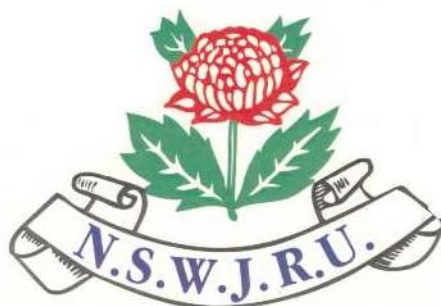




**NEW SOUTH WALES  
JUNIOR RUGBY UNION INC**

**2025 ANNUAL REPORT  
and FINANCIAL STATEMENTS**





# NEW SOUTH WALES JUNIOR RUGBY UNION INC

AFFILIATED WITH

NEW SOUTH WALES RUGBY UNION

and

AUSTRALIAN JUNIOR RUGBY UNION LIMITED  
(DEREGISTERED)

PRESENTS FOR ADOPTION

THE SIXTY-NINTH ANNUAL REPORT

AND

FINANCIAL STATEMENTS

AT THE ANNUAL GENERAL MEETING TO BE HELD AT NSW RUGBY HQ  
(Cnr Cook & Gwea Ave, Daceyville) & VIA TEAMS, ON THURSDAY 4th  
DECEMBER COMMENCING AT 6.00PM



# NSWJRU – 2025 ANNUAL REPORT

## EXECUTIVE MEMBERS 2025

### PATRONS

Ms P.R. Duck

### PRESIDENT

Mr A.G. Hutton

### VICE PRESIDENT FINANCE

Mrs N. Willner

### VICE PRESIDENT REPRESENTATIVE RUGBY

Mr B.J. Gregory

### VICE PRESIDENT STATE CHAMPIONSHIPS

Mr G.R. Paton

### AFFILIATE DIRECTORS

#### VP SJRU

Mr G.A. Roper

#### SJRU Delegate

Mr M. Clark

#### VP CRU

Mrs R.J. Park

#### CRU Delegate

Ms R. Marsh

#### VP NSWSRU

Mr C.G. Howe

#### NWWSRU Delegate

Mr M. Bos

### DELEGATE TO NSW RUGBY UNION

Mr A.G. Hutton

### LIFE MEMBERS

Mr J.B. Carroll, Mr D.T. Andrews, Mr R. Allan, Mr P.H. Joseph,  
Mr K.J. Mulherin, Mr N. Murray, Mr N.A. Williams, Mr R.H. Leavett,  
Mr K.T. Clifford, Mr J.G. Russell, Mr J.C. Degotardi, Mr A.S. New,  
Mr B.J. Mawer, Mr R. Faulks, Mr J.A. Goddard, Mr B.O. Killham,  
Mr D.K. Paul, Ms K.A. Brady, Mr A.E. Fisher, Mr G.R. Paton

& Mr B.J. Gregory.



## GENERAL MANAGER

Mr B.J. Gregory

## OPERATIONS

Ms A. Bonita (Social Media Liaison)

## HONORARY SECRETARY

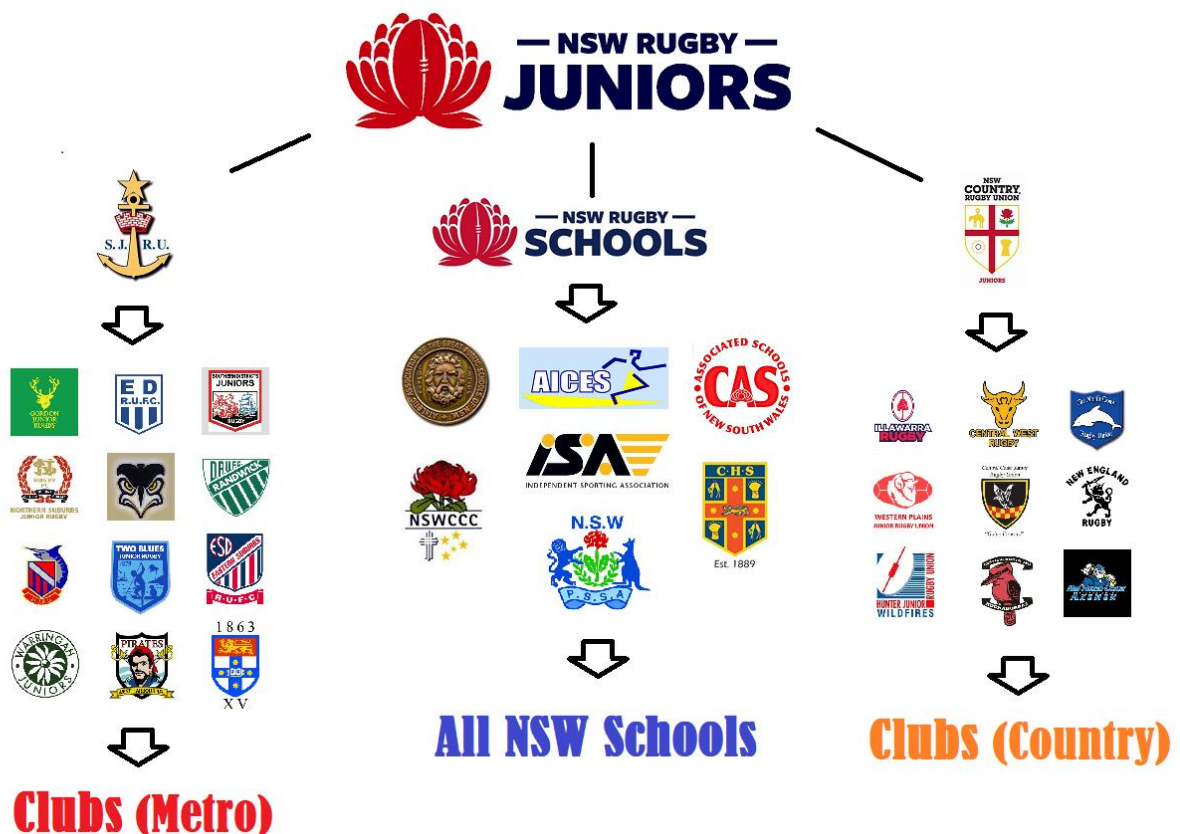
Mr B. Kooyman (resigned mid-term)

