



2023 ANNUAL REPORT





NORTH WEST SYDNEY FOOTBALL LTD

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OFFICE BEARERS AND STAFF

Board:	Chairperson – Malcolm Arnold Jodie Camden Tony Macko Chris Salmon Tracey Williams
Football Management Committee:	Association Chairperson – Karen Waud Kathy Tracey - resigned June 2023 Steve Crawford Mark Marriott Rohan Primrose Isabella Nimmo Nate Rushton
GPT Chair:	Peter Nimmo
GPT Hearing Chairs:	Geoff Knowles (THL), Bianca Karle (RAV), Kath Odgers, Geoff Schembri (BEE), Mark Marriott (NMH), Paul Parks, Peter Goodwin
Appeals Committee Secretary:	N/A
GPT panel:	Ian Kendal (LM), Martin Bridgewood (THL), Kathy Tracey (MDF), Chris Goddard (WRR), Grahame Bateman (PEN), Michelle Kerr (FBT), Patrick O'Brien (PEN), Scott Bradshaw (NMH)
Disciplinary Committee:	Peter Nimmo, Meaghan Simeti (STU), Melanie Cunningham (NRS)
Grading Committee:	Mark Marriott (FMC - Chair), Rohan Primrose (FMC), Isabella Nimmo (FMC), Prentice Pedder (MDF), Peter Steel (ASH), Samara Fitzpatrick (FBT) Richard Rasker (EPP), Bruce Thomson (PEN) and Liam Whelan (WPH).
Strip Committee:	Steve Crawford, Kathy Tracey, Denise Robinson
NWSF Staff:	CEO – Matthew Geracitano – appointed January 2023 Women's Manager – Denise Robinson Competitions Manager – David Cooper Administration/Reception – Jacob Balenzuela Finance and Accounts Coordinator – Fiona Richards Head of Football – Tim Thorne Representative (Spirit) Administrator – Jo Ryan Head of Player/Coach Development and Technical Director – Tim Palmer Game Development Manager – Joella Hanson – appointed May 2023

LIFE MEMBERS

1958	A Foster	G	1996	William Plaskett Jeff Saul	G N
1959	Ron Bartholomew	G	1997	Ken Walker Lee Owens	G N
1960	Lester Waud	G	1998	Graeme Sayer Annette Ussher	G N
1961	Keith Gilmour	G	1999	Kay Iredale Colin Munn	G N
1962	Arthur Sandell	G	2000	Gordon Buttrey George Calvi	G N
1963	A Downham	G	2001	John McConnell	G
1964	F Ridge	G	2002	Phil Street	G
1965	T Cooper	G	2003	Gayle Hannan	N
1966	K Foster	G	2005	Ken Gower Paul Woolford	G N
1967	C Follington	G	2006	Adrian Jones Jeanette Jones	N N
1968	W Williams	G	2007	Geoff Driscoll Buckley Findlay	G N
1969	J Woods	G	2008	Jack Hanna Chrissie Smith (nee James)	G N
1970	L Hill	G	2009	Tony Gerrard	G
1971	John Ellerby	G	2010	Bruce Macfadyen	G
1972	G Lee	G	2011	Steve Colquhoun	G
1973	Frank Wilson	G	2012	Ian Kendal	G
1974	Les Fairclough	G	2012	Jock Cunningham	G
1975	B Adams	G	2012	Karen Waud	G
1976	Richard Bates	G	2013	Kim Schaefer	N
1977	Adrian Dunn	G	2014	Graham Streeter	G
1978	G Butler	G	2015	Peter Quessy	G
1979	Max Lawler	G	2016	Keith Everard Leigh Wardell	G N
1980	Laurie Lynagh	G	2017	Peter Goodwin Karen Waud	G N
1981	William Cullinan	G	2018	Buck Findlay	G
1983	George Hodgekiss	G	2019	Grahame Bateman	G
1984	Ross Iredale	G	2020	Helen Armson	
1985	Stuart Harris	G	2021	Tom Emeleus	
1986	Jim Forrest	G	2022	Peter Nimmo	
	Beryl Ackroyd	N			
1987	Stuart Grant	G			
	Lal Byers	N			
1988	Brian Thompson	G			
1990	Alan Brawn	G			
1993	Steven Jupp	G			
1995	Sebastian Trovato Norma Geribo	G N			

G = Awarded by GHFA
 N = Awarded by NWSWF
 From 2020 - awarded by NWSF

NWSF BOARD MEMBERS – 2020-2023

2020	H Armson (Chair)	M Arnold	J Camden	L Donald	T Williams
2021	H Armson (Chair)	M Arnold	J Camden	L Donald	T Williams
2022	H Armson (Chair) till Sept 2022	M Arnold	J Camden	T Macko	T Williams
2023	M Arnold (Chair)	C Salmon	J Camden	T Macko	T Williams

NWSF FOOTBALL MANAGEMENT COMMITTEE – 2020-2023

	Association Chair	Grading	Minis	Facilities	Regulations	Competitions	Member
2020	K Waud	D Cooper	S Crawford	B Findlay	M Masulans	N Rushton	P Quessy
	Association Chair	Grading	Minis	Facilities	Regulations	Competitions	Women's
2021	K Waud	D Cooper	S Crawford	B Findlay	P Quessy	N Rushton	R Primrose
2022	K Waud	B Findlay	N Rushton	P Quessy	All	S Crawford	R Primrose N Mikhael
2023	K Waud	M Marriott	I Nimmo	K Tracey	N Rushton	S Crawford	R Primrose

NWSF ASSOCIATION MEDALS

2020: Lisa Rudd (WPH), Gary Wardley (NMH), Jodie McGill (LEA)

2021: Nikki Riddle (NWSF), Seb Di Bella (EEW), Ian Hawkins (NMH), Liz Lawrence (NWSF/MDF)

2022: Euan MacLeod (ASH), Nable Rahme (WRR)



CHAIR'S REPORT

Finally, an uninterrupted football season without Covid restrictions or rain – after the wettest season in recent memory in 2022 who would have predicted we'd have next to no rain in 2023 and be facing the prospect of finishing our season early. We eventually needed to give many of our teams weekends off late in the season to catch up unused wet weather weekends. But what a season 2023 was, with significant excitement generated from the Women's World Cup (WWC) going on around us as we reached our own finals in NWSF. It was wonderful to see Australia united by football, with the great success enjoyed by the Matildas in reaching the WWC semi-finals. The country was glowing through July and August with world cup fever – with the WWC finishing just as our winter season came to an end, we all now need to ensure we carry that momentum into our 2023 summer football and 2024 winter season and encourage more of our community to join us on the football field in 2024.

We saw multiple WWC events throughout 2023 – with many clubs running female football days and numerous initiatives to celebrate the WWC being held in Australia. It all culminated in the WWC trophy being paraded at our own Pennant Hills Park late in our season on its way to Homebush for presentation to the eventual winners Spain.

2023 also saw some dreadful and very public scenes regarding referee abuse that tarnished our game at just the wrong time. We are fortunate at NWSF to have a very well-run referees association partnering with us who provide some of the strongest game coverage across NSW, but 2023 saw this dip below where it has historically been with more games uncovered. Our game cannot continue without our referees and all our clubs and members must do more to ensure we better support our referees, stamp out poor behaviour towards officials and ensure we maintain healthy referee support across our association. One thing we can all do is take the initiative and become a referee as well as a player.

It was great to see for the first time since the merger of GHFA and NWSWF we were able to run all our 1st division women's grand finals at Christie Park. That proved to be a great day, with the new facilities at the centre of the presentations for both the mixed and women's finals. Two NWSF teams in Epping FC O30 ladies and West Pennant Hills Cherrybrook PL men were also successful in progressing to the final of the FNSW champion of champions in October. Unfortunately, both teams lost in their respective finals, but it is a massive achievement to make it this far with both teams making us proud.

In 2023, the new Christie Park facilities were finally finished and made available to us. The association now have a brand new function room, change rooms and office facilities, which should serve us well into the future.

2023 also saw us welcome a new CEO in Matthew Geracitano. Matthew spent much of his first season with us finalising the completion and fitout of the new Christie park offices, with the recent demolition of the old Christie park building we had occupied for many years now complete and the staff having moved into the new premises.

A big thankyou to my fellow board members, our Football Management Committee (FMC), GPT members and many club volunteers who all contributed many hours this season, along with our dedicated office staff who also worked very hard again in 2023 to ensure we delivered football to our community. It's a good problem to have, but we do face challenges around increasing members within our community wanting to play football particularly off the back of the WWC. There is a cap on the facilities we have available so we need to continue to investigate options available to increase participation and continue to look into more flexibility in our scheduling and new formats that help us to continue to grow participation for all.

Malcom Arnold | NWSF Chair

CEO'S REPORT

I was delighted to be appointed to the role of CEO in January of this year, and with the support of a fantastic team and Board I was able to jump right into the role and hit the ground running. I have thoroughly enjoyed my first season at NWSF. It was an exciting year on the field. After enduring 3 consecutive years of interruptions caused by Covid and extreme wet weather, 2023 saw a welcome change – blue skies and sunshine was the perfect tonic for our 15,465 registered players.

The 2023 season saw NWSF hold our inaugural “Referee Appreciation Round” in May and this served as a timely reminder to our players, coaches and managers that abuse of referees is not acceptable and will not be tolerated. This is a message that we as an association are committed to reinforcing – it is imperative that we show our officials respect at all times – because without referees, we will have no game!

2023 will long be remembered for the amazing effort of the Matildas at the Women’s World Cup held in our very own backyard. Their performance captured the imagination of the nation, and we are very much looking forward to welcoming more girls and women to the sport in the coming years.

I would like to acknowledge and thank the volunteers who give up so much of their time across the Board, Football Management Committee, Grading Committee, GPT Chair & Panel for their tireless efforts in helping to ensure that our competitions run smoothly and seamlessly.

Whilst the 2023 football season ran smoothly, unfortunately, the same cannot be said for the move into our new home at Christie Park. Delays with the builders saw the timeline for taking possession of the new facility delayed on more than one occasion, before finally moving in and taking possession of the building in August. We are continuing to work with Council and the building contractors to have all works finalised and remain hopeful that these will be completed by year end.

It was also an exciting year for our representatives’ teams. NWS Spirit gained promotion to Youth League One after clinching the 2023 Youth League Two Club Championship. A fantastic achievement that now sees us as a full NPL 1 club as they join our Seniors Men’s & Womens teams in footballs premier division in NSW.

I would like to acknowledge the NWSF Board for their support during the year and who have given freely of their time to support myself and all the staff. I also want to thank Jo, Denise, David, Jacob, Fiona, Joella, Tim T and Tim P for their enthusiasm and positive attitudes which has made working at NWSF so enjoyable.

Finally – a huge thank you to our member clubs. Thank you for your patience, thank you for your support and thank you for being so generous in your time - not only in your support of NWSF, but for making your clubs a welcoming and fun place for people to play our beautiful game.

With my first season complete, I am now looking forward to capitalising on what has been achieved in 2023 and am excited about what is instore for 2024 and beyond!

