



Annual Report 2021



TAH Man and Coogee Junior Rugby Union Mins

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OFFICE BEARERS

Board



Anthony Hunt
Chair

Lisa Scanes
Secretary

Michele Biet
Northern Director

Nicole Roberts
Southern Director

John Polley
Western Director

Lisa Rothwell
Minis Director

June Manu
Girls Competition
Director

Paul Rathborne
Representatives
Director

Sean Goonan
Finance Director

Kyle Austin
Marketing Director

Fiona Lawson
Sunday Competition
Director

Marcus Stock
Development Director

Junior Ta'ale
Boys 7s Competition
Director

Sheila Mitchell
Fridays Competition
Director





Non-Executive

John Glen Youth Manager	Tina Campbell Girls Competition Manager	Andrew Hutton Contractor Community & Participation
Phil Waugh Patron		









Judiciary

Andrew Hourigan	Grant Whatley	Linda Hutton
Lyndon Burke	Kerry Brady	

Meeting Attendance

Meetings	Position	Statistics
Anthony Hunt	Chair	11/11
Sean Goonan	Finance	10/11
John Polley	Western	10/11
Michele Biet	Northern	10/11
Nicole Roberts	Southern	11/11
Lisa Rothwell	Minis	11/11
Fiona Lawson	Sunday	11/11
Junior Ta'ale	Boys 7s Competition	9/11
Sheila Mitchell	Fridays	11/11
June Manu	Girls Competition	9/11
Marcus Stock	Development	11/11
Kyle Austin	Marketing	10/11
Paul Rathborne	Reps	9/11
Lisa Scanes	Secretary	11/11
Andrew Hutton	Contractor SJRU	11/11
John Glen	Youth Manager SJRU	11/11
Tina Campbell	Girls Competition Manager SJRU	5/11

2021 SJRU DISTRICT PRESIDENTS

District		District President	District		District President
Easts		Ang Becroft	Randwick		Arthur Spellson
Eastwood		Martin Halmarick	Southern Districts		Dean Cambridge
Gordon		Mark Fredrickson	Sydney University		Adam Dunn
Manly		Peter Gibson	Two Blues		Michelle Nisbet
Norths		Dave Scammell	Warringah		Alistair Keep
Penrith		Leigh Dodds	West Harbour		Peter Johnston

The SJRU Board are pleased to have served you over the past 12 months and look forward to many more opportunities to strengthen and grow grass roots rugby in Sydney in 2022 and beyond....

We thank all our clubs who we have represented and supported in 2021. See page 28 for listing.



CHAIR'S REPORT

Once again Covid was the dominant feature of 2021, impacting all aspects of society. Junior rugby in the Sydney metropolitan area was affected significantly and yet our game and our community have survived and performed better than many may have initially expected.

The year in review started with the 2020 Spring 7s competition for Boys 7s teams and for the first time we added Girls 7s to the Spring 7s format, giving girls three 7s competitions across the year. Both competitions were successful with the Boys' comp having around 75 teams across four age groups (U10s, U12s, U14s and U16s) and the Girls comp around half that number. SJRU along with the NSW Positive Rugby Foundation were pleased to be able to assist at this time with the retention of two NSWRU DOs and we had great support from Josh Mitchell and Claudia Bell at the 7s. Special thanks to June Manu (Girls Director) and Junior Ta'ale (Boys 7s Competition Director) too.

Seven's rugby continued with Sizzling 7s at the start of 2021, although we had several rounds cancelled because of weather. It does show that junior club rugby is now a year-round prospect for girls and boys in Sydney (weather and pandemics permitting), which is something SJRU have been building to over several years. Not every kid wants to play all year, but we are very pleased to be able to offer different formats across the year for all who want to participate.

The SJRU Sunday XVs and Friday XVs competitions got off to a flying start with the newly introduced Gala Rounds, ably run by our Competition Team, Sunday Comp Director Fiona Lawson and Friday Comp Director Sheila Mitchell. Over two weekends every team played five half matches in gala days bringing together teams in the same age groups. The planning and logistics that went into running 23 gala venues over two weekends (including girls galas) was outstanding and the SJRU Competition Team should be congratulated for pulling it all together so well. We learned a few lessons that we will take into 2022 but overall, the positive feedback we received confirmed that clubs felt it was a great way to start the season and it gave us a sound basis for grading teams.

One of the highlights of 2021 was being able to get our first ever Girls XVs competition up and running. It was a small but magnificent start to a new format for girls and congratulations to the clubs who were able to enter teams. As we have shown in previous years, getting a new competition started builds momentum and we hope to see even more girls participate in XVs in 2022. The Girls XVs competition ran in the leadup to the Positive Rugby Foundation NSWJRU State Championships so it was a wonderful opportunity for girls to play Club XVs before going on to Rep XVs.

Pleasingly we were also able to run the SJRU Inter-District Minis Gala Day which has become a highlight of our calendar. Many thanks to all the Minis Coordinators and especially our Minis Director Lisa Rothwell for the huge effort to make this such a special day for our youngest players.

