

CENTRAL COAST RUGBY UNION REFEREES ASSOCIATION



STRATEGIC PLAN 2020-22

The Central Coast Rugby Union Referees Association (CCRURA) will aim to provide the best possible referees at all age/grade levels with pathways to representative appointments.

We will do this by:

- Providing all members with ongoing training and development opportunities commensurate with their experience.
- Developing ongoing strategies for the recruitment of new referees.
- Implementing administrative procedures to support the above.

Our three key strategy areas:



**TRAINING
AND
DEVELOPMENT**




**RECRUITMENT
AND
RETENTION**





**ADMINISTRATION
AND
COMMUNICATION**


TRAINING AND DEVELOPMENT


INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 351 392 422">Formalised physical training sessions</p> 	<p data-bbox="515 351 900 454">For 2020: Introduction a weekly training session.</p> <p data-bbox="515 678 900 885">For 2021: Investigate the possibility of linking with a fitness coach who will work with members to improve fitness and technique.</p> <p data-bbox="515 965 900 1173">For 2022: Individual fitness goals to be set by all referees and fitness coach working with individuals/small groups to achieve these.</p>	<p data-bbox="922 391 1079 422">Tony Furey</p>	<p data-bbox="1335 351 1697 630">For 2020: Increase in fitness levels of all referees. YoYo or Bronco test to provide data re referees fitness Improved on-field performance.</p> <p data-bbox="1335 678 1697 917">For 2021: A more formalised program suited to the needs of improved on-field performance. Bronco test to provide data re referees fitness.</p> <p data-bbox="1335 965 1697 1244">For 2022: Greater emphasis on individual performance and fitness growth for improved on field performance. Monitoring of improved fitness through individual data.</p>	<p data-bbox="1738 351 1872 414">For 2020: Nil</p> <p data-bbox="1738 678 2002 774">For 2021: Up to \$1500 from sponsorship monies</p> <p data-bbox="1738 965 2002 1061">For 2022: Up to \$2500 from sponsorship monies.</p>


INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 256 407 325">Visits to club training sessions.</p> 	<p data-bbox="515 256 891 467">For 2020: Selected referees training nights to be held in conjunction with club training on a rotational basis by invitation.</p> <p data-bbox="515 512 891 687">For 2021: As above. Referees to lead formal sessions at club training on issues of Law (by invitation).</p> <p data-bbox="515 732 891 831">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="922 293 1256 325">Tony Furey & Tony Rudd</p> <p data-bbox="922 549 1285 647">Tony Furey & Tony Rudd to coordinated. Selected A Panel referees to present.</p>	<p data-bbox="1330 256 1693 467">For 2020: Building of rapport between referees and clubs. Increased understanding of player and referee goals in the game.</p> <p data-bbox="1330 512 1693 647">For 2021: Increased understanding of player and referee goals in the game.</p> <p data-bbox="1330 732 1464 791">For 2022: As above</p>	<p data-bbox="1738 256 1872 325">For 2020: Nil</p> <p data-bbox="1738 512 1995 611">For 2021: \$500 for resources distributed to clubs.</p> <p data-bbox="1738 732 2007 831">For 2022: \$1000 for resources distributed to clubs.</p>

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<p data-bbox="107 233 371 300">Formal program of education nights.</p> 	<p data-bbox="517 233 891 730">For 2020: Each formal meeting will begin with a 30 minute presentation on an aspect of refereeing. A program of topics will be developed. A Panel referees to present topic. Another 15 minutes session titled <i>"It Happened To Me"</i> will be included as free discussion on Law and/or Game Management.</p> <p data-bbox="517 775 875 874">For 2021: Evaluate and improve upon previous practice.</p> <p data-bbox="517 919 875 1018">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="925 268 1283 331">Tony Furey, CGB members and A Panel referees</p>	<p data-bbox="1332 233 1715 443">For 2020: A formal education program to engage referees in continual improvement of Law/Game Management procedures.</p> <p data-bbox="1332 558 1715 730">Opportunity for all referees to have input into the direction of discussion through <i>"It Happened To Me"</i> based on their individual experiences.</p> <p data-bbox="1332 775 1467 839">For 2021: As above</p> <p data-bbox="1332 919 1467 983">For 2022: As above</p>	<p data-bbox="1740 233 1989 296">For 2020: \$250 for resources</p> <p data-bbox="1740 775 1989 839">For 2021: \$250 for resources</p> <p data-bbox="1740 919 1989 983">For 2022: \$250 for resources</p>