Yours in Football

Matthew Geracitano | Chief Executive Officer | North West Sydney Football Ltd



FOOTBALL MANAGEMENT COMMITTEE REPORT

FMC Chair Report

What a great year 2023 was.

While registration numbers decreased in 2023, almost certainly due to an accumulation of three successive years of interruptions either through Covi and then extremely bad weather, from a competitions perspective 2023 was a breath of fresh air.

The great weather certainly helped in that regard and while the amazing Women's World Cup presented a number of challenges for the local associations in terms of last-minute re-scheduling, the competitions team managed through that period very well and overall the season was an outstanding success.

Congratulations to all teams whether successful or not for the season and we hope to see you all back in 2024.

I would like to thank the FMC Committee for a wonderful job this year, it was a pleasure to work with you all. Nate, Steve, Rohan, Isabella, Mark and Kathy for being so motivated and supportive, you have done a great job.

To the Office staff Dave, Denise and Jacob headed up by Matthew thanks for all your support over the year.

Thank you to the Board for their support and all the Club Delegates who made my position a lot easier.

Karen Waud OAM

FMC Chairperson

Competition's Coordinator Report

2023 was what you can only describe as a total contrast to 2022. Whereas in 2022 we had a year dominated by wet weather, 2023 saw virtually no wet weather and for the first time in memory, the mixed competition had no weekends washed out at all, while the women had two Sundays that were affected by poor weather early in the season.

Funny as that sounds, that did cause some concerns for the mixed competitions, coupled with the scheduling around the Women's World Cup around our finals time, which forced a bit of reshuffling for the final weeks of the season. Ironically, Grand Final week was the only week that looked like rain might spoil the party. Thankfully it didn't come to that.

2023 saw the introduction of an Over 55 competition for the first time, with seven teams competing in the inaugural season. Well done to Epping FC White on doing the double. Providing avenues for the 'veterans' of our game through competitions like the O55's, Masters and Walking Football will hopefully see more stay in the game for longer.

The year once again started with the Pre-Season Cups - the Women's Beryl Ackroyd and Men's/Mixed Gilmour Cup Competitions. West Pennant Hills went back-to-back in the Beryl Ackroyd Cup with a hard-fought 1-0 win over Putney Rangers, while Hill Hawks took out the Gilmour Cup for a second time with a gritty 2-0 win over Pennant Hills. A big congratulations to both sides.

Thank you to the Grading Committee for your hard work putting together the competitions at the start of the season. It's a thankless job and without you the competitions wouldn't be as highly contested as they were this season.

In our major competitions, North Ryde proved too good in winning the Super League title and thus earning promotion into the Mixed Premier League for 2024 after a long absence. In the mixed Premier League, West Pennant Hills CFC was crowned Premiers and Champions for the 4th time in 5 years. The Women's Premier League race saw Putney Rangers edge out West Pennant Hills CFC for the Premiership title on goal difference, although WPHCFC got revenge in the Grand Final with a penalty shootout victory.

Congratulations to all the Premiers and Champions this season and to all teams for their participation throughout the season.

A special mention also to the Epping O30 women's team and the West Pennant Hills Premier League teams on making it through the finals of the FNSW Champion of Champions. While there was no success on the day for both teams, your efforts for getting through to the final are reward for excellent seasons.

Thank you to Matthew, David, Denise and Jacob for your tireless efforts getting the competitions set up and running with all the last-minute adjustments

each week. I would also like to thank my fellow FMC members and the NWSF Board for all your support this season.

Looking forward to seeing you all back again in 2024!

Steve Crawford | FMC Competitions Coordinator

Grading Committee Coordinator Report

Grading was once again split into Minis, Youth and Seniors covering both Mixed and Female with each group represented by an FMC member and 2 grading committee members. Thanks to the hard work by the competition managers, Dave Cooper and Denise Robinson, the soft grading from the previous season plus the addition of asking teams to commit minimum numbers in Dribl allowed the grading committee to have all available data to make informed decisions with grading. It is recommended that this process should continue next year.

Due to various factors, such as reduction in teams and previous disrupted seasons, a uniformed approach to make up divisions was taken and avoiding byes where possible. Thankfully, the weather held out and all leagues were completed, without too many dramas!

Regrading requests were staggered over a couple of weeks due to public holidays and a washout for women's round 1, however, a lot of obvious swaps were done. With the minis, a lot of requests came through after round 6 and providing they didn't impact byes etc. most were granted.

Key issues this year and a lot of discussion was held around the make-up of the following age

groups WO30/1 and the WO40 comp. A forum is recommended before the start of next season to discuss further to avoid decisions being made on Grading Meeting night.

Finally, I would like to acknowledge the following grading committee members for their tireless work during the start of the season.

Denise Robinson (NWSF)
 Dave Cooper (NWSF)
 Karen Waud (FMC)
 Bella Nimmo (FMC)
 Rohan Primrose (FMC)
 Prentice Predder (MDF)
 Liam Whelan (WPH)
 Bruce Thomson (PEN)
 Peter Steel (ASH)
 Samara Fitzpatrick (FBT)
 Richard Rasker (EPP)

Mark Marriott | Grading Committee Coordinator

Women's Football 2023

By the Numbers

With the season commencing in a Women's World Cup year, there was much anticipation as to the growth in local football that the tournament would bring to NWSF. Whilst numbers in total were a little down from 2022 to 2023 following two Covid years and the wettest year on recent record, we are hopeful of a rise in growth across all age groups on the back of the 2023 WWC will be seen in the 2024 season, as players return to the game from time away or who take up our sport for the first time.

- Female Membership numbers
 - › Players - 3,519
 - › Coaches - 308
 - › Manager - 303
 - › Referees - 61

The Legacy WWC23 and Beyond Working Party, comprised of board members and representatives from

14 clubs from across the association, met regularly to discuss, plan and execute different programs and initiatives to promote and grow female participation in all areas of our game, players, coaches, officials, referees and club committee/board members.

The Legacy Clubs initiative, which was launched in 2021, continued to provide extra support and access to events for leading clubs who met a set of criteria in the female football space.

On the Park

It was a good season on the park across all divisions, with dry weather returning from a wet 2022 to ensure all rounds could be played.

The competitions were generally well balanced with only a few grading corrections at the round 4 mark. In juniors this was largely achieved by combining age groups to provide greater depth and ensure that players/teams could be placed in competitions at their

level of ability.

The Women's Premier League saw an additional three (3) teams come into the competition, making it an 8-team competition. That augurs well for the future pathway of our female players as they look to transition from the juniors to youth and then senior football and having a strong, viable WPL is critical to that pathway. The goal is to try and have 10 teams in 2024, which would emulate the Mixed Premier League competition.

Congratulations to Putney Rangers on winning the Women's Premier League Premiership in their 1st year

after winning promotion and to West Pennant Hills on securing back-to-back wins in the Championship decider.

All the Women's competition winners can be viewed on the 2023 Premiers and Champions page further on in this booklet. Congratulations to all teams on their success in 2023.

**Rohan Primrose
Women's Football Growth & Marketing**

Walking Football 2023

The new format continued to grow in 2023, with a return to a more social format and a new venue at North Epping Bowling club.

The more social format continues to encourage new players to try out football for the first time or players returning after hanging up the boots on full field football. Incorporating two different sessions, for beginners and experienced respectively, each Friday night through the winter season saw an average turnout of 15-20 players for each session.

Walking football creates an environment whereby the rules of no contact allow for players to learn football skills without fear of being knocked over or tackled aggressively. This also protects our older, new and seasoned players to continue the game they love, with the oldest player being a NWSF Life Member at the age of 72.

The new venue also promoted the social side of football, with drinks in the club house and the end of season pizza night a big hit.

**Rohan Primrose
Women's Football Growth & Marketing**

World Cup 2023 & Beyond Working Party

We all knew it would be big. Not sure anyone knew it would be this big.

Smashing records in every sense, the 2023 Women's World Cup hosted by Australia and New Zealand was everything we expected and more.

If you like numbers, you'll love these just as much as you love football:

- Total crowds through the gates for the tournament was 1.9m+ fans. The previous record was 1.4m (Canada 2015).
- Average stadium crowds were just shy of 31k per game (beating the previous record of 26k per game again in 2015)
- The WWC final attracted a high of 5.54m viewers in Australia alone.
- The Matilda's semi-final (ignore the result) averaged 7.2m and peaked at 11.5m on Channel Seven alone. These are the highest TV figures ever recorded. EVER RECORDED.

And the Tillies effect keeps on going.

- The Federal government announced \$200m in community female sports grants ahead of the World Cup Final.
- The 3 Matilda's Olympic qualifiers in Perth sold out, making it 11 consecutive sell-outs for the Tillies.

But what does this all mean at the grassroots? That's the \$200m question.

Hopefully, however for NWSF we are in a good place moving forward following the Women's World Cup.

NWSF instigated a Women's World Cup 2023 & Beyond Working Party back in 2020, made up of a group of club volunteers who are drivers of the female game. The goal of the WWC23 Working Party was to create and implement initiatives to leverage the World Cup to improve female football, both in terms of participation and more importantly experience - because without a positive experience, any increase in participation due to the World Cup would likely dissipate over time.

In 2022, the WWC23 Working Party implemented the

NWSF Legacy 23 Clubs initiative (14 eligible clubs and counting), with a focus on improving female coaching numbers, quality and support. An increased social media presence, as well as a schedule of online webinars and forums, to connect and inform the female football community were also a focus.

In 2023, the focus was expanded to provide a holistic approach to all forms of female football participation - players, coaches, and administrators. Some key working party initiatives and achievements from 2023 included:

- Expanded the NWSF Legacy 23 Club program to focus on players, coaches, and administrators
- Facilitated Legacy23 Club female Miniroos registration activations (supported by NWSF Board)
- Obtained \$15k in FNSW Legacy 23 grants to:
 - › Run NWSF-led multi-site Come n Try and Mum's & Daughters events
 - › Run female only coaching courses at all levels (planned for early 2024)
 - › Provide Women Onside memberships to clubs' female volunteers
- Provided Women's Football Leadership course for 19 club and association volunteers (supported by NWSF Board)
 - › 1 day in-person & 2 online sessions facilitated by Carol Fox
- Ran Female Football Week Coaching event
- Formed a Female Football Advisory Committee, working on how to better the female competitions
 - › Recommendations provided to FMC and Board and used as focus for 2023 Legacy Grants submissions.
- Hosted NWSF Matilda's Alumni Event

Of note, over 50% of the WWC23 Working Party was involved in the tournament itself, either as a FIFA volunteer or employee. This meant that the WWC23 Working Party was somewhat quiet during the tournament but supported NWSF in the background with social media content.

As we move as a footballing nation into the "Beyond" phase following the World Cup, the NWSF WWC23 Working Party will continue, in a modified form to ensure its longevity and productivity. We look forward to working with club and association volunteers and employees to better the female game beyond 2023.