Sadly, Covid interfered with our winter competitions so that after only 7 rounds of the Sunday and XVs competitions Sydney went into lockdown, and we were unable to play any further rounds. Our Girls Frosty 7s Competition was also rubbed out. The 2021 Spring 7s comp was also affected but at least we have been able to organise a series of four gala tournaments with record team numbers participating.

The SJRU Representative Program was also disrupted with only the Sydney Under 18s being able to run out in SJRU colours this year. The Sydney Rep Program is a big effort and I do want to acknowledge the work of our Rep Director Paul Rathborne, albeit frustrated by Covid. At least the District Rep teams were able to play in the State Championships for Boys and Girls from U12 up but sadly the U10s and U11s missed out on their Development Tournament again.

Looking back over the year it was hugely pleasing to see that SJRU (with all its participants) was able to demonstrate resilience once again, patience and a determined willingness to provide kids across Sydney with the best rugby experience possible. Our willingness to adapt and innovate wasn't limited to dealing with the pandemic – we also:

- Continued with recent year's approach of forming a detailed Operating Plan that was communicated widely to all stakeholders, backed up by tech and development support from our Development Director, Marcus Stock.
- Introduced new competitions for Girls, including Spring 7s and our first-ever Girls XV's competition.
- Worked with NSWRU and the Positive Rugby Foundation to support the retention of two Development Officers in the Sydney region.
- Worked with NSWRU to review our resourcing requirements and introduce the full-time role of General Manager to commence in October 2021. We are very pleased to have appointed Ben Gregory to this role and look forward to him supporting the rest of our Competition Team and working on strategic development initiatives. This would not have been possible without SJRU being in a strong financial position, ably managed by our Finance Director Sean Goonan.
- Continued to promote and grow junior rugby through social media, marketing, and sponsor support with thanks to Kyle Austin, Marketing Director.

In a year dominated again by an evolving pandemic all normal experience goes out the window, so our Association's ability to adapt quickly and regularly has proven our strength. As an organisation that relies hugely on volunteers and goodwill to keep going, it has been humbling to see how much effort so many people have put in to keep our great game going. There are many people to acknowledge and thank for their contribution this year:

- All the players and their parents for staying with their club and being willing to participate in our game for the sheer enjoyment of it.
- The volunteers at all our clubs who coached, managed, flipped sausages, and maintained the true spirit of community rugby, in the interest of getting kids playing the game.
- Our clubs and districts for their unwavering support of junior rugby and a strong willingness to adapt in the best interest of having kids play rugby. To our Presidents and Committee Members, thank you so much for all the long hours and hard work you put in to support kids in your local community playing the game we love. Special thanks too to our Zone Directors who work closely with the Presidents – Michele Biet (Northern), John Polley (Western) and Nicole Roberts (Southern).
- The referees who supported our game and were there when needed. It was wonderful to see several new young referees at our 7s and other competitions, wisely guided by a few old heads! Special thanks also to Todd Cummings and Alex Richards from NSWRU for their assistance with organising and developing referees.
- The SJRU Judiciary and Citing Officers for their ongoing support.
- The operational teams we had in place at our Girls 7s and Boys 7s competitions, including especially Bippy Power, Mike Doyle, Michelle Nisbett, Josh Mitchell, Claudia Bell and an army of scorekeepers, first aiders and many others. You all made each event run smoothly so everyone could focus on the rugby!
- Mark Green, Paul Doorn and the whole team at NSWRU who had many of their own challenges this year but consistently supported the value of community rugby to the best of their ability.

- Ben Gregory and the committee of NSWJRU for their continued support of junior rugby. At least we were able to get the State Championships in on the June long weekend this year!
- The SJRU Competition Team of John Glen, Andrew Hutton and Tina Campbell: In a year that was again filled with enormous challenges you adapted, evolved, pivoted, and twisted, sometimes all in one day. Your ability to handle whatever was thrown at you and still run engaging competitions was outstanding.
- The SJRU Board: Somehow, through a lot of Zoom Meetings, you were able to support and sustain the good governance of our organisation and some 11,000 kids playing rugby across Sydney. Take a bow!

On a final personal note, after six years on the Board I will be standing down as required by the SJRU Constitution at the AGM this year. After three years as Minis Director, one as Treasurer and two as Chair, it has been an extraordinary privilege to be a part of SJRU and to have worked with so many wonderful people over this time. My personal aim has been to make the organisation stronger and able to offer more opportunities for kids to play rugby, which I hope I have achieved at least in part. When I see happy but exhausted kids coming off the field with their friends after a great game of footy, it's all been worth it.



COMPETITION REPORT

Prepared by John Glen, Youth Manager SJRU

2021 loaded more Covid challenges onto society and community sport. Sadly, Covid has had a profound and lasting impact on many, and our thoughts go to those who have lost loved ones, employment and had their lives changed by the pandemic.

In Season 2021, we were teased with progressing through our competitions reasonably well only to have to deal with comps shut down after 7 rounds of the Friday and Sunday XVs comps. Our Girls Rugby players missed out on Frosty 7s, bad weather cruelled rounds of Sizzling 7s for Girls and Boys alike and Spring 7s had to be cancelled.

After all that though, at the time of writing, it is fantastic news that so many teams are readying for 7s gala days to commence on the weekend of 13/14 November.