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<p data-bbox="107 233 315 260">Mentor system</p> 	<p data-bbox="517 233 887 512">For 2020: Referees to be paired with mentor referees for both formal in informal discussion and development sessions. Mentoring tools to be developed and distributed to mentors.</p> <p data-bbox="517 560 846 767">For 2021: Meeting time to be formalised for mentor/mentee meetings. Further development of mentoring tools.</p> <p data-bbox="517 815 875 911">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="925 268 1283 331">Tony Furey, CGB members and coaches</p>	<p data-bbox="1332 233 1711 512">For 2020: Enhanced levels of communication and consistency among referees. Beginning referees will have access to a formal mentoring program to support their development</p> <p data-bbox="1332 560 1697 695">For 2021: Further build on the consistency of on-field decisions made by referees.</p> <p data-bbox="1332 810 1462 874">For 2022: As above</p>	<p data-bbox="1740 233 2101 408">For 2020: \$400 for training of mentors and development and provision of mentoring resources.</p> <p data-bbox="1740 560 2101 727">For 2021: \$200 for training of mentors and development and provision of mentoring resources.</p> <p data-bbox="1740 810 1973 874">For 2022: To be determined</p>


INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 229 470 261">Role of the coach/mentor.</p> 	<p data-bbox="515 229 900 443">For 2020: Coaches and mentors trained to provide the best support to referees at various stages of their refereeing careers</p> <p data-bbox="515 485 900 730">For 2021: Procedures for coaching and mentoring of referees at various stages of their refereeing careers to be modified to enhance best practice.</p> <p data-bbox="515 772 900 877">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="922 268 1308 331">Tony Furey, CGB members, coaches and mentors.</p>	<p data-bbox="1330 229 1715 405">For 2020: A consistent approach to coaching and mentoring to enhance referee development.</p> <p data-bbox="1330 485 1715 549">For 2021: As above</p> <p data-bbox="1330 772 1715 836">For 2022: As above</p>	<p data-bbox="1738 229 2123 405">For 2020: \$400 for training of coaches mentors and development and provision of coaching resources.</p> <p data-bbox="1738 485 2123 660">For 2021: \$200 for training of coaches mentors and development and provision of coaching resources.</p> <p data-bbox="1738 772 2123 836">For 2022: To be determined</p>


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<p data-bbox="107 268 492 343">Pathways to representative fixture appointments.</p> 	<p data-bbox="515 268 878 587">For 2020: Identify referees with ambition and/or prospect of refereeing at representative level. Develop interchange opportunities with NHRRA and other zones with NSW Country Referee Coaches.</p> <p data-bbox="515 667 878 1021">For 2021: Identify referees with ambition and/or prospect of refereeing at representative level. Continue with existing interchange options. Develop interchange opportunities with NSW RRA and overseas Associations</p> <p data-bbox="515 1066 878 1165">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="922 303 1310 375">Tony Furey, CGB members and coaches</p>	<p data-bbox="1332 268 1713 622">For 2020: Identified referees will have opportunity to a variety of coaches to enhance development. Identified referees will be seen by NSW Country Referee coaches to enhance opportunities for higher level appointments.</p> <p data-bbox="1332 667 1713 909">For 2021: Referees to have greater access to a variety of coaches, games and standard of games to enhance development and performance.</p> <p data-bbox="1332 1066 1713 1125">For 2022: As above</p>	<p data-bbox="1740 268 2121 478">For 2020: \$1000 from Guy Grinham Development Fund for reimbursement of travel & accommodation costs for Development Panel referees.</p> <p data-bbox="1740 667 2121 981">For 2021: \$1000 from Guy Grinham Development Fund for reimbursement of travel & accommodation costs for Development Panel referees. \$1000 from sponsorship money to support referees to attend interchange games.</p> <p data-bbox="1740 1066 2121 1125">For 2022: To be determined.</p>