Firstly, we would like to thank and acknowledge the hard work and dedication of NWSF's WWC23 Working Party members, without whom the work wouldn't get done:

- Emma Chan, NWSFRA
- Nick Deverell, NMH
- Joella Hanson, NWSF
- Clare Lawrence, NWSFRA & NER
- Alison Lloyd, EPP
- Ian Martin, PEN
- Melissa Murphy, WRR
- Prama Murugasu, LEA
- Bella Nimmo, BEE
- Rohan Primrose, LEA
- Denise Robinson, NWSF
- Jeff Saul, LEA
- Kim Schaefer, NWSF PINK
- Susy Selvarajan, NMH
- Lea Zullo, PUT

We would also like to thank:

- The NWSF Board of Directors, CEO/s, and office staff for their financial and practical support.
- NWSF Spirit staff, particularly Tim Thorne, Tim Palmer and Leigh Wardell, for their guidance and support of many initiatives.
- Joella Hanson and Nikki Riddle for their support and expertise whilst in the Game Development Officer role at different times.
- FNSW for their general guidance and grant funding.
- All the external presenters, facilitators, supporters that were involved in any events/activations.

**Tracey Williams & Jodie Camden
on behalf of the WWC23 Working Party**



HEAD OF FOOTBALL REPORT

What an amazing year it has been as we hosted the Women's World Cup on home soil, with our Matildas performing, and showcasing to the World what a great footballing nation we are and how successful women's sport can become.

Coach Education and Player Development

Coach education remains a strength of the association, as we take our programs from strength to strength, guided by the NWSF DNA. The DNA is a framework for football that provides a blueprint for best practice player and coach development. It encompasses a holistic approach to the facilitation of environments that support all players across the NWSF ecosystem and footballing pathway.

To turn words into action, 2023 marked the first full year of our NWSFDNA.com resource, a bespoke website to support coaches and football staff in the delivery of great training sessions and matchday experiences. This is primarily facilitated through the NWSF training programs, sessions and videos, featuring NWSF and NWS Spirit players and coaches, that are designed to be easy to access and use for our wide coaching base. The website also features resources on the core footballing actions and team tasks that coaches should teach their players to help them develop the DNA attributes, supported by Spirit class example from the club's Men's and Women's First Grade teams.

It also features support for coaches to deliver high quality athletic development programs, such as strength and conditioning, resources to integrate mentality, resilience and social skills within the environment, and content to support players wanting to take their game to another level. We are pleased to report the website regularly received over 1,000 unique views each month, with this peaking during May; at the height of our coach education course delivery. The website is unique amongst Football NSW associations and is considered a model for best practice coach education support.

In 2023, we aligned our coach education courses to maximise the resources on this website, by adopting a focus within each Skill, Game and Senior Certificate on both the training and matchday components of coaching. To support this, courses were deeply integrated within the Spirit FC environment to provide coaches with insight into how they can deliver the NWSF DNA within their local clubs, while demonstrating the local connections from representative to community football. Our team of NWS Spirit coaches welcomed over 250 coaches over

the course of the season into training and matchday environments to support their learning.

We also had many coaches keen to progress towards the next step on the advanced coach education journey, which is the C Licence. As is now tradition each year, NWSF delivered its own course at Christie Park, with this year's course featuring over 20 local association coaches - a wonderful reflection of the commitment to coaching in our community, and the support many local clubs, and NWSF together provide through the scholarship program. This course was also delivered in a split, two-phase model over the year; a first for Football NSW and based on feedback directly from local club coaches, who desired more flexibility around course attendance while still allowing them to apply key learnings from the course during the NWSF competition season. Congratulations to all participating coaches and their clubs!

We want to extend a particular thank you to those local club coaches who further enhance their learning by attending our popular DNA In Depth sessions on Zoom. We welcomed just under 200 participants to these online sessions - a growth of 80% from 2022. We also commend those who continued to attend our other special events such as the NWSF Coaching Expo, which made a welcome return in 2023. This Expo featured guest presenters from Football Australia and Football NSW, who commended NWSF on the quality of the Expo and the high number of participating local coaches.

This was conducted alongside our ever-popular Miniros Certificates, led once again by the outstanding Chris Salmon, and supported by many NWSF and NWS Spirit coach education leads who were mentored to deliver future courses within our local clubs. Miniros courses form the backbone of our coach education, and once again in 2023 we delivered seven across the association, including a special Female Only course to coincide with the Womens World Cup.

With the World Cup such a wonderful occasion for football in this country, our coach education tapped into the growing interest by delivering four female only events in 2023, including a special event featuring Rae Dower, the Women's National Technical Director of

Football Australia.

We also delivered a Female Only Goalkeeper (GK) Essentials session, one of four separate events run specifically for goalkeepers by NWS Spirit's Head of Goalkeeping, Ken Greenhead, and his team of Spirit players and coaches who once again supported not only aspiring GK coaches, but provided goalkeeper training to over 120 local association keepers, which is double the number of participants from 2019.

This demonstrates NWSF's overall commitment to coach education and player development. The amount of courses and events in this space has doubled from prior to Covid in 2019, demonstrating the evolution

NWSF Pathway

Our NWS Spirit FC holistic inclusive player program is now regarded as the new standard in player development, with other programs now looking to duplicate our systems.

This year, one of our core aims was to get our Mixed Youth League into NPL 1. We aimed to do this with over 90% of our players being local. Our squads were the only ones with both a high local percentage and female players in the majority of teams. We are proud to say we were successful, winning the Club Championship with a round to go. We hope this can be a role model in demonstrating that, by believing in local players, and by believing that female players are exceptional footballers in their own right, programs go to a higher level.

This now means that, for the first time in our association's history, we are NPL1 in all parts of our pathway. We would like to thank our clubs for supporting our program and giving your players the chance to represent at the highest level possible in our state.

The majority of coaches at NWS Spirit FC are also local coaches and we have now developed local NWSF people into analysis, performance, strength/conditioning, as well as sports trainer roles, within the club. This is what pathway truly means - when players and people within your community get to take their passions and turn them into careers. Two of our coaches have also been rewarded with their hard work, and are now coaching at A-League level.

We also believe that we should not only bring players into our pathway, but also develop them towards their next pathways. We had a 30% increase in players making it into the FNSW TSP program for our male and female players.

Our football philosophy is to use the football menu to

that has taken place across the NWSF pathway, led by the NWSF DNA framework and underpinned by the core engine of Spirit FC, who provide crucial support and commitment to local football development.

In 2024, we look forward to further evolving our DNA framework. Key milestones include a refresh of NWSFDNA.com to provide greater support to our local coaches including, a planned roll-out of over 100 new videos, plus new DNA In Depth sessions and the introduction of Football Australia's new Foundations of Football course, which is due to be rolled out across the country in 2024.

develop players at an accelerated rate that matches with their footballing needs and aspirations. Examples of this menu in operation are:

- A player from a local club playing for their local club and also being selected into the NWSF Academy on Monday nights.
- A player from our Academy gets chosen to train on with Spirit FC squads the following year in our Pathway Program, where they play with their local team and train twice a week with our Spirit FC/AYL squads
- A player with our AYL squads gets to train on with our Spirit FC squads
- A player with our girls Spirit FC squads gets to train an extra night with our Spirit FC mixed squads
- A player playing at Spirit FC gets to train on with the Sydney FC squads and or the FNSW TSP Program

Our first two players who have come through our integrated pathway. Skye Halmarick (All Saints Hunters Hill) and Rubi Sullivan (Hills Hawks) have been a great way to showcase this program. Skye has been playing with our M15 squad and also training on with our Women's Reserves, which has then led to her playing in our W1st Grade Squad, scoring 8 goals playing for NSW at the National Titles and being named in the Junior Matildas extended squad at 15 years old. Rubi has been the captain of our Premiership and Championship M14 squad, trained/played with the W18 squad, was the U14 State Team Captain at the National Titles and in the W1st Grade semi finals made her debut at 14 years old to play against an A-League winger, doing us proud in the process.

On top of this, we are also proud to announce that four of our players have been chosen to be in the first ever Sydney FC A-League Women's Development Squad. This program has been developed to bring the best 25 female, 14-16 year olds, together and train them twice

a week within the A-League structure to give them the best chance to force their way into an A-League Women's team.

On the NWS Spirit FC SAP front, we were part of the pilot with FNSW for the new criteria program. Spirit FC received the highest score and criteria of all clubs in the process. We look forward to taking this process to an even higher standard, and commend FNSW for developing this process.

Our Men's and Women's teams also did us proud in our first year of both being in NPL1. Our Men in their first year came mid-table, defeating NPL greats in the process. Our Women performed phenomenally, taking out 3rd place on the 1st grade table, 3rd place in the club championship, with our Reserve Women being Premiers and Champions. Our Youth League teams also joined in the fun with 8 youth teams making it through to the finals, and our M14s finishing as Premiers and Champions.

The NWSF pathway is strongly supported by the NWSF Academy, which continued to go from strength to strength in 2023. We had over 600 local association players develop their skills, mentored by our Spirit FC coaches, and for the first time ever, extended our development program to support parents with a series of workshop sessions to develop their knowledge of the footballing pathway, as well as new resources to enhance their understanding of the NWSF DNA.

We would once again like to thank our local clubs and NWSF Board for supporting all of our coach education, player development and integrated pathway programs. We can see that by believing in our local players/people and by creating a local community football ecosystem we can succeed and thrive together. We look forward to going to an even greater level next year with you!

Tim Thorne | Head of Football



2023 NWSF Association Youth League

Team	Coach	Asst Coach	Manager
U13	Connor Lovely	James Thompson-Gerard	Greg Byrnes
U14	Troy Sheather	James Costello	Kate King
U15	Aaron Hogan	Alec Drummond	Stuart Le Cornu
U16	George Graziani	Arshia Nikoo	Chris Bested
U18	Rick Lazarro	Nejat Haydar	Ryan Parker

2023 NWS Spirit FC (Women's)

Team	Coach	Asst Coach	Manager
U10	Jasmine Chaseling	Anthony Galluzo	Keryn Bolan
U11	Alex Durheim	Goki Saito	Felicia Weir
U12	Leighton Chen	Ben Duroux	Elizabeth Shelley
U13	Isabella Corcoran	Levon Vartarian	Johl Storey
U14	Adam Field	Tom Andrew	George Andis
U15	Victoria Martin	Matilda Gilbert	Michelle Weatherburn
U16	Ryan Fletcher	Ash Isaac	Rebecca Leggatt
U18	Ross Addison	Hayden Allen	Michelle Andrianokos Greg Buchanan
Res	Michael Cunningham	Kyle Devine	Bruce Macfadyen
First Grade	Tiana Gauci	Dimitrios Tomaras Sam Osbourne	Bruce Macfadyen