I would like to thank many people who have contributed so positively to the partial SJRU Season which we had (apologies if I leave any one out), but special thanks to:

- Tina Campbell and Andrew Hutton for their fantastic work in running Girls and 7s competition, completing very complex draws and managing numerous issues to help get our players onto the field.
- The SJRU Board led by Anthony Hunt, for their fantastic volunteer work in supporting Junior Rugby in Sydney.
- NSW Juniors and Ben Gregory (welcome also Ben to your new role as GM of SJRU) for their role in furthering representative Rugby for the talented and aspirational players and coaches within the SJRU.
- The NSW Rugby team Community team and Positive Rugby Foundation for the support they give to SJRU Rugby through administration, resourcing, coach and referee education, pathways, and match official appointments. (Special thanks here to Todd Cummings for his work in referee appointments, but also the other support and input that he and Alex Richards provide to the SJRU).
- Our SJRU Sponsors and co-funders including the Rugby Club Foundation who support our programs to develop Junior Rugby in Sydney.
- Our match officials from the Sydney referee associations for their sterling efforts in officiating so many matches for the SJRU across XVs and 7s Rugby. There would be no game without our refs, so we all should be grateful and acknowledge their efforts.
- Our volunteers who assist us with Judicial matters and other committees of review.

Finally, I want to say a massive thanks to all the Committees and Volunteers out in SJRU Club and District land. It is testimony to the resilience of those who volunteer in Junior Rugby that we have made it through the last 2 years.

As with the end of each Season, AGM's will see changes in Presidents and Committees, and it is with sadness but much appreciation that we will say goodbye to outgoing Presidents and other Club officials. We also welcome the new brigade who take on these roles, and I look forward to talking with you and/or seeing you on the sidelines as we build into Season 2022.

During Season 2021, a few things stand out for me (good and bad):

- Sunday XVs Gala Days – Round 1 and 2 - Approximately 800 fixtures were complete over 2 Sundays and all participants had the unique experience of seeing all the teams from their age group participating at numerous venues around Sydney. This exercise was not without

its wrinkles, but we will iron these out and the Gala Days will be bigger and better in Season 2022.

- Girls XVs – or should I say Girls non 7s - The continued growth of Girls Rugby is exciting of itself, however in Season 2021 a small Girls XVs Comp got up and running. In future years, the opportunity to grow and develop Girls Rugby beyond its historical focus of 7s, presents an exciting challenge for the SJRU.
- The importance of the events we have missed out on and the last two incomplete seasons – We were fortunate to complete events such as the Inter-District Minis Gala Day and the State Championships, however many specialty representative and gala events were unable to be staged for the second year running. These impacted on Clubs, Districts, and many of our participants. Further the lack of complete home and away seasons and/or special events for our Clubs, led to hits to registrations, canteens, BBQs, and bars.

Regarding the last point, all praise to the resilience of our Clubs and we must look forward to Season 2022 with every positive vibe. Grassroots Rugby (and Community Sport as a whole) has survived a very tough two years and continues to do well as compared to our last proper season of 2019. During this tough period, the spirit of fellowship and community has been stronger in Rugby – let us foster and grow that spirit in Season 2022.

Always remember this is a game for kids which all of us are fortunate to be involved in, it isn't about the adults – unfortunately we can be the problem not the solution!

So, don't forget to help the Clubs and Districts we visit with a purchase or two from the BBQ or bar, encourage everyone to conduct themselves well and respect your hosts and visitors alike and more importantly, let's keep looking after each other out there.



WESTERN ZONE REPORT

Prepared by John Polley, Director

Sometimes it's difficult to see the try line from the bottom of a maul but this season proved again that our community can pick itself up and move forward collectively.

I'm very proud of the hard work put in by many of our clubs who turned a disruptive 2020 into a productive 2021. Yes, this season was cut short, but the eagerness and passion shown by many to embrace what we were able to control, was extremely heart-warming.

Club committee recruitment and retention was a particular struggle this past summer and my admiration goes to the members completing multiple roles to get the players back onto the field safely. I'm hoping the spirit of volunteerism inspires many more parents to get involved.

Season 2021 started with a new gala day format across Sydney which were proudly hosted by some western venues. Full credit to the SJRU's genius competition managers John Glenn and Andrew Hutton for creating calm from chaos in regards to draws, fields and grading. These gala days were an outstanding success and a key opportunity to connect the age groups to kick off the season.

REPRESENTATIVE - Without club competition finals to champion, I really need to celebrate the Western Zone's success at the State Championships with our district claiming some magnificent results including.

U12 Boys Runners Up - Two Blues

U13 Boys Winners – Two Blues

U14 Boys Winners - Penrith

U14 Girls Winners - Two Blues

U16 Girls Joint Winners - Penrith

Congratulations to these teams and their coaching staff for medalling but also to all players from the Western districts who competed at the various NSWJRU events. It was fantastic to see the Pirate, Woods, Two Blues and Emu colours shining brightly across all age groups. I also want to applaud some of our Western zone players who competed for other districts to enable them to field sides in the annual event. After a year off it was a significant reminder of how unique and wonderful our district rep system is.

