adopt a structure that closely aligns with the current Governance best practice principles.
- To align with the direction of the SportAus Governance Standards.
- To align in principle Touch Football Australia's approach to Board independence.
- Gives any incoming General Manager or equivalent the opportunity to have the autonomy to take on the role.

The following motion is moved by the Board of the New South Wales Touch Association (inc) as Special Resolutions under clause 3 of the Association Constitution: -

1. **The following be added to Clause 4.1 Definitions:**

Official Position means, in connection with any body corporate or organisation, a person who:

- (a) holds a position, whether elected or appointed, as president, vice president, secretary, treasurer, director or equivalent of that body corporate or organisation; or
- (b) has, directly or indirectly, a material ownership or financial interest in that body corporate or organisation.



2. **The** following be added as Clause 24.3:

24.3 Eligibility

- (a) A Director must be independent and not hold an Official Position or be an employee (disqualifying position) of the NSWTA or a Region.
- (b) A Director who accepts a disqualifying position must notify the Board of that fact immediately and is deemed to have vacated office as a Director.
- (c) A person elected or appointed as a Director at the time of holding a disqualifying position must resign from that disqualifying position within 30 days.
- (d) The ex-General Manager or equivalent, cannot become a director for at least three years post-employment.

Moved Mark Hearnden

Seconded Ian Matthew

If the resolution is passed its effect is from the 2024 AGM.

NSWTA RFT Audit Recommendation

The Board has agreed that in looking to have good governance practices it is time to change Auditors.

The NSWTA pass on our thanks to Denis Jeff Quality Accountants for the outstanding service they have provided to the organisation over many years.

Following a tender process, four accounting audit firms short listed and reviewed by the Audit sub-committee. Those firms were:

- 1) Meagher Howard and Wright Chartered Accountants
- 2) JPR & Co Chartered Accountants
- 3) Bishop Collins Audit Pty Ltd
- 4) CBC Partners Accountants and Business Advisors

The Board of the NSWTA recommends that **CBC Partners & Business Advisors** be appointed as Auditors for the next 5 years.

Moved Mark Hearnden

Seconded Chris Dolahenty



ACKNOWLEDGMENTS

The NSW Touch Association would like to recognise and thank those who have supported the organisation throughout 2022-23.

**All New South Wales Touch Association Affiliates, Regions,
their members and NSWTA Volunteers**

Touch Football Australia & Queensland Touch Football

Office of Sport - Sport NSW - NRL - NSWRL

**Hastings Council, Wagga Wagga Council, Central Coast Council,
Dubbo City Council**

ISC

Budgy Smuggler

Hyperactive Clothing

Steeden

Canterbury Bankstown Council

Dr. Anne Drinkwater, Steve Cunningham and the NSWTA Medical Team

All the grassroot Volunteers who have assisted us throughout 2022-23