2023 NWS Spirit FC (Mixed)

Team	Coach	Asst Coach	Manager
U9	Aden Boyle	Zach Morsink	Lisa Li
U10	Christopher Marchi	Arshia Nikoo	Laura Halliday
U11	Rhys Rogers	Tom Bested	Bianca Hayes
U12	Kota Odakura	Alec Drummond	Murray Loch
U13	Jack Urgan	Jacob Sullivan	Wendy Pezzutti
U14	Tim Palmer	Teddy Harricks Will Pezzuti	Melissa Rutter
U15	Kyle Devine	Ryan Devine Yannis Frerck	Tony Hogan
U16	Dimitrios Tomaras	Joh Sawa Kristian Jensen	Michael & Wendy Pezzutti
U18	Tony Candy	Kym Cheeseman	Brianna Casey
U20	Sean Dowdall	John McKie	Bruce Macfadyen
First Grade	David Perkovic	Luca Falcone Tony Lazarro	Bruce Macfadyen

Head of DNA/ID+:	Leigh Wardell
Senior Technical Director:	David Perkovic
Head of Player Development:	Tim Palmer
Head of Tactical/MYL Performance:	Dimitrios Tomaras
Head of Performance (Men's 1st Grade):	Gary Rafferty
Head of SAP:	Travis Cooper
Head of Video:	Matthew Barrett
SAP Assistant TD:	Connor Lovely
AYL TD:	Tim Palmer
AYL Assistant TD:	Charlie Thorne
Goalkeeper Coach:	Ken Greenhead
Striker coach:	Travis Cooper
Midfield coach:	Kota Odakura
Head of Physio (Men's 1st Grade):	Brodsky Castle
Head of Physio/High Performance (Women's 1st Grade):	Shannon Gold
Head of Physio (Youth):	Sachin Bhat

NWS Spirit Board

Chair:	Frank Marchi
Treasurer:	Lina Candy
Committee members:	Tony Melham, Kirsty O'Neill-Masarro, Darren Oates, Tim Martin



GPT REPORT

2023 has been a challenging year. I stepped in as we had lost our GPT Chair from last year and there was no volunteer going forward with winter season fast approaching. Having served for a year until something more longer term can be organised, we have made improvements and developed a plan to further improve the GPT process to benefit everyone going forward.

The role of GPT Chair is a bit unusual - we often see the worst of football, so it's very easy to become jaded and cynical. I often have to remind myself that NWSF is one of the better associations and that more than 99% of players, coaches, spectators and others are doing the right thing, enjoying their football and participating in the right spirit in the game we all love. So, the challenge is to deliver the compassion, integrity and procedural fairness the GPT requires and with the assistance of the excellent members of DC and GPT along with NWSF and NWSFRA, I hope we've been able to achieve this.

GPT is a bit like the brakes on a car - some would say it's to be able to slow the vehicle down, but I believe it's actually to allow the vehicle to go faster and perform to its full capability. Some of the following may sound heavy handed, but it won't affect 99% of people and by curbing the behaviour of the 1%, we hope the 99% can better enjoy The Beautiful Game.

Unfortunately, the trend of the last couple of years of increased cases has continued - in 2021 we had 144 Red cards and 28 GPT cases, in 2022 we had 217 Red cards and 17 GPT cases. Though it must be recognised that the previous couple of years had been Covid and wet weather affected, in 2023 we unfortunately had 270 Red cards and 54 GPT cases, almost double the amount of red cards and double the GPT cases from two years previous. The issues that resulted in almost doubling of issues has led to 130 Referees leaving since last year, most often citing "whinging and harassment" and deciding they've just had enough. As a result, the previous exemplary Referee coverage has dropped from 89% coverage in 2021, to 85% in 2022, and to approx. 80% in 2023.

As Albert Einstein said, the definition of insanity is doing the same thing and expecting a different result. As it can't continue as it is, we have already introduced GPT process changes that has seen timeliness improve and workload reduce. And we will continue to improve and introduce significant changes and improvements across nearly every area - simplifying and improving processes, communications, education, naming and shaming, clubs to take more responsibility for their participants, and introducing zero tolerance of abuse of Referees, because Referees are the corner-stone of our football and if we continue to lose Referees due to abuse, as we currently are, the behaviour issues will only exacerbate.

To simplify and remove some wasteful areas of argument, "Guiding Principles" are to be added to the Grievance and Disciplinary Regulations (GDR). The below in clear text is what is being introduced (or similar) into the GDR, with the italics explaining what it means in practice:

- Match Official Abuse or intimidation to be "perceived or actual", and therefore arguments of it wasn't meant as abuse become irrelevant - if the Referee feels intimidated or abused you will be adjudged as having done it. And the process for all becomes simpler as it doesn't matter if it was intended or not, so time isn't wasted presenting or arguing it.
- Many Match Officials are minors. Any abuse of these individuals may be considered Child Abuse with appropriate sanctions applied. Where deemed necessary, it may also be referred to other external bodies.
- GPT and DC processes are predominantly run by volunteers. Therefore, the resources available to other professional investigative bodies are not available, and as such, the GPT and DC processes are guided and work to the principle of "On the balance of probabilities, has the principle been met". Extensive or convoluted arguments won't be considered. Nor will minutia or pedantic minor points as a means of "getting off on a technicality" - if you have offended according to the principle of the GDR you will be found guilty. Any minor points raised will be reflected to improve the GDR, but not as a means of getting off.

Options for education are being investigated for registered participants in 2024 including players, coaches and managers to explain key points to the Association participants - hopefully with improved education we can reduce issues before they occur. They may include:

- A two (2) min video created that must be watched to allow player to register for the season, which covers zero tolerance of Referee abuse and that Perception is actual (see above); that player chat to the Referee isn't allowed even from the Captain; your team is also accountable for spectators behaviour, including if they are sent from field; don't play ring-ins but you can instead forfeit and play a friendly rather than risk multiple months suspension; what to do when you receive a red card, including don't approach a Referee during or

after match if you've been sent off, and preparation for a GPT hearing if you should unfortunately be sent off or cited to appear.

- GPT members have also volunteered their time to do a Roadshow explaining to clubs how things work, why the changes, what NWSF and GPT expects. Key examples include these discussions. Also, that under no circumstances is a junior AR to be asked or allowed to Referee a senior match, and if this happens no points will be allocated to the match. Also, competition points can and particularly will be deducted for Referee Abuse. This is already enabled within GDR, but has rarely previously been applied, it will going forward.

Process changes to the GPT to simplify for clubs and attendees and further improve timeliness of proceedings:

- Improved documents to clubs so that they know what to submit, what not to submit for GPT cases e.g. five players saying the same thing doesn't add anything and just consumes time
- As clubs are run by volunteers who may not get to paperwork in a timely manner, documents to also be sent to accused.
- Someone from GPT team will be available to help the club discuss their case beforehand. This will benefit the accused, the club and the GPT team.
- GPT expects the clubs to stand up and put more review around cases, and not just flick emails to GPT - don't argue stupid cases, discuss with the individuals to determine for yourself if they actually did it, and don't just pass on rubbish such as the coach doesn't think it was worth being sent off.
- Changes so that DC will be expanded and can hear more things rather than these must go to GPT, which has a higher workload for everyone involved. For example, incidents are something outside the usual on-field happenings and currently can't be considered by DC even though the Match Officials may have given clear explanations of what happened.
- If plead guilty before GPT Hearing, the GPT Hearing Chair can review and give determination without a hearing and will give minimum unless they have significant history. If go to GPT and found guilty, the minimum is no longer available.
- Review Respect points rules and consider them coming into effect more quickly such as halving the thresholds for points deductions.
- We are better documenting the GPT processes for internal use so all GPT members better understand their role but also others role in the GPT process including NWSF, clubs, and those charged.
- We have already implemented a simplified version of Preliminary Determination to reduce effort, and provided an Outline for Responses to share to accused for their response submission to Charges
- Reduce Appeals for Illegal Players / Ring-ins - they consume a significant amount of time, particularly towards end of season as teams become desperate to get into the semi-finals. Enforce the current GDR process of no appeals for illegal players / ring-ins will be considered by GPT if teamsheet has not been inspected and any issues raised with the opposition Manager during the match and shared to the Referee that you have done this but cannot reach resolution and ask the Referee to note as an incident. GPT isn't a second chance saloon where teams can appeal to try to win when they've played the match, lost and done nothing to raise concerns at the time.
- Currently, an accused individual at GPT is allowed to make their statement and present their perspective and often argues against Match Official statements, but the Referee, not being present, doesn't get a right of reply. We are working on how to get reflection and corroboration or refute from Referee if it goes to GPT, but also need to acknowledge and limit this as can't be an endless to-and-fro.

Further improvements to better support Match Officials include:

- No player is permitted to speak to Match Officials during matches unless the Match Official has approached you. This includes and also applies to the Captain. These are already the current rules.
- Barriers 5m behind sideline - GPT can also choose to enforce greater distance for recalcitrant clubs
- In situations of charges of abuse of Junior Match Officials, the club is also made a responder to the GPT hearing and thus the club may be exposed to a significant bond, forfeiture of previous bonds or significant fines.

Changing Behaviour via Name and Shame, and Referee Feedback, which many Associations already do:

- Share Fair play award progressively through the season
- NWSF to share to clubs and publish redacted GPT table of cases, suspensions, etc. indicating the clubs and teams, but not individuals.
- Give Referee feedback to teams and clubs - NWSFRA is reviewing whether using "Ref Live" for a year is feasible and may assist, and grants to possibly cover costs for this.

There will be some changes to GDR to go to an SGM to correct errors and to also facilitate the introduction of the above improvements, such as the use of an expanded DC rather than going to GPT.

There are other areas that have been discussed, but not yet further developed. These are still very much just ideas, but may include compulsory Ground Marshalls as those clubs that utilise have demonstrably better behaviour, club self-management of issues where clubs have a demonstrated internal disciplinary system, Communication / Education of zero tolerance of abuse via examples of signage that must be displayed at fields. Some that are more controversial and yet to be considered further - as well as giving 10 mins in sin-bin, do we change abuse / dissent to be a standard Yellow which makes admin for NWSF and Referees easier, and if a player picks up any second Yellow also results in an R7 and a week off? Should particularly poorly behaved teams / clubs feel more of the impact, such that they are the last assigned Match Officials or significantly increase their DC and GPT fees, and loss of points when thresholds are breached, or particular behaviours, including compulsory application of a bond or fine for Match Official abuse. And should anyone found guilty of referee abuse need to successfully complete the referees course?

And finally, thanks must go to the extended GPT team of DC, GPT, NWSF and Referees for their tireless efforts for the Association. On behalf of the Association I'd like to give a huge thank-you to Bianca Karle, Chris Goddard, Geoff Knowles, Geoff Schembri, Grahame Bateman, Grant Reid, Ian Kendall, Kath Odgers, Kathy Tracey, Mark Marriott, Martin Bridgewood, Michael Blissinden, Michelle Kerr, Patrick O'Brien, Paul Parks, Peter Goodwin, Scott Bradshaw, Scott McGilvery, Tom Emeleus, Meaghan Semiti and Melanie Cunningham, along with Dave and Matthew from NWSF. But in particular to Jacob of NWSF for his tireless efforts and without whom I'd not have survived the year.

Peter Nimmo | GPT Chair



NWSF REFEREES ASSOCIATION REPORT

On behalf of NWSFRA's 451 members, I thank NWSF and all the member clubs for the 2023 season.