My endless gratitude extends to the team at the Sydney West Rugby Referees association. I witnessed some great match officiating during the season, particularly from younger refs within the system. I admire their courage tackling for taking on one of the more difficult gigs in rugby.

The female programs in our districts continue to build and the pathways to senior competition are now making that transition easier. The accessibility of 7s has been key and well-run competitions managed by June Manu and Tina Campbell have made each of the 7s events enjoyable for all the participants.

I would like to thank the SJRU board for their ongoing support for rugby in the west. It is no secret that our game needs to increase its participation in greater western Sydney to remain healthy. The board has tabled a number of initiatives to increase resources in our areas of need. To share a

common vision in key development areas reflects the boards commitment to future of rugby in my neck of the woods.

Outgoing Chairman Anthony Hunt deserves a special mention for his tireless desire to see our competitions remain healthy despite significant challenges. Anthony has championed many ideas to improve the SJRU ecosystem and is leaving his role with the competition in a far better place.

Although there have been changes in direction at senior level with the zone, I can confirm both the SJRU and NSWJRU's commitment to providing all players from Springwood to Burwood access to the strongest junior pathways while continuing to encourage the values of our great game.



NORTHERN ZONE

Prepared by Michele Biet, Director

After the shortened 2020 season, we kicked off 2021 with an All-Clubs meeting in March, followed shortly thereafter with our Zone Managers Meetings, the Northern Zone Managers meeting was held at Wahroonga on 26 April and was well attended by the Northern Zone Club delegates.

With QR Codes, social distancing & hand-sanitizer on top of the agenda, the start of the season saw our new format of 'Age Group Gala Days' launch in May, the gala days were a huge success, the Northern Zone clubs hosting 6/11 venues across both weekends. Congratulations to hosting Clubs, volunteers, and all participants in helping to make these events such a success.

An unfortunate casualty of Covid in 2020 was the cancellation of NSW State Championships! Rep rugby was back on the agenda this year! With some early hiccups around district trial dates, on the weekend of 12-14 June the State Champs went ahead for U12 and above - Positive feedback was received from participants and their families across all hosting venues, in particular, thanks to our Country counterparts and their volunteers for ensuring our teams and their families were warmly welcomed. Unfortunately, the U10/11 age groups missed out on their championships again this year.

Another 2020 Covid casualty was the Mini's Gala Day! Thankfully 2021 saw the minis enjoy their Gala Day on Saturday 19 June.

Unfortunately, once again our season was cut short due to the restrictions and the 15-week lockdown imposed in NSW in July. On 11 October restrictions started to ease and we now look forward to our 7's gala days in November, Clubs are embracing the 'return to play' protocols around training and we look forward to some uninterrupted 7's tournaments, gala days & the U15 & U17 State championships going ahead.

Our Players & Parents should be applauded for continuing to work with us and our 'new normal' Covid requirements.

SJRU 2022 planning is well underway, we have welcomed our new General Manager, Ben Gregory, we say farewell to our esteemed Chair Anthony, who, after 6 years of service to the Board is stepping down and look forward to a productive and longer winter competition.

Once again, even though we had another shortened season, I have enjoyed meeting Club and District volunteers across the Northern Zone and look forward to rugby in 2022.



SOUTHERN ZONE REPORT

Prepared by Nicole Roberts, Director

Congratulations to all for simply getting through 2021. I am thinking that was one of the most difficult years for sport in general, let alone Rugby Union but I believe we are coming out the other side with more grit and determination than ever before.

The number of competitions is continuing to increase, our ability to offer year-round rugby has come to fruition for both boys and girls, our relationships with senior clubs and pathways is strengthening by the day and even our relationships with schools is going in a forward direction.

The Southern Zone Clubs are in a great position to capitalise on all the above, whether it be to use 7's as a recruitment drive for XV's or as a separate sport altogether. The opportunities are endless. I encourage all to try and grab some grounds for summer months as the more grounds in the South through Summer will result in higher participation rates due to reduced travel especially for 7's. A Southern Zone 7's Comp would be amazing and with increased social media exposure I believe this is possible in coming years.

I am also excited to hopefully gain increased participation in the Girls XV game and to see it transfer into the women's game.

I will be stepping down this year but will certainly see you all around the grounds. I would like to thank all those I have worked with on the SJRU Board over the years as it has been a wonderful experience and everyone is so dedicated to the game and puts in so many hours above and beyond what they probably think they are signing up for. Thank you all so much.

And to all those Club/District Presidents and Board members who put so much time and effort tirelessly over many years into this game. Thank you so much. The kids would not be able to be exposed to the greatest game on earth without you.



MINIS REPORT

Prepared by Lisa Rothwell, Director

2021 saw the continuation of a strong, vibrant series of Minis competitions run across Sydney by local district organisations. As has been the case in recent years, there were seven Minis competitions run in Sydney – Southern Districts, Randwick/Eastern Suburbs, Inner West, Western Sydney, Eastwood, Gordon/Norths and Northern Beaches.

The role of the SJRU is to support these local competitions and I would like to thank and pay tribute to the District Minis Coordinators who put in so much time and effort to support Minis rugby in their local community.