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<p>Formalised exchange programs</p> 	<p>For 2020: All members to be given the opportunity to referee in other zones/areas. CGB and coaches to make contact with those zones as per requests of referees.</p> <p>Develop formal exchange program with NHRRA for identified Development Panel and A Panel referees.</p> <p>For 2021: Develop formal exchange programs with other NSW Country zones, NSW RRA and overseas Associations, possibly in New Zealand and Pacific nations.</p> <p>For 2022: Continue to develop formal exchange programs with other NSW Country zones, NSW RRA and overseas Associations, possibly in New Zealand and Pacific nations.</p>	<p>Tony Furey, CGB members and coaches</p>	<p>For 2020: Participating members will have access to a wider variety of coaching to enhance performance.</p> <p>Participating members will gain a greater understanding of game management through refereeing different clubs and players in different competitions.</p> <p>For 2021: As above.</p> <p>For 2022: As above.</p>	<p>For 2020: Costs for interchange to be incurred by individual referees. Match payments, if not covered by hosting zone, will be reimbursed through CCRURA funds at the level appropriate to the game done while on interchange.</p> <p>For 2021: \$1000 from sponsorship funds.</p> <p>For 2022: \$2000 from sponsorship funds.</p>

RECRUITMENT AND RETENTION

INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 352 414 424">Publicise NSW Rugby training courses.</p> 	<p data-bbox="515 352 900 778">For 2020: Develop promotional material with links to a Google Form to collect data of prospective referees. Keep in regular contact with these people regarding Foundation and RKR courses. Send links to prospective referees to Xplorer Learning Centre.</p> <p data-bbox="515 823 875 927">For 2021: Evaluate and improve upon previous practice.</p> <p data-bbox="515 968 875 1072">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="922 389 1272 453">Gary Scholes, Tony Rudd, CCRURA executive.</p>	<p data-bbox="1330 352 1713 635">For 2020: Reduce the number of prospective referees 'lost' in the period from EOI to enrolment. Support prospective referees in the period up to the attendance at courses.</p> <p data-bbox="1330 823 1691 927">For 2021: Evaluate and improve upon previous practice.</p> <p data-bbox="1330 968 1691 1072">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="1738 352 2092 456">For 2020: \$100 to print and distribute promotional materials.</p> <p data-bbox="1738 823 1980 887">For 2021: To be determined.</p> <p data-bbox="1738 968 1980 1032">For 2022: To be determined.</p>


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<p>Work with Central Coast Rugby Union Development Officer to get access to schools carnivals.</p> 	<p>For 2020: CCRURA Recruitment and Retention coordinator to work with CCRU. Development Officer re dates for these events and having CCRURA members attend. Promotional material distributed to prospective referees at these carnivals. CCRURA members support/encourage students with SmartRugby to progress to different levels of refereeing.</p> <p>For 2021: As above. Work with secondary schools to provide referees to primary school carnivals. Encourage these secondary students to attend formal training courses.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Gary Scholes, Tony Rudd. Senior referees where possible.</p>	<p>For 2020: Access to a greater number of prospective referees.</p> <p>For 2021: As above</p> <p>For 2022: As above</p>	<p>For 2020: \$100 to print and distribute promotional materials.</p> <p>For 2021: \$100 to print and distribute promotional materials.</p> <p>For 2022: \$150 to print and distribute promotional materials.</p>


