



W.P. RUGBY
REFEREES

2021

ANNUAL REPORT JAARVERSLAG

WESTERN PROVINCE RUGBY FOOTBALL REFEREES'
SOCIETY RUGBYVOETBALSKEIDSREGTERSVERENIGING
VAN DIE WESTELIKE PROVINSIE



EXECUTIVE COMMITTEE



Ashley Mackay



Ben Theron



Eddie Douglas



Fatima Said



Joey Klaaste-Salmans



JC Fortuin



Johan Willemse



Mornay Colville



Ronnie Bourbon-Leftley

THANK YOU FOR YOUR CONTINUOUS SUPPORT



WESTERN PROVINCE RUGBY FOOTBALL REFEREES' SOCIETY
RUGBYVOETBALSKEIDREGTERSVERENIGING VAN DIE WESTELIKE PROVINSIE
P.O. Box 66, Newlands 7725 • Posbus 66, Nuweland 7725 • Tel: 021 659 4500 • Fax: 021 686 2336
Email: btheron@wprugby.co.za • Website: www.wprugbyrefs.co.za

CHAIRMAN'S REPORT

Joey Klaaste-Salmans

So many organisations have been thrown into disarray and in a state of crisis, in what I call C19-madness, since March 2020. Our Society has not been spared from the wrath of the pandemic and the destruction it leaves in its path as it moves from one wave to the next.

As we try to make sense of COVID-19 and the challenges that we are presented with, we acknowledge that we are living in VUCA times. **VUCA** stands for **Volatile, Uncertainty, Complexity and Ambiguity**.

Volatile changes in our organisations, where we must work quickly and swiftly to make sense of the realities around and how we adapt to ensure the good health of our organisation.

Uncertainty in what is happening currently and what is going to happen next. Leadership needs to be flexible and fluid in its management of the organisation.

Complexity in making sense of the pandemic and its impact on our sport and the "new" rules and policies introduced to ensure safety of all role players.

Ambiguity in the confusion that can and does reign from the pandemic. Not knowing what happens tomorrow or the day after. Covid-19 has made us more emotional, and it has been our emotional intelligence that has been tested with our ability to FEEL.

At one stage I was almost certain that our organisation had escaped the fury of Covid-19 as we were bleeding from our losses in 2020. I was growing extremely optimistic until I received the call about Connie Wilson. It was one of those moments where I was stopped right in my tracks. Pausing and reflecting about the good old days with dear old Connie and his wisdom. I felt proud that we could have celebrated him while he was alive and the joy on his face when he received those accolades in 2019. The death of Daniel Fortuin brought us to our knees as we embraced the humbleness of the man and his journey, he walked to become a top referee in our province. His loss is still felt by many. While we knew of Arthur's illness, we always hoped that he would be able to fight through. We knew him as a fighter so we expected that he would make a full recovery. But that wasn't to be. His years of service



to our organisation, and to SARU, will not, and cannot, be forgotten. Then there was Siyasanga Hawu. It's still too unreal to talk about it. What an amazing human being. Taken from us too early on in his life. The pain is still raw for the loss of all these members. We must honour them and remember them in all that we do from this day forth.

On the rugby front we had a normal Cape Town winter's day. I use that analogy because we all know on a normal Cape Town winter's day we can experience all four seasons in 24 hours. That is how I will describe this season. We had rugby then we didn't, then we did etc. I want to take a moment to thank all you heroes who, against all odds and safety and health issues, went out to entertain those who still wanted to play the game when it was allowed. Your commitment and perseverance to the game of rugby and to refereeing is appreciated.

I am acutely aware that we made some 60 plus promotions last year in September and some of those referees have not yet refereed any match in their new division. Not having had rugby has been good for some but has been terrible for others. Being away from the game for so long has its pros and cons. You may have a new perspective on life, but your tools may be a bit blunt and lots of sharpening is now needed. We need to look at innovative ways to get members excited about refereeing and, more importantly, their growth in the game. I am certain that a blended approach of face-to-face and online engagements will be the way to go in coaching match officials from now on.