Similarly, there are hard-working Minis Coordinators, Coaches, Managers, parents and of course all the players at clubs across Sydney who all contribute to the fun and engagement of Minis rugby in Sydney, and we are very grateful for all of their efforts.

Referees are an essential part of rugby and we are also indebted to them for the great contribution they make. Minis rugby is one of the great training grounds for new young referees to learn the art of whistle-blowing.

Each of the Minis competitions is structured in a way that suits the clubs of that district. Formats vary with competitions organised at a central venue, at a rotating venue, on a home/away basis, all of an age group playing at the same location or vertical streams playing at the same venue.

Girls made up a growing proportion of Minis players in 2021, a trend that most clubs are keen to encourage. In Under 6s and 7s many clubs had girls playing alongside boys, with the odd club being able to field girl-only teams in Minis age groups.

In 2021 the SJRU was once again able to successfully organise an Inter-District Minis Gala Day. Participation was optional but pleasingly nearly every club in Sydney joined in. On 19 June at 8 different venues across Sydney, host clubs welcomed Minis teams from outside their district for a non-competitive rugby gala day, playing some 485 games between them. Unfortunately due to Covid one venue was unable to proceed as planned.

This was a significant event on the SJRU calendar with lots of planning and organisation required. Congratulations to the District Minis Coordinators, Host Clubs, Travelling Clubs, Referees, parents and especially the players for the wonderful spirit they all showed in making this a fun and memorable occasion. We have already begun planning for the 2022 gala day!

There were also a number of invitational gala days for Minis planned to run across Sydney, some being competitive and some just for fun, which were cancelled due to the Covid lockdown. These are significant events and we look forward to their return in 2022 and thank in advance the host clubs for their efforts in supporting the spirit of Minis rugby.

King of the Hills (Under 8s and Under 9s)

Harbord Harlequins Cup (Under 8s and Under 9s)

Chatswood Challenge Cup (Under 8s and Under 9s)

Dufficy Cup (Under 9s – Hunters Hill)

Tiger Cup (Under 6s and Under 7s –Wahroonga)

An increase of 14% in participation numbers over the last two years shows that Minis rugby is alive and well in Sydney. There are thousands of players, officials, parents and supporters cheering on Sydney Junior Rugby Union Annual Report 2021

their team each weekend, showing that Minis rugby is all about the fun and new found friendships. The more we can support and encourage these players and their helpers, the better the future of our game will be.



SUNDAY COMPETITION

Prepared by Fiona Lawson, Director

Last year my report started with 2020 was possibly the most challenging in our history and we were looking forward to an easier and fully operational season in 2021..... How wrong could I be!

We started season 2021 with the introduction of the Gala days to assist and help finalise grading and draw for season 2021. Feedback overall was extremely positive, with the Competition Management team assessing some of the teething issues experienced over the 2 rounds to help make improve 2022 Gala rounds.

We then successfully got through 5 Home and away rounds before Covid stopped us in our tracks again. Whilst we waited for the endless lockdown to finish the decision to wrap up the 2021 XVs season was made, and all finished up where they did in round 7 with results being used to help us gather information for Gala rounds in 2022.

Operational wise the XVs Sunday competition will be as it stands in the Operating plan (hopefully this time we are REALLY finished with Covid disruptions) there will be some discussions with the board around some minor rule amendments for 2022.

Huge thanks to John Glen and Andrew Hutton for their hard work in 2021, always going above and beyond to deliver the best XVs competition and a big welcome to Ben Gregory in the General Manger role, we look forward to working with him in 2022 on further developing and fine tuning the XV Sunday competition.

Finally Thank you to outgoing Chair Anthony Hunt, his work not only as the Chair but many other roles over the years has help shaped not only the XVs competition but the SJRU as a whole.



BOYS 7S COMPETITION

Prepared by Jnr Junior Ta'ale, Director

Overall a slow year for boys 7s due to the NSW lockdowns. Covid regulations including, events, training and spectator requirements have all been a key component of bringing back 7s in 2021. With the ability to start planning again with known dates October and the start of November has been extremely busy and fruitful.

SJRU Gala 7s (Sydney, Boys and Girls): 140 boys team register for the event!!

Round 1 on weekend of 13 -14 November,

Round 2: 20 – 21 November 2021.

Report on Round 1:

2021 Boys 7s has gone with a bang.

Summary & Feedback:

Yellow & Red cards issued

Summary: Discipline is an issue that needs to be addressed by the coaches and managers at team training

Venue setup and running of the event was good and well received

Refs did a good job but we need to be sure we have enough for all games/all venues

Very few injuries at the event

Teams did not turn up on the day which is an issue and should be investigated

Upcoming Events 2021:

What planning is occurring for NSW Youth State 7s:

When: 20th – 21st November, 2021

Location: Tuncurry - Foster, NSW

Age Group: U15s & U17s

Gender: Boys & Girls

4 weeks preparation in launching the NSW Youth State 7s.

Preparation going well

Venue and security as well Covid regulations all sorted

Refs and staff all organized

Clutch TV setup

Trophies and presentation organized

Invitation sent for Districts & Zones Clubs to enter their team.