Some season statistics:

- NWSFRA covered over 6,300 NWSF games
- Overall coverage was down to around 85%, mostly due to a drop in availability of junior referees
- Coverage detail
 - › Mixed 83%
 - › Mixed junior 74%
 - › Mixed senior 91%
 - › Womens coverage was 92%
 - › Junior girls 86%
 - › Senior women 97%
- 122 new referees were trained
- 128 referees did not return from last year

Despite still being one of the highest in Sydney, our overall coverage was down again, continuing the trend of recent years. Low availability of junior referees on Saturdays was the largest factor. While we trained more than enough new referees, many did not last the season, or made themselves unavailable on Saturdays after copping a hard time on games.

Coverage was not evenly spread, particularly in the junior ranks where transport options are limited, so clubs that supplied the most referees generally enjoyed higher coverage. The best example was West Epping Oval, where 94% of junior games were covered compared to the all-grounds average of 74%. The top 5 clubs for affiliated referees as a ratio of teams were EPP, ASH, WRR, LEA and PEN. Seven clubs with mixed teams did not have a single affiliated referee.

The GPT statistics this year are disappointing, reflecting a significant increase in player sanctions and more than double the number of GPT hearings compared to last year. On a positive note, I thank Peter Nimmo, the GPT chairs, the FMC and NWSF representatives who convened a review committee with NWSFRA representatives to look at initiatives to reduce poor behaviour in our district. I look forward to seeing the outcomes in 2024 and some progress towards making park football more enjoyable for all participants.

Thank you to Mal and the Board and Matthew and the team in the NWSF office for working with us this year. Thank you also to the member clubs and your players, coaches, managers and spectators, particularly the many people who regularly go out of their way to welcome, support and thank referees. Our members are all human, and even a simple acknowledgement or thank you can bring them back next week and act as an antidote to the less positive interactions that persist in our sport.

Please continue to promote refereeing as another way to enjoy our game within your club, particularly those who are 13/14 and want to give it a go, and adult players who may have more capacity through reducing their playing or coaching commitments. We can juggle appointments to match any existing restrictions.

Our 2024 courses will run in February/March and details will be on our website by the end of the year. Have a safe and relaxing summer and we look forward to sharing the park with you next season.

Tom Emeleus | President – NWSF Referees Association



2023 PREMIERS AND PENNANT WINNERS

Age Group	Premiers	Pennant Winners	Championship Results			
			Team	W	D	L
U12/1	Gladesville Ravens SC	West Ryde Rovers FC	RAV	1	2	WPH
U12/2	All Saints Hunters Hill FC	West Pennant Hills Cherrybrook FC	RFC	3	0	EPP
U12/3	Pennant Hills FC	Ararat FC	RFL	1	0	NRS
U12/4	Ryde Cross College FC	Roselea FC	WRR	3	0	RDP
U12/5	Nth Epping Rangers FC Orange	West Ryde Rovers FC	NMH	1	4	NER Orange
U12/1W	North Ryde SC	All Saints Hunters Hill FC	NMH	1	0	NRS
U12/2W	Macquarie Dragons FC	Putney Rangers FC	MDF	0	2	WPH A
U13/1	Ryde Panthers FC	Epping Eastwood FC	RDP	5	0	NMH
U13/2	Putney Rangers FC	Redfield Lions FC	PUT	1	0	WRR
U13/3	Pennant Hills FC	Beecroft FC	PEN	8	0	RDP
U13/4	North Epping Rangers FC	Epping FC	RAV	4	2	PUT
U13/5	Pennant Hills FC	West Pennant Hills Cherrybrook FC	THL	0(4)	0(2)	PEN
U14/1	Eastwood St Andrews AFC	Roselea FC	STA	3	1	WPH
U14/2	West Pennant Hills Cherrybrook FC	Pennant Hills FC	HCC	2	0	MDF
U14/3	Ryde Panthers FC	North Epping Rangers FC	WPH Blue	2	1	RDP
U14/1W	Gladesville Ravens SC	All Saints Hunters Hill FC	GLS	2	3	NER
U14/2W	Ryde Panthers FC	Roselea FC	RDP	1	0	NRS
U15/1	Roselea FC	North Epping Rangers FC	RFC	1(4)	1(5)	ASH
U15/2	Epping FC	Eastwood St Andrews AFC	RFL	1(4)	1(3)	EPP
U15/3	West Ryde Rovers FC	North Epping Rangers FC	PUT	3	1	RDP
U15/4	Gladesville Sharks FC	Redfield Lions FC	ASH	0	2	GLS
U16/1	West Pennant Hills Cherrybrook FC Blue	West Ryde Rovers FC	EEW	3	1	EPP
U16/2	Roselea FC	North Ryde SC	PEN	2	0	RFC
U16/3	St Patricks FC	Beecroft FC	STP	4	1	EPP
U16/1W	Gladesville Sharks FC	North Ryde SC	GLS	3	1	RDP
U16/2W	Putney Rangers FC	Normanhurst Eagles FC	RAV	0	1	PUT
U16/3W	Eastwood St Andrews AFC	Roselea FC	GLS	1	0	STA
U18/1	Pennant Hills FC	Ryde Panthers FC	PEN	2	0	MDF
U18/2	North Epping Rangers FC	Beecroft FC	NER	1	2	HCC
U18/3	Normanhurst Eagles FC	West Ryde Rovers FC Blue	NMH	3	2	EPP
U18W / 1	Gladesville Sharks FC	N/A	GLS	4	0	STA
U18W / 2	Putney Rangers FC	Roselea FC	STU	2(4)	2(3)	PUT
U21 / 1	West Pennant Hills Cherrybrook FC Blue		WPH Blue	3	0	EPP
U21 / 2	North Epping Rangers FC		RAV	0(4)	0(5)	EEW
AAW / 1	St Patricks FC Blue		STP Blue	0(2)	0(3)	GLS
AAW / 2	Epping FC White		EPP White	2	1	FBT
AAW / 3	North Ryde SC		NRS	0(3)	0(2)	EPP
AAW / 4	West Pennant Hills Cherrybrook FC		SBN	4	3	WPH
AAW / 5	West Ryde Rovers FC		SBN	0	2	WRR
AAW / 6	West Ryde Rovers FC		WRR	6	1	NER

Age Group	Premiers	Pennant Winners	Championship Results			
			Team	W	D	L
AA1	Pennant Hills FC Green		PEN Green	3	2	BEE
AA2	Macquarie Dragons FC		WRR	1	2	MDF
AA3	Beecroft FC		STA	4	1	BEE
AA4	Gladesville Ravens SC		WRR	1(5)	1(4)	RAV
AA5	North Epping Rangers FC		NER	3	0	PEN
AA6	West Pennant Hills Cherrybrook FC		WPH	2	0	RED
AA7	North Ryde SC		BEE	2	1	WRR
AA8	West Ryde Rovers FC White		WRR White	2(4)	2(3)	ASH
AA9	Gladesville Sharks FC		GLS	2	0	WRR
AA10	West Ryde Rovers FC		STA	0	2	WPH
AA11	Hills Hawks FC		GLS	6	4	PEN
AA12	North Epping Rangers FC		NER	0(8)	0(7)	WRR
AA13	Ryde Cross College FC		EEW	4	1	EPP
AA14	North Ryde SC		RFC	0	1	STA
O30W/1a	Epping FC Blue		EPP Blue	0	1	FBT
O30W/1b	n/a		PEN	1	0	RFC
O30W/2	Eastwood St Andrews AFC		STA	4	1	NMH
O35/1	Gladesville Ravens SC		PEN	5	3	THL
O35/2	All Saints Hunters Hill FC		NMH	1(3)	1(2)	ASH
O35/3	West Pennant Hills Cherrybrook FC Blue		WPH Blue	2(4)	2(2)	STP
O35/4	Ararat FC		STA	0	1	PUT
O35/5	All Saints Hunters Hill FC		ASH	0	2	EPP
O35/6	Macquarie Dragons FC		MDF	1(4)	1(1)	THL
O40W/1	Gladesville Ravens SC		NMH Blue	1	2	RAV
O40W/2	N/A		BEE	4	2	GLS
O40W/3	N/A		WRR Blue	1(4)	1(1)	MDF
O45/1	Epping FC Blue		ASH	3	5	NRS
O45/2	n/a		EPP White	1	0	STU
O45/3	Ararat FC		GLS	0(2)	0(0)	NRS
O45/4	Hills Hawks FC		EPP	1	2	WRE
O45/5	Roselea FC		RED Black	4	0	RFC
O55/1	Epping FC White		EPP White	2	3	ASH
PLW	Putney Rangers FC		PUT	1(2)	1(4)	WPH
PL/1	West Pennant Hills Cherrybrook FC		WPH	1	0	STP
PL/2	West Ryde Rovers FC		WRR	0	4	PEN
SL/1	North Ryde SC		RAV	2(6)	2(5)	PUT
SL/2	Epping FC Blue		EPP Blue	1	2	EPP Red
MASTERS M	Gladesville Sharks FC		GLS	1	0	PEN
MASTERS W	Epping FC Blue		NMH	0(4)	0(3)	BEE Blue
Gilmour Cup Champions	Hills Hawks		PEN	0	2	HWK
Beryl Ackroyd Cup Champions	West Pennant Hills CFC		WPH	1	0	PUT

HODGEKISS/IREDALE MEDAL

Premier League Grand Final Best & Fairest

	First Grade	Reserve Grade
2007	Danny McMurray - STA	Michael Masulans - STA
2008	Darren McKee - NMH	Mark Isaacs - STA
2009	Greg Marks - KEN	Peter Walton - STA
2010	Chris Giometti - RAV	Nathan Gray - KEN
2011	Andrew Cassar - PEN	Phil Jones - STA
2012	Mathew Fitzsimons - PHD Chris Lake - STA	Cameron Trescott - PHD
2013	Paul Knippler - KEN	Aiden Dupen – PHD
2014	Tai Smith - KEN	David Erwin – KEN
2015	Stephen Crowcroft – STA	Matthew Seale – KEN
2016	Jarrold Muggleton - KEN	James Taylor – NMH
2017	Daniel McGoogan – EEW	Jordan Wass – NER
2018	Tom Kay – EEW	Peter Henderson – STA
2019	Andrew Zalunardo - WPH	Ryan Frank – WPH
2020	Daniel Buttrey – EEW	Ryan Frank – WPH
2021	N/A	
2022	Shane Campbell – WPH	Aaron Norved - EEW
2023	Andrew Zalunardo – WPH	Ty Ditchburn - PEN

LEIGH WARDELL MEDAL

Women's WPL/AA1 Grand Final Best Player

2020	Samantha Farquhar – EPP
2021	N/A
2022	Veronica Wolf - WPH
2023	Brianna Kidd - WPH

PREMIER LEAGUE FAIR PLAY AWARD

2008	Pennant Hills	2014	Hills Hawks	2020	Eastwood St Andrews
2009	Eastwood St Andrews	2015	Normanhurst	2021	n/a
2010	Eastwood St Andrews	2016	Eastwood St Andrews	2022	Eastwood St Andrews
2011	Pennant Hills	2017	Gladesville Ravens	2023	Eastwood St Andrews
2012	Redbacks	2018	Eastwood St Andrews		
2013	Pennant Hills	2019	Eastwood St Andrews		

NWSF CLUB FAIR PLAY AWARD

OBJECTIVE

During 2014 there was an increase in unsatisfactory behaviour towards our referees. The Association reinforced the message of good behaviour to the clubs, but anecdotally it has had minimal effect. Numerous studies suggest when something is measured and published it improves. Further, by recognising good behaviour we have the opportunity to influence and reduce poor behaviour. NWSF and the Referee's association, NWSFRA have been working together to measure at a club level a summary of yellow cards, red cards and incident reports during the year. The NWSF Fair Play Award is an annual award on behalf of NWSF to the club with the best Fair Play as measured by the lowest ratio at the conclusion of the season. Yellows, reds and incident reports are entered by the referees into their website and then the details are passed on to NWSF. GPT also records incident reports. A ratio is developed from a summary that counts the yellows,

the different 'classes' of reds and the incident reports for each club and then uses the number of teams U16 and over in each club (as cards are rarely given below that) to reach a ratio to indicate the disciplinary record of each club.