Our flagbearers, the provincial squad, have been excellent at flying the flag high for all of WP. They have been lucky to have been involved throughout the season. It has been great seeing them evolve and grow throughout this time. Earlier in the year we said farewell to Marius van der Westhuizen as he joined the South Western Districts

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Eagles. Rasta, Cwengile and Divan have consistently produced high quality officiating in all matches that they were appointed to. Some might say that they are unlucky to miss out on the big matches. We however know that they will continue to give of their best and be ready when they are called on to perform at the highest level. The influences of Quinton Immelman and Egon Seconds as part of the SARU referees coaching department can be seen in many of the young referees who have taken to our TV screens this year. It undoubtedly has been an amazing but also crazy year of good fortunes for two of the squad. Firstly, Dylon November; from WP Junior Referee to U20 2021 Final referee. The transition from high school 8th man/flank to one of SA's top referees is remarkable. We salute this young man as his career is taking off at a speed of knots. WP remains humble and proud. May good fortunes accompany him.

What is there to say about Aimee Barrett-Theron. When we capped her a few years ago I asked her on behalf of all WP referees to break barriers. She hasn't stopped breaking them. Aimee has become a household name in the refereeing of the "men's" game. She is at times the preferred official for some of the toughest matches. Her temperament may have something to do with it. She has become one of the leading referees in SA and the world. She dishes up one good performance after the next. We humble ourselves and pay homage to all her support structures who keep her focused and we thank Aimee for being a trendsetter. Break barriers lady!

Our executive members have continued to keep the candle burning by having continual exco meetings and discussions on the ever-changing landscapes in the world of rugby refereeing. Looking for ways that we can adapt to the new surroundings we find ourselves in. They must be applauded for the time that they have taken from their family to spend 3 hours plus (at one meeting) on MS Teams to manage the organisation in these unsettling times. I want to take this moment to thank them all for the last term that we could grow together as an executive. Our time comes to an end this year and we await to hear the members mandate via the election process.

As this was quite an unusual year, we will not be adding feedback from the portfolio holders as they were stopped from executing their mandates by the pandemic.

The executive wishes to express our heartfelt appreciation and gratitude to Ben Theron. Ben, affectionately known as Oom Ben, Uncle Ben, Benji, has been the referees' manager of the Society since unity. He was there when

Newlands had its first Rugby World Cup match, He shared the officiating of a game with Andre Watson on the "Grand Old Lady". He has seen many referees grow and become successful panel referees. He has experienced the tragedy and sad passing of Carl Spannenberg, the appointment of the first coloured and black test referees who hails right here from our Society. He was there on the day the first non-white chairperson of the Society was elected, Ben has been the brainchild of many initiatives in the WP Union and Society but one of his biggest successes is the WP junior referees which we launched in 2010. Ben has always been a hard worker and a person who doesn't allow opportunities to slip by. Where he sees a gap for referee development, he will take it. His children grew up in the world of refereeing. His wife at one stage worked at Newlands and she continues to support him in his endeavours. A true rugby man with a rugby support behind him. This will be his last year with us as referees' manager. We look forward to seeing what he will contribute as an honorary member in future but for now it is time for us to salute the man, the legend, the leader, Ben Theron. We wish you well as you retire (from the Union) and look forward to many more years of engagements and making memories. Go well!

As the executive, we thank all members and support staff for all your support and trust in us and assisting us in reshaping the look and feel of our organisation. We have been privileged to lead you and wish the incoming executive all the best.

A personal note of thanks to JC Fortuin, vice-chairman, a humbler person, and deep thinker we won't find. JC has contributed at all levels of refereeing and has decided to step away from the administration part of refereeing. We look forward to seeing him show his talent again on the field. Thank you, JC, for your support in some very tough times. I look forward to still being able to pick up the phone and ask for advice. Go well.

In closing I would like to wish all our members strength and good health as we negotiate our way out of this most tragic pandemic. Surely the worst is behind us. Stay safe and healthy.