50 teams have registered for the State 7s

25 Boys & 25 Girls team.

Selections

Will occur from the Forster event for NSW u17s Boys & Girls for NSW vs QLD Battle of the Border comp January 2022.

Coaches, trainers & managers have been invited but no selections made yet

Training details to be organized by individual NSW Rugby after selections

Venue to be organized

Key Issues Facing 7s

Due to summer sports holding rights to grounds we face a lack of available grounds to implement more events or training.

Further retraining of coaches on 7s would be my recommendation to ensure all rules are understood and they are able to train their teams accordingly.

Discipline is an issue that needs to be addressed to ensure less cards given out at events.

Communication – there needs to be more communication between SJRU and Clubs.

We need to address why clubs are pulling out of events in particular due to low numbers.



FRIDAY COMPETITION

Prepared by Sheila Mitchell, Director

2021 will be remembered as a year that was marked by resolve, patience and determination. We started the season with the introduction of Gala rounds which was a fantastic way for teams to be able to play in a different format, playing various teams which in turn assisted with grading and draw allocation. The Friday Night competition fielded a total of 26 teams. A huge thank you to the host clubs, parent volunteers and referees. It was great to see players and families enjoying the Friday night competition which is an integral part of our rugby competition as a whole.

Although we were forced to call timeout after 5 rounds of rugby the overall feedback was very positive, with the plan to assess some teething problems with grading in certain age groups and increasing numbers.

All of this would not have been possible without the hard work by John Glen and Andrew Hutton who tirelessly spent untold amounts of time to deliver the best Friday Night competition. We welcome Ben Gregory in the General Manager role with his vast rugby acumen and look forward to working with him in the 2022 season.

In our annual outlook, we predict the impacts of the events of 2020 and 2021 will be felt by not only rugby but all sporting codes for years to come, and 2022 will be a pivotal year—challenging players, teams, and clubs alike in new and unexpected ways. But if 2021 is any indication we can be confident that in the face of adversity we prioritised the safety of our members and wider community and responded with adapting and delivering the best outcomes for our players.

Last but not least, THANK YOU to outgoing Chair, Anthony Hunt, for the important work he has done over the last two years. Your stewardship has been characterized by fairness, strategic forward thinking, with the aim of growing the game we love. Yours in rugby,



GIRLS COMPETITION

Prepared by June Manu, Director

We were fortunate to have Sizzling from February – 2021 and now the 4 weeks for Spring 7s for the Girls and Boys.

A year filled with uncertainty due to Covid meant Frostys was cancelled.

Girls played in two locations for Sizzling this year to adhere to the restrictions.

Great organisation by Tina Campbell ensured the girls got onto the paddock including tireless hours with Andrew Hutton and changes to the draw even to the hour. I would like to thank Tina for all her work into the Girls 7s.

Sizzling 7s:

Total teams = 73 (split into Zone 1 and Zone 2)

U11 - 12 teams

U12 - 10 teams

U13 - 16 teams

U15 - 18 teams

U17 - 17 teams

Girls XV's:

Total teams = 8

U14 - 4 teams

U16 - 4 teams



DEVELOPMENT

Prepared by Marcus Stock, Director

2021 has been a challenging year for all of us and SJRU development have focused on working with the competition managers to get the technology aspects for “club in a box” setup and trialled.

Microsoft have confirmed that each SJRU Club & District can apply online for the Microsoft Not For Profit (NFP) offer, it's a simple 3 step process that will need each club to submit a copy of its constitution & ATO NFP status. Once the club eligibility is confirmed clubs & districts can migrate to the Microsoft Office 365, teams and Azure hosting and save costs on email, website, and online meetings.

SJRU migrated from our legacy email systems to leverage the Not for Profit (NFP) offer from Microsoft. This allows not only SJRU to have saved approximately \$2000 per year by moving to Microsoft Not for Profit Offerings.

Under the Microsoft NFP program and each club & district can receive the following

- **Licenses**
 - o Microsoft 365 Business Basic – 25 users
 - o Microsoft 365 Business Premium - 10 users
 - o Microsoft 365 Teams and Audio Conferencing - 25 licenses
 - o Microsoft Power Automate Free – 10,000 users
 - o Office 365 – 25 users
 - o SharePoint – 25 Users
- **Microsoft Azure Hosting**
 - o The Azure hosting allows club to have apx AU\$400 per month of web site hosting this can range from a simple WordPress website through to creating an on-line gear shop.
- **Online Administration**
 - o Included in the Microsoft NFP office is the ability for clubs to migrate their Domain name for example www.sjru.com.au to the Office 365 management portal. This will allow clubs to have their club's website & email addresses hosted free of charge and have both club and user OneDrive storage.
- **Setup guides and Training**
 - o Once a club has been accepted to the NFP program the NFP portal has links to all the resources included in the program including online step by step guides to the resources and licenses you have been granted.
 - o There are several useful online product and admin training courses for each product

Our plans for 2022 are to build our technology foundations to bring online information stores and streamline the numerous forms in use today, as well as rebuild the SJRU website, to have links to online forms and downloads of the match day guides etc.