Mr B.J.Gregory (in Acting role)

## HONORARY AUDITOR

TBA

## NSWJRU AFFILIATION STRUCTURE





# 2025 ANNUAL GENERAL MEETING

## AGENDA

New South Wales Junior Rugby Union Inc will hold its 2025 Annual General Meeting on **Thursday 4th December 2025** commencing at **6.00pm**.

In person:

NSW Rugby Union Centre of Excellence  
Cnr of Cook and Gwea Avenues  
Daceyville NSW 2032

Via Microsoft Teams Meeting:

[Join the meeting now](#)

Meeting ID: 417 393 385 514

Passcode: Yh9K5R3L

### AGENDA

1. **Welcome**
2. **Attendees**
3. **Apologies**
4. **Proxies**
5. **Confirmation of Minutes of 2021 Annual General Meeting**
6. **Reports**
  - a. President's Report
  - b. Commercial & Financial Report
  - c. Representative & State Champs Report
  - d. NSW Country Juniors Rugby Report
  - e. NSW Schools Rugby Report
  - f. Sydney Juniors Rugby Report
7. **Nomination of Auditor for the Financial Year Ending 30 Sept 2026**
  - a. TBA
8. **Appointment of Patrons**

**9. Election of Directors**

- a. In accordance with the Constitution fifty per cent (50%) of the Elected Directors retire each year. Therefore, an election will be held for the following Elected Director positions:
  - i. President
  - ii. Vice President State Champs

**10. Appointment of Affiliated Directors**

- a. In accordance with the Constitution each Affiliated Member may appoint two (2) Affiliated Directors. The Affiliated Members will advise the Meeting of their appointed Affiliated Directors:
  - i. Two (2) Affiliated Directors representing NSW Country Rugby Union
  - ii. Two (2) Affiliated Directors representing NSW Schools Rugby Union
  - iii. Two (2) Affiliated Directors representing Sydney Junior Rugby Union

**11. Venues for 2026 NSWJRU State Championships**

**12. Any other Business**

**13. Close**

**Note:** No business other than that stated on the notice for a General Meeting shall be transacted at that meeting.



## **2025 NSWJRU Presidents Report**

Andrew Hutton  
President  
25 November 2025

2025 has been another strong year of growth for junior rugby across all formats of the game. In addition to a strong on-field commitment, we also commenced an affiliate restructure process that will set us up for future growth and sustainability, while streamlining operational efficiency.

Unlike recent seasons, weather disruptions were minimal, allowing us to complete a full season of rugby across the state. Participation continues to be a key focus, with growth again seen in the older age groups—especially Under 16s and above—across all regions.

Our Vice President, **Ben Gregory**, transitioned from his GM role at SJRU into a newly created position as **General Manager, NSW Juniors**. This move forms part of the broader strategy to consolidate the administration of the junior game across New South Wales. The existing federated model, which has long defined the rugby landscape, continues to impede much-needed reform due to outdated silos and excessive administrative duplication. If Juniors can demonstrate the benefits of a more unified and streamlined model, we can help showcase the game's true potential across the state.

Ben's change in title had little operational impact—he has continued to drive the expansion of competitions and the development of the game across all formats. Rugby in New South Wales has now firmly established itself as a year-round sport.

The **Junior 7s State Championships** came fully under NSWJRU governance in 2025, continuing the impressive growth initiated by Michael Doyle. It now stands as the largest junior 7s tournament in the southern hemisphere, with remarkable year-on-year expansion.