Joey Klaaste-Salmans
Chairman

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Aimee setting the reffing world alight

Aimee Barrett-Theron is emerging as one of World Rugby's top referees, breaking ground and officiating in her first United Rugby Championship fixture in 2021. Here's a short report on her experiences...

2021 proved to be a challenging but exciting season and it was incredible to be able to travel internationally again. The endless Covid testing was well worth being able to run out of the tunnel and I felt very fortunate to be able to ref while most of the local rugby was cancelled. Currie Cup was certainly a bit strange without the crowd but it was great to be able to begin establish myself as the referee on the field.

One of the highlights of the year was being appointed to my first URC match - Ospreys vs Benetton in Treviso. Italy is a beautiful country and I felt very privileged to be able to travel and ref in front of a crowd again. The intensity of the match was incredible and it was great to hear other South African accents on the field. It was a 29-26 finish which was quite tight for my debut but it was a great welcome into the competition.

In November I was fortunate enough to travel again and officiate the women's internationals - NZ vs England and NZ vs France. Being able to ref the top 3 nations after nearly two years of Covid was a humbling experience and made me realize how lucky I am to do what I do. NZ were in a building phase so England and France ran rampant for the most part and there were some amazing tries scored. I was blown away by the tactical and technical ability of the players and it makes me very excited going into a World Cup year.





Emirates
FLY BETTER



Emirates
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Emirates
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Statement Of Financial Position As At 28 February 2021

| Figures in Rand | Notes | 14 Months ended 28 February 2021 | 12 Months ended 31 December 2019 |
|--|-------|---|---|
| Revenue | | | |
| Club house income | | 17,180 | 6,776 |
| Garment income | | 5,780 | 41,912 |
| Referee duty income | | 151,550 | 786,990 |
| Sponsorships | | 7,650 | 320,000 |
| Subscriptions | | - | 27,400 |
| | 7 | 182,160 | 1,183,078 |
| Cost of sales | | | |
| Opening stock | | (76,362) | (75,341) |
| Purchases | | (47,436) | (131,227) |
| Closing stock | | 76,362 | 76,362 |
| | 8 | (47,436) | (130,206) |
| Gross profit | | 134,724 | 1,052,872 |
| Other income | | | |
| Distribution on investment | | 77,588 | 354 |
| Fees earned | | 200 | - |
| Interest received | | 9,792 | - |
| | | 87,580 | 354 |
| Operating expenses | | | |
| Administration fees | | 9,126 | - |
| Bank charges | | 5,256 | 5,416 |
| Catering | | 20,814 | 36,954 |
| Coaching and development | | 13,160 | 18,323 |
| Depreciation, amortisation and impairments | | 34,045 | 10,240 |
| Memorial service | | 6,032 | - |
| Honorarium | | 57,300 | 115,440 |
| Insurance | | 5,731 | 3,020 |
| Marketing | | 19,263 | - |
| Printing, postage and stationery | | 14,000 | 16,100 |
| Referee duty payments | | 140,077 | 972,728 |
| Repairs and maintenance | | 1,783 | 6,038 |
| TV License | | 795 | 795 |
| Travel and accommodation | | - | 6,400 |
| Website development | | 28,031 | - |
| Year-end Function | | 6,279 | 59,625 |

FINANCIAL STATEMENTS

Statement Of Financial Performance

| Figures in Rand | Notes | 14 Months ended 28 February 2021 | 12 Months ended 31 December 2019 |
|--|-------|---|---|
| Revenue | | | |
| Club house income | | 17,180 | 6,776 |
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| Referee duty payments | | 140,077 | 972,728 |
| Repairs and maintenance | | 1,783 | 6,038 |
| TV License | | 795 | 795 |
| Travel and accommodation | | - | 6,400 |
| Website development | | 28,031 | - |
| Year-end Function | | 6,279 | 59,625 |
| | | 361,692 | 1,251,079 |
| Loss for the 14 Months | | (139,388) | (197,853) |

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