The winners have been:

2015	Beecroft
2016	West Ryde Eagles
2017	Old Ignatians
2018	Beecroft
2019	Roselea
2020	Hills Hawks
2021	N/A
2022	West Ryde Eagles
2023	Old Ignatians

WOMEN'S COMPETITION – RUSSELL FIELD FAIR PLAY AWARD

The Women's Fair Play Award was originally known as the NWSWF Life Members Award and in 2020 has been renamed in honour of Russell Field from West Ryde Rovers and Gladesville Ravens and long-time supporter of Women's Football through NWSWF.

The winners have been:

1999	Mercy College	2009	North Epping Rangers	2018	Pennant Hills
2000	Macquarie University	2010	Beecroft	2019	Pennant Hills, Sydney Uni
2001	Mercy College	2011	Ryde Saints United	2020	Pennant Hills
2002	Mercy College, Tara School	2012	Roselea	2021	N/A
2003	Redbacks	2013	Beecroft	2022	Flying Bats, Eastwood St Andrews
2004	Mount St Benedict	2014	Sydney University	2023	Beecroft
2005	Maccabi	2015	Flying Bats		
2006	North Epping Rangers	2016	Mount St Benedict, Eastwood St Andrews		
2007	Beecroft	2017	Putney FC		
2008	Beecroft				

MINUTES OF THE 3RD ANNUAL GENERAL MEETING

MINUTES OF THE 3RD ANNUAL GENERAL MEETING OF NORTH WEST SYDNEY FOOTBALL LTD
ABN: 28 635 227 897
HELD AT THE EPPING CLUB ON TUESDAY 30th NOVEMBER 2022 AT 7.00PM

- 1/22/01 Meeting Opens
- 1/22/02 Welcome – 7.08pm -- Mal does the acknowledgement to Country
- 1/22/03 **Attendance:**
As per Attendance sheets. Mal welcomes Life Members
Malcolm Arnold was the chair
Apologies:
Tristan Tulloch (Thornleigh Thunder), Cathy Inglis (Gladesville Ravens), Donna Kane (Mount St. Benedicts), Macquarie University, Ross Iredale (LM), Kay Iredale (LM), Dr Tracey Williams (Board Member), Tony Macko (Board Member), Nate Rushton (FMC), Peter Quessy (FMC)
- 1/22/04 **Minutes of Special General Meetings in 2022**
a) 10 November 2022 – Moved MA, Seconded (North Epping) – Carried – No Business arising
b) 16 February 2022 – Moved MA, Seconded (Beecroft) – Carried – No business arising
c) 6 April 2022 – Moved MA, Seconded (Hills Hawks) - Carried – No business arising
- 1/22/05 **Receipt of the 2022 Annual Reports**
Moved MA, Seconded (Hills Hawks) – Carried – no business arising
- 1/22/06 **Receipt and Adoption of the 2022 Financial Report and Financial Statements**
Moved MA, Seconded (West Ryde Rovers) – Carried – no business arising
- 1/22/07 **Nomination for Life Membership**
a) The following is moved as a Special Resolution by the NWSF Board:
“That Peter Nimmo be awarded Life Membership”
Beecroft FC, spoke in favour of the motion.
Moved MA, Seconded (Beecroft FC) - Carried
- 1/22/08 **Special Presentation to Helen Armson – Former Chairperson of NWSF**
- 1/22/09 **Elections**
a) NWSF Board (3) – Mal Arnold, Tony Macko and Jodie Camden were elected to the Board as the only nominees
b) GPT Chairperson – No nominations were received, and the vacancy will be filled prior to the 2023 season.
c) Association Chairperson – Karen Waud was elected with no other nominees
d) FMC members (6) - Steve Crawford, Rohan Primrose, Nate Rushton, Isabella Nimmo, Kathy Tracey and Mark Marriott were all elected with no other nominees.
- 1/22/10 **General Business**
a) Address by President of NWSFRA – Tom Emeleus (LM)
- 1/12/11 **Close of Meeting**
7.37pm



MALCOLM ARNOLD
CHAIRPERSON

Jeremy Toivonen,
Company Secretary
30 November 2022

Community Bank · North Ryde



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NORTH WEST SYDNEY FOOTBALL LTD**ABN: 28 635 227 897***(A Company Limited by Guarantee)***FINANCIAL STATEMENTS
FOR THE YEAR ENDED
30TH SEPTEMBER 2023****HARLEY, RUSSELL & DAY
Chartered Accountants****Suite 16,
2 Catherine Street
ROCKDALE NSW 2216****Phone: (02) 9567 0044****NORTH WEST SYDNEY FOOTBALL LTD****ABN: 28 635 227 897***(A Company Limited by Guarantee)***FINANCIAL STATEMENTS 30TH SEPTEMBER 2023****CONTENTS**

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NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

*(A Company Limited by Guarantee)***DIRECTORS' REPORT**

Your Directors submit the financial report of the North West Sydney Football Ltd for the financial year ended 30 September 2023.

DIRECTORS

The names of the Directors throughout the year and at the date of the report are:

Jodie Camden	Malcolm Arnold	* Chris Salmon
Tony Macko	Tracey Williams	

*Appointed 17th October 2022

COMPANY SECRETARY

Mr. Jeremy Toivonen held the position of Company Secretary from the beginning of the year until 3rd February 2023, when Mr Matthew Geracitano assumed the role.

OBJECTS OF THE ASSOCIATION

The Objects of the Association are to:

- recognise FNSW as the state body for Football in New South Wales;
- act as a representative to FNSW for the Clubs in the Region;
- conduct, encourage, promote, advance, control and manage all levels of Football in the Region interdependently with Members and others;
- conduct Football competitions;
- adopt, formulate, issue, interpret and amend by-laws, rules and regulations for the control and conduct of Football in the Region in keeping with the terms of this Constitution and the FNSW Constitution, as amended from time to time;
- encourage the provision and development of appropriate facilities for participation in Football;
- maintain and enhance standards, quality and reputation of Football for the collective and mutual benefit and interests of Members and Football;
- use and promote the Intellectual Property;
- promote Football for commercial, government and public recognition and benefits;
- select, prepare, administer, operate and enter representative and elite teams in competitions from time to time;
- promote, control, manage and conduct Football events, leagues, competitions and championships;
- undertake other actions or activities necessary, incidental or conducive to advance these Objects;
- have regard to the public interest in its operations; and
- encourage and promote widespread participation in Football to enhance opportunities for every participant to reach levels appropriate to their ability and aspiration.

SIGNIFICANT CHANGES

No significant change in the nature of these activities occurred during the year or to the date of the report.

OPERATING RESULTS

The Surplus (Loss) for the 2023 year amounted to a Loss of \$259,362 (2022 Loss: \$590,937).

KEY PERFORMANCE MEASURES

	2023	2022	Increase/ (Decrease)	Percentage %
Player Registration Fees	2,490,241	1,984,617	505,624	25.48
Summer Football Income	95,727	62,185	33,542	53.94
Grants	17,117	17,580	(463)	(2.63)
Coaching Course Fees	8,597	3,381	5,216	154.27

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

*(A Company Limited by Guarantee)***DIRECTORS' REPORT (CONTINUED)****INFORMATION ON DIRECTORS**

Name	Qualifications and Experience
1) Jodie Camden	Director of NWSF, previously Director of North West Sydney Womens Football Association Inc. from 2013 to date of merger with GHFA. Involvement as player in NWSF member club since 2018. Chair of Women's Soccer Council at NSW Soccer Federation from 1993 to 2004. Ex-officio Director of NSWFSF. Director of Women's Soccer Australia from 1999 to 2003. Team Liaison Officer for Swedish Women's Football Team for Sydney 2000 Olympics. Volunteer Chair of General Purposes Tribunal and Appeal Tribunal for Football NSW from 2006 to 2013.
2) Malcolm Arnold	Board Member and Director of NWSF; previously Board Member of GHFA and Spirit Board. Club President and Registrar at NWSF member club. Qualified C License Coach, over 20 years coaching experience. 2020 Coach of NWSF Super League squad and NWSF referee. 40 years involvement as player in GHFA association.
3) Tony Macko	Tony joined the NWSF Board in January 2022 and is the current president of Pennant Hills FC and life member; he continues to play and coach. Tony's footballing philosophy is best described as that of a purist, with practical application. He has a strong belief in playing the "beautiful game" in a skilful and dynamic way, encouraging respect, fair-play and fun for all, so that football continues to be open to and enjoyed by all. Away from football, Tony has had a successful professional career and recently retired from full-time employment. He is a dual qualified chartered accountant, with over 35 years senior executive experience in resources, 27 of those years in Australia, and has extensive experience in corporate governance, corporate finance, treasury, insurance, investor relations and general management. As well as holding the position of company secretary to a top-100 ASX listed entity, Tony has extensive boardroom experience, both as a secretary and as a non-executive director. During his professional career, Tony was regarded as a "diplomat", with a demonstrated key strength of listening to all sides of the argument before guiding all parties to a mutually acceptable solution.
4) Tracey Williams	Bachelor of Psychology (Hons) and combined PhD/Master of Clinical Neuropsychology. Director of NWSF. Previously held positions of Club Secretary, Referee Coordinator, Women's Delegate/Registrar, and President of NWSWF. Board member of NWSWF prior to the merger.
5) Chris Salmon	Director of NWSF. Involved in football administration since 2005. Previously held positions of Mini-Football Coordinator, Director of Coaching, Vice President, and Club President at Epping Eastwood FC, as well as NWSF Delegate and member of GHFA Committee (revising competition by-laws), GHFA/NWSF Grading Committee, and Disciplinary Committee.