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<p>Senior referees/coaches linked to clubs.</p> 	<p>For 2020: Referees to attend club training nights - including juniors where possible. Referees to train with clubs, speak about Law/Game Management and encourage recruitment of referees.</p> <p>For 2021: Members of CCRURA formally linked to clubs in a mentoring/advisory role for Law/Game Management and encourage recruitment of referees.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Gary Scholes. CCRURA executive.</p>	<p>For 2020: Greater contact with clubs to encourage prospective referees from both playing groups and parents of junior players. Develop rapport with players which will transcend to positive on field relationships</p> <p>For 2021: Greater contact with clubs to encourage prospective referees from both playing groups and parents of junior players. Develop rapport with players which will transcend to positive on field relationships. Support at club level for those referees who wish to continue playing and refereeing.</p> <p>For 2022: As above.</p>	<p>For 2020: Nil</p> <p>For 2021: Nil</p> <p>For 2022: Nil</p>

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<p>CCRURA executive to attend club/CCJRU/CCRU meetings.</p> 	<p>For 2020: Rostering of CCRURA senior executive to attend CCRU and CCJRU Board meetings. Invitations sent to clubs for CCRURA executive to attend their club management meetings.</p> <p>For 2021: As above</p> <p>For 2022: As above</p>	<p>Gary Scholes, Tony Rudd</p>	<p>For 2020: Greater liaison with our CC Rugby community. Increased information to clubs and zone regarding referee recruitment procedures. Greater understanding of what CCRURA is trying to achieve. Greater understanding by CCRURA members as to what clubs and zone are trying to achieve.</p> <p>For 2021: As above</p> <p>For 2022: As above</p>	<p>For 2020: Nil</p> <p>For 2021: Nil</p> <p>For 2022: Nil</p>





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<p>Direct contact with clubs and schools.</p>	<p>For 2020: Send recruitment flyers to all secondary schools (addressed to Sports Organisers) and clubs in early February with links to Google Form. Follow up responses with information about Foundation and/or RKR course enrolment.</p> <p>For 2021: As above. Develop links with school coaches through attendance at Schools Carnivals and target them as a school contact for referee recruitment. CCRURA members to visit schools to speak to prospective referees.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Gary Scholes. CCRURA Executive.</p>	<p>For 2020: A greater target audience of prospective referees to complete training courses. Increased numbers of those expressing interest going on to complete the appropriate courses.</p> <p>For 2021: As above. Personal approach to recruitment to further increase numbers attending courses.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>For 2020: \$100 for promotional material to be distributed.</p> <p>For 2021: \$150 for promotional material to be distributed.</p> <p>For 2022: To be determined/</p>

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<p data-bbox="107 255 436 327">Appointment of Development Officer(s)</p> 	<p data-bbox="517 255 900 470">For 2020: Development Officer style role to be conducted by members of the CCRURA executive and training senior referees in mentoring.</p> <p data-bbox="517 582 900 869">For 2021: Develop role statements for the position of CCRURA Development Officer. Investigate the possibility of having this role(s) as a financially remunerated position in the Association.</p> <p data-bbox="517 901 900 1085">For 2022: Advertise for and appoint Development Officer(s) to further drive recruitment and retention of referees.</p>	<p data-bbox="927 295 1272 359">Gary Scholes, Tony Rudd. CCRURA Executive.</p>	<p data-bbox="1337 255 1713 542">For 2020: Greater levels of support for referees at all stages of their refereeing careers. Building confidence of referees leading to increased performance and enjoyment on the field.</p> <p data-bbox="1337 582 1713 758">For 2021: A role statement is finalised and budgetary constraints considered. Viability considered.</p> <p data-bbox="1337 901 1713 1125">For 2022: Development Officer(s) to take load off CCRURA executive and increase support for all levels of referee.</p>	<p data-bbox="1747 255 1870 327">For 2020: Nil</p> <p data-bbox="1747 582 1870 646">For 2021: Nil</p> <p data-bbox="1747 901 2060 1013">For 2022: \$2500 from sponsorship funds.</p>