The SJRU development working group will work with NSW Rugby on linking to the “Club in a Box” program. In addition, we will also monitor the impending Website offering for Clubs coming from Rugby Xplorer (which has a free level, and paid levels with higher functionality). SJRU will work with RugbyAu to ensure that our Clubs and Districts, get the best choice of web site options from Microsoft NFP Azure, Sharepoint or Rugby Xplorer .

REPRESENTATIVES

Prepared by Paul Rathborne, Director

After our 2020 season cancellation of all Representative programs, we were all looking forward to 2021 regular and representative season with anticipation.

2021 season started well with all village clubs getting into full swing with all age groups performing well. District teams got on board and conducted their programs within SJRU guidelines to ensure transparency across the board. Admittedly there were still some issues, but significantly less than in prior seasons.

2021 saw evolution of our programs for SJRU with:

- Girls program being expanded and selection of “Red & Blue” squads for “Regional Carnivals” for U14’s, U16’s and U18’s
- Boys programs being replicated from prior season with the exception of the
 - U18’S where we selected an extended squad for 4 games programs
 - CHS
 - CAS /ISA
 - GPS
 - City vs Country

June long weekend “State Championship” was held across NSW, without a hitch. Selectors were out and about watching a multitude of games to identify squads to provide pathway opportunities for girls and boys across the representative ages.

Squads came together and were able to benefit for several training session prior to “Covid” striking again and sending metropolitan Sydney into lockdown. Despite our best endeavours and numerous contingencies plans we were unable to continue our representative program and had to cancel:

- Regional’s weekend at Blacktown, which prevented final selection of Sydney teams
- City vs Country fixture in Bathurst

Fortunately, by this period:

- we had completed the boys U18’s first 3 fixtures involved with NSW All Schools trials. This meant we completed a pathway enabling SJRU, NSW Country and Schools Association representative teams to play, providing selection into the NSW teams (U18 Gen Blue, NSW Schools, NSW Juniors & Barbarians)
- the U16’s boys Sydney squad were able to be selected based on their State Cup performance which then enable the U16’s Gen Blue and NSW Schools teams to be announced.

With much of the season cancelled due to Covid we turned our attention to 2022, looking at our gear commitment, identifying with Marketing sponsorship packages and developing 2022 programs with Ben Gregory at NSWJRU.

I need to thank all the selectors, coaching teams for volunteering their time and services to assist with our representative programs. It imperative that I also acknowledge NWSJRU Chairman Ben Gregory, NSW Rugby Gen Blue team of Matt Evrard and Andrew Cleverly, NSW Women’s Program team Mick Doyle, Junior Ta’ale and Claudia Bell. These individuals were all on deck and available to assist when asked.

Without these individuals and those that have been involved in prior years our representative program would not be as successful as it has been.

MARKETING

Prepared by Kyle Austin, Director

Sponsorship

With the new year ahead of us, we are looking at 2022 and how we can improve our overall sponsorship deals within SJRU organisation, and look at how we help clubs in obtaining sponsorship/funds to help run their clubs

With Isponsor coming on board is a great way for clubs to use technology to help improve and increase sponsorship funds coming into the clubs, via members shopping habits. This also help our local sponsors with actual data and see their ROI for participating in the program.

Future sessions will be held for Clubs wanting to join the in the program for 2022.

The SJRU is also looking at different avenues in raising funds through sponsorship

We are currently working through the plans of having a competition sponsor for the 2022 XV's competition, but also looking for sponsor to invest in our Representative Program for 2022.

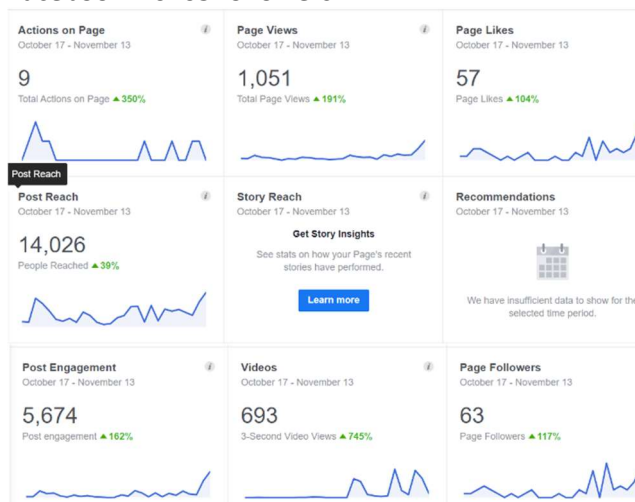
Appendix 1 outlines what sponsorship packages are still available for the 2022 season.

Proposed Wahu Sponsorship deal for Sydney Juniors - Registration package and investment into SJRU

Hart and Soul Water bottle Sponsor Ship – 1000 water bottles for the players in the 7's competition for 2022



Facebook – 6465 followers



Instagram



Finance Director Report

Prepared by Sean Goonan, Director

I am pleased to report that despite the significant challenges faced in 2021, the Association had a positive financial result, that being a profit of \$6,876. It is a significantly lower result than 2020 but still a good outcome given the disruptions experienced this year.