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED)

DIRECTORS MEETINGS

Director	Meetings Eligible to Attend *	Meetings Attended
Malcolm Arnold	6	6
Jodie Camden	6	6
Tracey Williams	6	6
Tony Macko	6	5
Chris Salmon	6	6

* Number of meetings held during the time the Director held office during the year.

OBJECTIVES

Short term

- To connect our Community through Football
- To provide football competitions for players of all ages in the North West region of Sydney
- To increase participation numbers – players, coaches, volunteers and referees
- To develop football coaches, volunteers and referees' skills
- To support 'pathways to excellence' for NWSF players to representative and higher level football

Long term

- To develop and maintain relationships with stakeholders such as Local Councils and FNSW to enhance the playing experience for participants
- To create and promote new playing opportunities and formats to enable "Football 365"
- To create and maintain best practice Governance structures and processes
- To support teams playing in the respective NPL1, Youth and SAP competitions and assist the representative clubs to become financially self-sustaining

The entity's strategies for achieving the objectives were

To achieve its stated objectives, the entity will adopt the following strategies:

- Continuously review competition formats and structures to improve the experience for players
- Provide financial support for the upgrade of current facilities and provision of new facilities
- Capitalise on the opportunities presented by the 2023 Women's World Cup to develop the sport and women's football in particular
- Benchmark participation data with other Associations and football codes
- Determine the maximum capacity of clubs and facilities to ensure increased participation can be accommodated
- Continue to drive the benefits resulting from a combined football organisation, following the successful merger of NWS Spirit and NWS Koalas

MEMBERS

The number of Members of the Company registered in the Register of Members at the date of this report is 34, and 59 Life Members.

	2023	2022
Members	34	34
Life Members	59	58
	93	92

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

(A Company Limited by Guarantee)

DIRECTORS' REPORT (CONTINUED)

MEMBERS' LIMITED LIABILITY

The Company is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1.00 each towards meeting any outstanding obligations of the Company. At 30 September 2023, the total amount that members of the Company are liable to contribute if the entity is wound up is \$93.00 (2022: \$92.00)

**DATED AT MACQUARIE PARK THIS
23rd DAY OF NOVEMBER 2023
IN ACCORDANCE WITH A
RESOLUTION OF THE DIRECTORS**



MALCOM ARNOLD
CHAIRPERSON



TONY MACKO
DIRECTOR

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

**AUDITOR'S INDEPENDENT DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF NORTH WEST SYDNEY FOOTBALL LTD**

I declare to the best of my knowledge and belief that during the year ended 30th September 2023:

- (i) no contraventions of the auditor independence requirements as set out under Section 307D of the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

DATED AT ROCKDALE
THIS 18TH DAY OF
NOVEMBER 2023



HARLEY, RUSSELL & DAY
Chartered Accountants

GARRY WILLIAM DAY
Registered Company Auditor

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

**PROFIT & LOSS ACCOUNT AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30TH SEPTEMBER 2023**

	2023	2022
	\$	\$
INCOME		
AYL	140,956	97,318
Canteen Income	1,977	909
Club Ground Rebates etc.	127,290	131,279
Coaching Course Fees	8,597	3,381
Development Cup	-	1,036
GPS AYL	15,091	10,500
Gear Sales	140	-
Grants	17,117	17,580
GPT Levies	5,750	-
Interest Received	-	17
Legacy Grant	14,663	-
Player/Club Fines	8,195	25,100
Player Registration and Insurance Fees	2,490,241	1,984,617
Refund - Ground Hire Fees	29,325	3,377
School Holiday Camp	56,086	28,405
Special Needs Football	250	591
Sponsorship	-	7,727
Summer Football Income	95,727	62,185
Sundry - Female Kick on/Mini World Cup	1,171	-
Technical Director Fee Recoveries from Spirit	30,288	31,380
Walk Football Income	4,890	5,754
	<u>3,047,753</u>	<u>2,411,157</u>
EXPENDITURE		
Advertising & Promotion	3,065	6,561
Alarm Monitoring	1,277	773
Medical Expense	-	518
Armbands	-	1,715
Audit/Accountant Fees	5,502	4,600
Bank Fees and Charges	1,459	1,062
FNSW Capitation Fees and Insurance	968,495	960,859
Champion of Champions - NWSWF	389	-
Christie Park - Improvements/Repairs etc.	5,014	6,133
Christie Park Hire	184,592	207,959
Cleaning/Rubbish Removal	11,390	7,438
Coaching & Development	17,341	6,451
Coaching Course - B & C License Exp	5,573	-
Competition & Registration Software	54,409	53,855
Contribution - Snr/Yth League Spirit	110,000	110,000
Cyber Hacking	7,560	3,265
Depreciation - Plant	26,764	25,982
Development Cup Expenses	-	2,834
Director of Football Fees	87,471	87,471
Total Carried Forward	<u>1,490,301</u>	<u>1,487,474</u>

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

**PROFIT & LOSS ACCOUNT AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30TH SEPTEMBER 2023 (CONT.)**

	2023	2022
	\$	\$
EXPENDITURE (CONT.)		
Total Carried Forward	1,490,301	1,487,474
Electricity	3,863	11,333
Expenses - Coaching AYL	57,208	32,300
Expenses - Referees AYL	9,794	5,550
Expenses - Gear etc. AYL	33,720	33,867
Expenses - Ins/Reg AYL	10,233	6,846
Expenses - Tournament Costs AYL	7,353	182
Expenses - Physio AYL	15,175	18,523
Equipment Purchases - Member Clubs	22,540	21,629
Equipment Purchases - Coach/Christie Park	6,818	-
Executive/Delegate Dinner/AGM	9,525	8,837
Filing Fees	1,309	1,592
GPT Reimbursements	-	7,998
GPS Fees	13,629	-
Grand Finals	1,254	5,996
Ground Rental Fees	505,894	413,683
Holiday Camps	20,567	11,235
Insurance	1,905	1,732
Insurance - Directors & Officers	3,464	4,327
Insurance/Rego - Summer Soccer	-	12,976
Legal/Consultant Fees	16,687	-
Legacy Expenses	1,340	-
Merchandise	1,500	-
NWSF Cup Expenses/Prize Money	5,790	9,024
Printing, Stationary & Postage	7,084	4,010
Referee Fees	413,490	330,318
Salaries - Ordinary	474,479	416,118
Special Needs Football	8,005	7,794
Staff Amenities	403	280
Rent on Land & Buildings	1,520	1,424
Subscriptions	14,757	14,074
Superannuation	49,130	42,073
Summer Soccer Refs & Expenses	44,500	20,771
Telephone/Internet	5,813	4,873
Trophies	34,343	57,763
Walking Football Expenses	2,045	4,743
Women World Cup Working Group	10,025	1,356
Workers Compensation	1,649	1,392
Total Expenses	3,307,115	3,002,094
Profit/(Loss) From Ordinary Activities Before Income Tax	(259,362)	(590,937)
Income Tax	-	-
Net Profit/(Loss) Attributable to the Association	(259,362)	(590,937)
Opening Balance at Beginning of the Year	1,498,675	2,089,612
Closing Balance at End of the Year	1,239,313	1,498,675

The attached notes numbered 1 to 14 form part of these accounts and should be read in conjunction with these accounts.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL POSITION
AS AT 30TH SEPTEMBER 2023**

	Notes	2023	2022
		\$	\$
Current assets			
Cash Assets	3	1,340,096	1,552,451
Receivables	4	146,353	36,180
Deposits	5	576	576
Total current assets		1,487,025	1,589,207
Non-current assets			
Property Plant & Equipment	6	159,219	112,338
		159,219	112,338
Total assets		1,646,244	1,701,545
Current liabilities			
Payables	7	164,695	11,282
Tax Liabilities	8	58,106	84,554
Other	9	184,130	107,034
Total Liabilities		406,931	202,870
NET ASSETS		1,239,313	1,498,675

The attached notes numbered 1 to 14 form part of these accounts and should be read in conjunction with these accounts.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

CASH FLOW STATEMENT
AS AT 30TH SEPTEMBER 2023

	Notes	2023 \$	2022 \$
NOTE 1.			
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members		3,352,528	2,652,272
Payments to suppliers and employees		(3,491,238)	(2,968,551)
Interest Received		-	-
NET CASH INFLOW FROM OPERATING ACTIVITIES		(138,710)	(316,279)
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of property, plant and equipment		(73,645)	-
NET CASH OUTFLOW FROM INVESTING ACTIVITIES		(73,645)	-
CASH FLOW FROM FINANCING ACTIVITIES			
NET CASH FLOW FROM FINANCING ACTIVITIES		-	-
Net increase/(decrease) in cash held		(212,355)	(316,279)
Cash at the beginning of the financial year		1,552,451	1,868,730
Cash at the end of the financial year	3	<u>1,340,096</u>	<u>1,552,451</u>
Reconciliation of Cash			
Cash at Bank - CommBank		176	1,550,062
Cash at Bank - Bendigo Bank		1,339,920	-
Canteen Float		-	2,389
		<u>1,340,096</u>	<u>1,552,451</u>
Reconciliation of Operations			
Loss from Operations		(259,362)	(590,937)
<u>Add Depreciation</u>		<u>26,764</u>	<u>25,982</u>
		(232,598)	(564,955)
(Increase)/Decrease - Receivables		(110,173)	146,327
(Increase)/Decrease - Creditors		153,414	11,282
Increase/(Decrease) - Prepaid Fees		77,096	72,332
Increase/(Decrease) - Bond		-	(3,750)
Increase/(Decrease) - Tax Liabilities		(26,449)	17,633
Increase/(Decrease) - Super		-	4,852
		<u>(138,710)</u>	<u>(316,279)</u>

The attached notes numbered 1 to 14 form part of these accounts and should be read in conjunction with these accounts.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

North West Sydney Football Ltd is a Company Limited by Guarantee and incorporated and domiciled in Australia.

North West Sydney Football Ltd is a not-for-profit entity for the purpose of preparing the financial report.

BASIS OF PREPARATION

North West Sydney Football Ltd financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards - Simplified Disclosures. This includes compliance with the recognition and measurement requirements of all Australian Accounting Standards, Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board and the disclosure requirements of AASB 1060 General Purpose Financial Statements - Simplified Disclosures for Not-for-Profit Tier 2 Entities.

In prior years the financial report was prepared in accordance with Australian Accounting Standards - Reduced Disclosures. The transition from the previous financial reporting framework to Australian Accounting Standards - Simplified Disclosures has not affected North West Sydney Football's reported financial position, financial performance, and cash flows.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

ACCOUNTING POLICIES**a) Revenue Recognition****Sales Revenue**

Sales Revenue comprises revenue earned from the players' registrations, canteen sales, and grants. Sales revenue is recognised when the goods and services are provided.

Revenue Received In Advance

Players' fees received prior to season commencement date is deferred until the season commences.

Asset Sales

The gross proceeds of asset sales are included as revenue of the entity. The profit or loss on disposal of assets is brought to account at the date an unconditional contract of sale is signed.