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<p>CCRURA member(s) trained to present RKR and Foundation Courses.</p> 	<p>For 2020: Liaise with Alex Richards (NSW Rugby) to see if this is a possibility in light of information from Shane Barr during Nations referees Ass'n phone hook up in January. Have member(s) trained in course presentation.</p> <p>For 2021: CCRURA to liaise with NSW Rugby to run courses on an as needed basis.</p> <p>For 2022: As above.</p>	<p>Gary Scholes, Tony Rudd. CCRURA Executive.</p>	<p>For 2020: CCRURA members trained with qualification to present Foundation/RKR courses.</p> <p>For 2021: CCRURA to run courses locally as needed reducing the risk of 'losing' prospective referees while they wait for courses to be run centrally the NSW Rugby.</p> <p>For 2022: As above.</p>	<p>For 2020: To be advised.</p> <p>For 2021: Nil</p> <p>For 2022: Nil</p>


ADMINISTRATION AND COMMUNICATION


INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p>Enhanced monthly meeting structure.</p> 	<p>For 2020: Each meeting will have three distinct areas - Education, '<i>It Happened To Me</i>' and administration. The administration section of the meeting will follow meeting protocols with an agenda produced, released prior to the meeting and followed at the meeting. All members will have the opportunity to add items to General Business prior to the final agenda being posted.</p> <p>For 2021: Evaluate and improve upon previous practice. Club representatives invited to attend Education and '<i>It Happened To Me</i>' components of meeting.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Tony Rudd. Tony Furey. Kate Thomson.</p>	<p>For 2020: Meetings will follow a strict format (and time frame). Meetings will be more relevant and informative to a wider range of members. Greater understanding of Law, Game Management and Association administration.</p> <p>For 2021: As above.</p> <p>For 2022: As above</p>	<p>For 2020: \$200 for education & administration resources.</p> <p>For 2021: \$300 for education & administration resources.</p> <p>For 2022: \$400 for education & administration resources.</p>


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<p>Communication to members.</p> 	<p>For 2020: Regular, timely communication to all members and prospective members through email, newsletter, social media, web site etc as appropriate.</p> <p>For 2021: Evaluate and improve upon previous practice.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Tony Rudd Kate Thomson</p>	<p>For 2020: Members will be more informed of administrative matters, Law and Game Management processes. Increased levels of consistency across all areas.</p> <p>For 2021: As above</p> <p>For 2022: As above</p>	<p>For 2020: \$250 for administration costs.</p> <p>For 2021: To be determined.</p> <p>For 2022: To be determined.</p>





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<p>Gear/Kit</p> 	<p>For 2020: Purchase new off-field polo shirts to wear to official CCRU events, matches, post match events etc. Purchase new on-field kit depending on sponsorship allocations. Order new on-field kit from NSW Rugby.</p> <p>For 2021: Order new gear as required to top-up existing stock based on need by new members etc</p> <p>For 2022: As above</p>	<p>CCRURA executive</p>	<p>For 2020: All members will be issued with new kit as a show of professionalism, teamwork and unity within the Association.</p> <p>For 2021: As above</p> <p>For 2022: As above</p>	<p>For 2020: Off field polo shirts - \$2000 On-field kit - \$6000</p> <p>For 2021: Total - \$1500</p> <p>For 2022: Total - \$1000</p>


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<p>Social Functions</p> 	<p>For 2020: Regular social functions to be held during during the season and in the off-season. Planning for Presentation Night/Awards Night to take place earlier and be based on members wants/needs.</p> <p>For 2021: Evaluate and improve upon previous practice.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Executive</p>	<p>For 2020: Building of greater teamwork and rapport among members. Inclusiveness of family members into the Association.</p> <p>For 2021: As above.</p> <p>For 2022: As above</p>	<p>For 2020: \$1000</p> <p>For 2021: \$1500</p> <p>For 2022: \$2000</p>


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<p>Links with clubs.</p> 	<p>For 2020: Members attending club training sessions. Premier 1 referees attending club after match functions. Executive attending club management meetings. Executive attending CCRU and CCJRU Board meetings.</p> <p>For 2021: As above. Members being linked with clubs and acting as a liaison officer between that club and our Association.</p> <p>For 2022: Evaluate and improve upon previous practice.</p>	<p>Tony Rudd</p>	<p>For 2020: Greater interaction and understanding between our Association, the CCRU, CCJRU and individual clubs.</p> <p>For 2021: As above.</p> <p>For 2022: As above</p>	<p>For 2020: Nil</p> <p>For 2021: Nil</p> <p>For 2022: Nil</p>