The key variables in the 2021 result versus 2020 are:

- **Sponsorship income** – the Board made the decision to honour the 2020 sponsorship deals by rolling them over into 2021, this meant we had no sponsorship income for the year (an impact year on year of \$32,000).
- **Representative gear** – we had committed orders for all of our representative gear prior to the competitions being shut down. The timing also meant that we had no kit fees from the representative players for the year. We have a full set of kit that will now be used in 2022 (impact year on year of \$38,000 – reduction in rep player receipts plus kit costs).
- **Development costs** – these were higher due to the commitment made last year to financially support the NSW RU in keeping development officers employed during the Covid shutdown of 2020, these payments ceased early in our financial year.
- **Government Covid Support** was elevated this year by \$2,000 and very much appreciated, thanks Gladys. This does not form part of our income budget for 2022 so there is no reliance on this going forward.
- **Player and Participation Fees** were elevated \$53,000 due to higher participation in the Spring 7s competition. Higher player numbers in the girls competition as well as the addition of the boys Spring 7s were the primary positive impact here.

On the Balance Sheet the Association's Net Assets and Liquidity are very strong. Our cash at bank is \$384,000, \$20,000 ahead of last year's position. Just prior to community sport being shut down we had taken \$9,000 of fees for the next 7's competition, these are on the balance sheet and do not form part of our operating profit. This money will either be returned as cash or as credits for future competitions.

The Association is in a position to pay all its liabilities as and as and when they fall due.

I would like to convey my personal thanks to Mark Green and his team at NSW RU who have been very patient and provided an enormous amount of support to me in this role.

INCOME STATEMENT

Sydney Junior Rugby Union

ABN: 53 749 692 232

Income statement

For the year ended 30 September 2021

	2021 \$	2020 \$
Income		
Administration & Participation Fees	117,070.00	64,028.42
Girls Rugby Income	45,952.00	50,579.24
Government Covid Support	20,000.00	18,000.00
Other Income	68.57	2,060.14
Representative Income	-	12,771.78
Sponsorship & Donations	-	32,000.00
	183,090.57	179,439.58
Expenses		
Auditor's Fees	5,450.00	5,400.00
Bank Charges	529.50	2,493.57
Board Expenses	2,584.79	7,129.09
Depreciation	1,096.00	637.00
Development	23,458.56	4,405.45
Event & Competition Expenses	29,366.22	31,021.42
Girls Rugby Expenses	57,135.41	47,869.17
Marketing & Promotional Expenses	3,198.82	7,776.54
Office Expenses	2,023.02	2,276.59
Representative Expenses	51,372.59	26,607.75
	176,214.91	135,616.58
Net profit	6,875.66	43,823.00
Retained earnings at the beginning of the financial year	356,672.52	312,849.52
Retained earnings at the end of the financial year	363,548.18	356,672.52

Full Financial Report is attached as Appendix 2 - Financial Report - Sydney Junior Rugby Union - 2021

BALANCE SHEET

Balance sheet

For the year ended 30 September 2021

	Note	2021 \$	2020 \$
Current assets			
Cash and cash equivalents	3	383,724.16	363,145.79
Trade and other receivables	4	3,899.51	6,437.35
Total current assets		387,623.67	369,583.14
Non-current assets			
Property, plant and equipment	5	3,583.00	4,679.00
Total non-current assets		3,583.00	4,679.00
Total assets		391,206.67	374,262.14
Current liabilities			
Trade and other payables	6	13,502.64	16,881.87
Borrowings	7	9,155.75	707.75
Provisions	8	5,000.10	-
Total current liabilities		27,658.49	17,589.62
Total liabilities		27,658.49	17,589.62
Net assets		363,548.18	356,672.52
Members' funds			
Retained earnings		363,548.18	356,672.52
Total members' funds		363,548.18	356,672.52

Full Financial Report is attached as Appendix 2 - Financial Report - Sydney Junior Rugby Union - 2021

2021 SJRU CLUBS

Club

Allambie Heights



Chatswood



Balmain



Clovelly



Blacktown



Collaroy



Blue Mountains



Coogee



Bondi



Dee Why



Box Hill



Drummoyne



Briars



Dundas Valley



Burraneer



Dural



Canterbury



Easts Bays



Central Eastwood



Club			
East Junior Beasties		Liverpool Cougars	
East Wallaroos		Luddenham	
Forest		Manly Roos	
Harbord		Manly Savers	
Hawkesbury		Maroubra Missiles	
Hills		Menai	
Hornsby		Mosman	
Hunters Hill		Narrabeen	
Killara West Pymble		Newport	
Lane Cove		North Rocks	
Lindfield		Northern Barbarians	

Club			
Norths Pirates		South Coogee	
Norwest Bulls		St Ives	
Oatley		St Patricks Junior Old Boys	
Penrith RSL		Sylvania	
Petersham		Terrey Hills	
Pittwater		Wahroonga	
Randwick Warriors		Wakehurst	
Rockdale		Western Raptors	
Roseville		West Juniors	
Ryde			
Seaforth			

The SJRU Board have been very pleased to have represented and served you and all your players over the past 12 months and look forward to many more opportunities to strengthen and grow grass roots rugby in Sydney in 2022 and beyond....