Interest Income

Interest income is recognised as it accrues.

b) Principal Activities

The company operates as a Football Association.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

*(A Company Limited by Guarantee)***NOTES TO AND FORMING PART OF THE ACCOUNTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023****NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****c) Property, Plant & Equipment**

Property, plant and equipment are included at cost or at an independent valuation. All fixed assets, including buildings and capitalised leases, but excluding freehold land, are depreciated over their estimated useful lives commencing from the time the asset is held ready for use.

d) Leases

Leases of property, plant and equipment, where substantially all the risks and benefits incidental to the ownership of these assets, but not legal ownership are transferred to the lessee, are classified as finance leases. Finance leases are capitalised recording an asset and liability equal to the present value of the minimum lease payments, including any guaranteed residual value. Lease assets are amortised over their estimated useful lives. Lease payments are allocated between the reduction of the lease liability and the lease charges taken to expense for the period in accordance with AASB 117: Leases.

Other leases are classified as operating leases. Minimum lease payments made under operating leases are charged as an expense in equal instalments over the accounting periods covered by the lease term.

Commencing 1st January 2019, a new lease standard (AASB 16: Leases) was introduced. In the past operating leases, where substantially all the risks and benefits remained with the lessor, were treated as off-balance sheet transactions, where lease payments are charged as an expense in the period in which they occurred, but under the new standard are required to be reported on-balance sheet. The lease cost which is the initial amount of the lease liability at present value plus any direct costs, if applicable, is recognised in the financial accounts as a "right-of-use" asset with an off-setting lease liability. The right-of-use asset is subsequently depreciated over the term of the lease or useful life on a straight-line basis. The lease liability at present value is reduced by the periodic lease payments made to the lessor, and the interest component of these payments is charged to the P&L. Right-of-use assets are reported in property, plant and equipment and lease liabilities in financial liabilities.

North West Sydney Football Ltd has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets or short-term leases. Lease payments associated with these leases are expensed on a straight-line basis over the lease term.

e) Depreciation of property, plant and equipment

Depreciation is calculated on a straight line basis to write off the net cost or revalued amount of each item of property, plant and equipment (excluding land) over its expected useful life. The exception is glassware, crockery and cutlery, which is expensed in the year of purchase. Estimates of remaining useful lives are made on a regular basis for all assets, with annual reassessments for major items.

Depreciation of assets is calculated using the straight line method to allocate their cost or revalued amounts, net of their residual values, over their estimated useful lives, as follows:

	<u>2023</u>	<u>2022</u>
Leasehold Improvements	-	-
Furniture, Fittings and Equipment	7.5%	7.5%

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 (Note 6).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the income statement. When revalued assets are sold, it is company policy to transfer the amounts included in other reserves with respect to those assets to retained earnings.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

*(A Company Limited by Guarantee)***FOR THE YEAR ENDED 30TH SEPTEMBER 2023****NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)****f) Impairment of Non- Current Assets**

Non-current assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and depreciated replacement cost. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units).

g) Trade and other payables

These amounts represent liabilities for goods and services provided to the club prior to the end of the financial year and which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

h) Maintenance and repairs

The costs of maintenance, repairs and minor renewals are charged as expenses as they are incurred.

i) Employee Entitlements**(i) Wages and salaries, annual leave and sick leave**

Liabilities for wages and salaries, annual leave and sick leave are recognised and are measured as the amount unpaid at the reporting date at current pay rates in respect of employees' services up to that date.

(ii) Long service leave

A liability for long service leave is recognised for all employees of the club with five years or more of service. No adjustment is made for inflation of wage rates or discounting of expected future payments.

j) 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. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Cash flows are included in the Cash Flow Statement on a gross basis and the GST component of the cash flows arising from investing and financing activities, which is recoverable from or payable to the Australian Taxation Office, are classified as operating cash flows.

k) Cash and Cash Equivalents

Cash and cash equivalents in the balance sheet comprise of cash on hand in banks. These amounts are stated at the lower cost and net realizable value.

For the purpose of a Statement of Cash flows, cash is defined as cash and cash equivalents as defined above.

l) Significant Accounting Judgments, Estimates and Assumptions

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts recognized in the financial statements. Actual results may differ from these estimates under different assumptions and conditions and may materially affect the financial results or financial position reported in future years.

Estimation of useful lives of assets

The estimation of the useful lives of assets has been based on historical experience as well as on manufacturers' warranties. In addition, the condition of the assets is assessed at least once per year and considered against the remaining useful life. Adjustments to useful lives are made when considered necessary.

It is noted that current liabilities exceed current assets. However, the directors are confident the Club can meet its liabilities as and when they fall due. The Club has a strong daily cash flow from operating activities.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

(A Company Limited by Guarantee)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

	2023 \$	2022 \$
NOTE 3. Cash Assets		
Association Savings Account	176	1,550,062
Cash at Bank Com 11546271	1,339,920	-
Canteen Float - NWSWF	-	2,389
	<u>1,340,096</u>	<u>1,552,451</u>
NOTE 4. Receivables		
Prepayments	146,353	36,180
	<u>146,353</u>	<u>36,180</u>
NOTE 5. Current Assets - Other		
Bonds - Council	576	576
	<u>576</u>	<u>576</u>
NOTE 6. Property Plant & Equipment		
Office Machines at Cost	178,895	105,250
Accumulated Amortisation	(104,679)	(100,362)
	<u>74,216</u>	<u>4,888</u>
Furniture & Fittings at Cost	65,038	65,038
Accumulated Depreciation	(55,404)	(54,623)
	<u>9,634</u>	<u>10,415</u>
Leasehold Improvements at Cost	204,621	204,621
Accumulated Amortisation	(204,621)	(204,621)
	<u>-</u>	<u>-</u>
Christie Park	235,597	235,597
Accumulated Depreciation	(160,228)	(138,562)
	<u>75,369</u>	<u>97,035</u>
Total of Property Plant & Equipment	<u>159,219</u>	<u>112,338</u>

Reconciliation of Property Plant & Equipment

30 September 2023	Office Machines	Furniture & Fitting	Christie Park	Total
Opening Balance	4,888	10,415	97,035	112,338
Additions	73,645	-	-	73,645
Depreciation	(4,317)	(781)	(21,666)	(26,764)
	<u>74,216</u>	<u>9,634</u>	<u>75,369</u>	<u>159,219</u>
30 September 2022	Office Machines	Furniture & Fitting	Christie Park	Total
Opening Balance	8,224	11,259	118,837	138,320
Additions	-	-	-	-
Depreciation	(3,336)	(844)	(21,802)	(25,982)
	<u>4,888</u>	<u>10,415</u>	<u>97,035</u>	<u>112,338</u>

NORTH WEST SYDNEY FOOTBALL LTD

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(A Company Limited by Guarantee)

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH SEPTEMBER 2023

	2023 \$	2022 \$
NOTE 7. Payables		
Creditors	159,195	11,282
Club Bonds	5,500	-
	<u>164,695</u>	<u>11,282</u>
NOTE 8. Current Tax Liabilities		
GST Payable Control Account	154,670	170,543
Input Tax Credit Control Account	(134,882)	(100,303)
Amounts Withheld from Salary and Wages	18,520	6,474
Superannuation	19,798	7,840
	<u>58,106</u>	<u>84,554</u>
NOTE 9. Other		
Prepaid 2024 Fees	184,130	107,034
	<u>184,130</u>	<u>107,034</u>

NOTE 10. Incorporation

The Company is Limited by Guarantee and was incorporated on 31st day of July 2019. It is classified as a Tier 3 Company due to its revenue exceeding \$1 million.

NOTE 11. Key Performance Measures

The Company measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the Company and whether the Company's short-term and long-term objectives are being achieved. Also, see Review of Operations.

	2023 \$	2022 \$
NOTE 12. Auditor's Remuneration		
Auditing Financial Statements	5,400	5,000
Other Services	-	-
	<u>5,400</u>	<u>5,000</u>

NOTE 13. Registered Office and Principal Place of Business

The Registered Office and Principal Place of Business is:

Christie Park
12a Christie Road
MACQUARIE PARK NSW 2113

NOTE 14. Simplified Disclosure

Your Directors have adopted a full Profit and Loss account and comprehensive income account for the year, instead of an abbreviated summary of Income and Expenses so as to give a full transparent disclosure.

NORTH WEST SYDNEY FOOTBALL LTD

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(A Company Limited by Guarantee)

**STATEMENT OF DIRECTORS
FOR THE YEAR ENDED 30 SEPTEMBER 2023**

The directors of the company declare that:

1. The financial statements and notes, as set out on pages 1 to 14 are in accordance with the *Corporations Act 2001*:
 - (a) comply with Accounting Standards - Simplified Disclosures and the Corporations Regulations 2001; and
 - (b) give a true and fair view of the financial position as at 30th September 2023 and of the performance for the year ended on that date of the company;
2. there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Dated at Macquarie Park this 23rd day of November 2023.



MALCOM ARNOLD
CHAIRPERSON



TONY MACKO
DIRECTOR

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897
(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
NORTH WEST SYDNEY FOOTBALL LTD**

Report on the Audit of the Financial Report**Opinion**

We have audited the financial report of North West Sydney Football Ltd (the Company), which comprises the statement of financial position as at 30 September 2023, the statement of profit and loss, the statement of comprehensive income, the 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 directors' declaration.

Qualification

As is common for an organisation of this type, it is not practicable for North West Sydney Football Ltd to maintain an effective system of internal control over donations, subscriptions and other fundraising activities until their initial entry in the accounting records. Accordingly, our audit in relation to funds received was limited to the amounts recorded. While we agree with the total income and total expenses shown we do not form an opinion on the break-up of the expenses and income shown in the detailed accounts.

Audit Opinion

Subject to the above, in our opinion, the accompanying financial report of North West Sydney Football Ltd is in accordance with the *Corporation Act 2001*, including:

- (a) giving a true and fair view of the association's financial position as at 30 September 2023 and of its financial performance for the year then ended; and
- (ii) that the financial records kept by the association are such as to enable financial statements to be prepared in accordance with Australian Accounting Standards - AASB 1060: *Special Purpose Financial Statements - Simplified Disclosures for Not-for-Profit Tier 1 Entities*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the ethical requirements of the *Corporations Act 2001* and 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 our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of North West Sydney Football Ltd, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the entity's annual report for the year ended 30 September 2023, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001*, and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

NORTH WEST SYDNEY FOOTBALL LTD

ABN: 28 635 227 897

(A Company Limited by Guarantee)

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
NORTH WEST SYDNEY FOOTBALL LTD
CONTINUED**

In preparing the financial report, the directors are responsible for assessing the 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 directors either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our 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 our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a 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 this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We 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 our 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 the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our 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.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

DATED AT SYDNEY
THIS 24TH DAY OF
NOVEMBER 2023


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HARLEY, RUSSELL & DAY
Chartered Accountants

GARRY WILLIAM DAY
Registered entity Auditor

MEETING NOTES

MEETING NOTES

NWSF & SPIRIT FC SINCERELY THANKS ITS SPONSORS FOR THEIR SUPPORT IN THE 2023 SEASON.