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<p>Referee and referee coach payments.</p> 	<p>For 2020: Evaluate recently upgraded payment schedules introduced as a result of previous CCRURA executive recommendations accepted by CCRU and CCJRU.</p> <p>For 2021: Act on recommendations from 2020 evaluation and forward any proposals to CCRU and/or CCJRU</p> <p>For 2022: Look towards future payment schedules and what is appropriate based on current information from other similar zones across Australia.</p>	<p>Executive</p>	<p>For 2020: An evaluation report will be generated based on the thoughts of all members.</p> <p>For 2021: Recommendations from the evaluation reports will be presented to members, CCRU and CCJRU as appropriate.</p> <p>For 2022: An investigation will be conducted into payment schedules from zones across Australia and information passed on to members so that recommendations for the future can be considered.</p>	<p>For 2020: Nil</p> <p>For 2021: Nil</p> <p>For 2022: Nil</p>

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<p data-bbox="107 256 490 328">Increase access to on-field comms gear.</p> 	<p data-bbox="512 256 902 576">For 2020: An audit of current equipment and a study into what is needed to cover both senior and junior gane requirements. Purchase of new equipment as required and as funds permit.</p> <p data-bbox="512 619 902 794">For 2021: Purchase of new equipment and replacement of damaged equipment as required and as funds permit.</p> <p data-bbox="512 837 902 901">For 2022: As above.</p>	<p data-bbox="925 296 1055 320">Executive</p>	<p data-bbox="1332 256 1704 464">For 2020: More efficient use of current comms sets. More sets available across the various venues each week.</p> <p data-bbox="1332 619 1462 683">For 2021: As above.</p> <p data-bbox="1332 799 1462 863">For 2022: As above.</p>	<p data-bbox="1740 256 2063 360">For 2020: \$1000 from sponsorship money.</p> <p data-bbox="1740 619 2063 722">For 2021: \$1000 from sponsorship money.</p> <p data-bbox="1740 799 2063 903">For 2022: \$1000 from sponsorship money.</p>

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<p data-bbox="107 256 488 408">Video recording of games such that they can be used as an education and development tool.</p> 	<p data-bbox="517 256 891 719">For 2020: Premier grade referees to contact clubs about being able to access video files from club sources. Borrow SoloShot cameras from NSW Country Referees Ass'n where and when possible. Apply for grant from Aust. Rugby Foundation to purchase our own SoloShot camera.</p> <p data-bbox="517 836 891 1118">For 2021: Premier grade referees to contact clubs about being able to access video files from club sources. Use SoloShot cameras to video games wherever and whenever possible</p> <p data-bbox="517 1161 891 1262">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="927 293 1070 357">Tony Rudd Executive</p>	<p data-bbox="1337 256 1711 900">For 2020: Premier level referees will complete a self evaluation of games based on video. This self evaluation will then be discussed with their coach mentor. Junior level referees will be able to watch their games with the game coaching report as a development activity to better understand how to achieve positive game Law/Game Management outcomes. Points from these to be noted and discussed with mentor.</p> <p data-bbox="1337 943 1464 1007">For 2021: As above</p> <p data-bbox="1337 1270 1464 1334">For 2022: As above</p>	<p data-bbox="1747 256 2092 320">For 2020: \$700 for SoloShot camera.</p> <p data-bbox="1747 836 2092 900">For 2021: \$500 to upgrade equipment</p> <p data-bbox="1747 1161 2092 1225">For 2022: \$500 to upgrade equipment</p>

INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="105 256 479 328">Support for referees following incident reports.</p> 	<p data-bbox="515 256 891 687">For 2020: Ensure that all referees are aware of procedures in making reports regarding breaches of Rugby Australia Code of Conduct. Reporting documentation made available through links on our web site. Training of all referees on Code of Conduct and use of reporting documentation.</p> <p data-bbox="515 727 649 791">For 2021: As above.</p> <p data-bbox="515 831 875 938">For 2022: Evaluate and improve upon previous practice.</p>	<p data-bbox="922 296 1055 320">Executive</p>	<p data-bbox="1330 256 1715 611">For 2020: Referees will be assured that they will be supported and more likely to report if confronted by breaches of the Rugby Australia Code of Conduct. Referees will have easy access to reporting documentation.</p> <p data-bbox="1330 727 1464 791">For 2021: As above.</p> <p data-bbox="1330 831 1464 895">For 2022: As above.</p>	<p data-bbox="1738 256 1872 320">For 2020: Nil.</p> <p data-bbox="1738 727 1872 791">For 2021: Nil</p> <p data-bbox="1738 831 1872 895">For 2022: Nil</p>

INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 256 470 325">Crowd behaviour towards referees to be improved.</p> 	<p data-bbox="515 256 889 608">For 2020: Referees to be made aware of current zone initiatives to support referees regarding poor crowd behaviour e.g. use of Ground Marshall etc. Referees to ensure that they implement procedures initiated by zone to manage crowd behaviour.</p> <p data-bbox="515 655 649 719">For 2021: As above.</p> <p data-bbox="515 767 878 975">For 2022: Evaluate and make recommendations to CCRU and CCJRU to further improve upon previous practice.</p>	<p data-bbox="922 296 1057 320">Executive</p>	<p data-bbox="1330 256 1693 464">For 2020: Referees will feel supported and there will be fewer incidents of aggressive behaviour directed at referees.</p> <p data-bbox="1330 655 1464 719">For 2021: As above</p> <p data-bbox="1330 767 1693 935">For 2022: An evaluation report and recommendations will be forwarded to the CCRU and CCJRU.</p>	<p data-bbox="1738 256 1872 320">For 2020: Nil</p> <p data-bbox="1738 655 1872 719">For 2021: Nil</p> <p data-bbox="1738 767 1872 831">For 2022: Nil</p>

INITIATIVE	HOW WILL THIS BE ACHIEVED	WHO WILL LEAD THE INITIATIVE	HOW WILL WE SEE ITS IMPACT	COSTS
<p data-bbox="107 231 291 263">Sponsorship</p> 	<p data-bbox="515 231 891 837">For 2020: Actively seek sponsorship opportunities from both national, state based and local businesses to be able to effectively run our Association. Actively involve sponsors in our Association and the local Rugby community through invites to events, games, functions etc. Highlight the business potential of our sponsors to the local rugby community through advertising in all of our media.</p> <p data-bbox="515 882 891 1129">For 2021: As above. Develop a Sponsorship Team within the Association who will be charged with the management of ongoing sponsorship.</p> <p data-bbox="515 1174 891 1417">For 2022: Evaluate and improve upon previous practice. Develop sponsorship opportunities for the next three year cycle of our Association.</p>	<p data-bbox="922 268 1070 331">Tony Rudd Executive</p>	<p data-bbox="1330 231 1715 805">For 2020: Sponsorship income will allow for the effective running of our Association including through the purchase of: On-field kit Touch flags Comms gear Video equipment Administration requirements.</p> <p data-bbox="1330 630 1715 805">Greater sponsor involvement will highlight the important role that referees play in the Rugby community on the Central Coast and beyond.</p> <p data-bbox="1330 882 1715 1241">For 2021: As above. Sponsorship Team will ensure current sponsors are receiving value for their input into our Ass'n. They will also ensure the viability of ongoing and new sponsorship deals for our Ass'n.</p> <p data-bbox="1330 1281 1715 1457">For 2022: As above. New sponsorship recommendations made for the 2023-25 seasons.</p>	<p data-bbox="1738 231 1877 295">For 2020: \$500</p> <p data-bbox="1738 882 1877 946">For 2021: \$500</p> <p data-bbox="1738 1281 1877 1345">For 2022: \$500</p>