Across the state, our affiliates—**SJRU, NSW Country Juniors**, and the **NSW Schools Associations**—continued to deliver strong, well-supported competitions for both boys and girls. Country Juniors successfully adapted to regional changes in clubs and schools, while the Schools Associations managed minor schedule adjustments with great cooperation. In partnership with NSW Schools, and with **Andrew Hill** assisting as he transitioned his role as school liaison, we oversaw continued growth of the **Waratah Shield** and renewed engagement from schools in multiple rugby formats.

The representative season built further momentum from the record-breaking 2024 season, with increased participation across all age groups. As outlined in the VP Representative Report, the **Peugeot NSW Junior State Championships** again proved a highlight—demonstrating growth in both team and player numbers, as well as a renewed enthusiasm for the tournament. Learnings from 2024 informed a smoother competition structure, and despite some weather and venue challenges, the event was an outstanding success.

Thanks to the ongoing commitment of our clubs, districts, zones, and schools, the State Championships have become an iconic fixture of the June long weekend. This reputation has made

the tournament a sought-after event for host clubs, and local councils are increasingly recognising its economic benefits. I would like to particularly thank **Dubbo Regional Council, Orange City Council, Mid-Western Regional Council** and **MidCoast Council** for their continued support with venues, logistics, and accommodation.

NSWJRU continues to strengthen **representative pathways** for both boys and girls, ensuring increased opportunities for participation and a high standard of play. The success of these programs was evident again at national competitions, with exceptional performances from the **Waratah Academy** programs. I would especially like to acknowledge the work of **Andrew Cleverly** and **Matt Evrard** from the **NSW Waratahs** team for their leadership and ongoing support of our pathways.

Our success is built on collaboration, and I wish to thank **Mark Green** and **Peter Murphy** for their continued support of all junior programs.

A special mention must go to **Ben Gregory** (NSWJRU Life Member) for his tireless dedication in his dual roles as GM NSW Juniors and NSWJRU VP Representatives. Ben's enthusiasm, commitment, and vision continue to drive participation and opportunity across the state. Much of the resurgence in the older age groups can be directly attributed to his efforts, with significant growth again in the U18/Open State Championships for both boys and girls. A testament to this depth of talent, our **NSW Junior XV** alongside both the **NSW Schools** teams that reached the U18s Championship Final at the ASRU Tournament. Whilst our **U18 NSWJRU Barbarians** team won the Rugby AU Div 2 National Championships.

These achievements would not be possible without the extraordinary contribution of our **volunteers**. Many also serve as representatives on the NSWJRU Board, and I thank them sincerely: **George Roper** and **Michael Clark** (Sydney Juniors), **Renee Park** and **Racheal Marsh** (NSW Country), and **Craig Howe** and **Mark Bos** (NSW Schools).

I also extend my gratitude to the NSWJRU Executive—**Nicki Willner, Ben Gregory, Gary Paton** (NSWJRU Life Member), **Ben Kooyman**, and **Kerry Brady** (NSWJRU Life Member)—for their dedication and support. Special thanks to **Ben Kooyman**, who stepped down as Secretary during the season. His attention to detail and governance expertise have been invaluable and will be greatly missed.

My appreciation also goes to the NSW Junior Patron, **Piper Duck**, for her ongoing support of junior rugby throughout 2025.

Over and above volunteer effort, financial support is vital. I thank all our **sponsors** for their generosity, particularly **Peugeot** who have joined us as the major sponsor of our signature State Championships. **Wahu**, and their much-loved Wahu minis packs and giveaways at tournaments. **Estilo Travel** who have been fabulous long-term partners. The **Positive Rugby Foundation** also continues to play a vital role, particularly through its support of our country communities.

A very special thank you, as always, goes to the **Rugby Club Foundation** for their exceptional and ongoing support of junior rugby across New South Wales. Under the leadership of **Angus Bruxner, Peter Whittington**, and **Lisa Kane**, the Foundation again generously covered all NSW team entry fees for the State Championships—an incredible gesture of support for grassroots rugby. In addition, the Foundation has provided significant funding for the development of junior coaching and referee courses, strengthening our game at every level.

The scale and success of our programs are a reflection of the dedication of so many stakeholders. I am sincerely grateful for the collective effort that continues to underpin the strength of the junior game in our state.

After four seasons as President, I believe the time is right to step aside and allow new leadership to further drive the consolidation and growth of junior rugby. I remain committed to supporting the



game through continued involvement in State Championships and administration, and to advocating for a unified, collaborative model that aligns all parties toward shared goals.

There remains much work to be done, but with growing unity and momentum, I remain optimistic and excited about the future of junior rugby and the community game as a whole.

**Yours in Rugby,**

**Andrew Hutton**

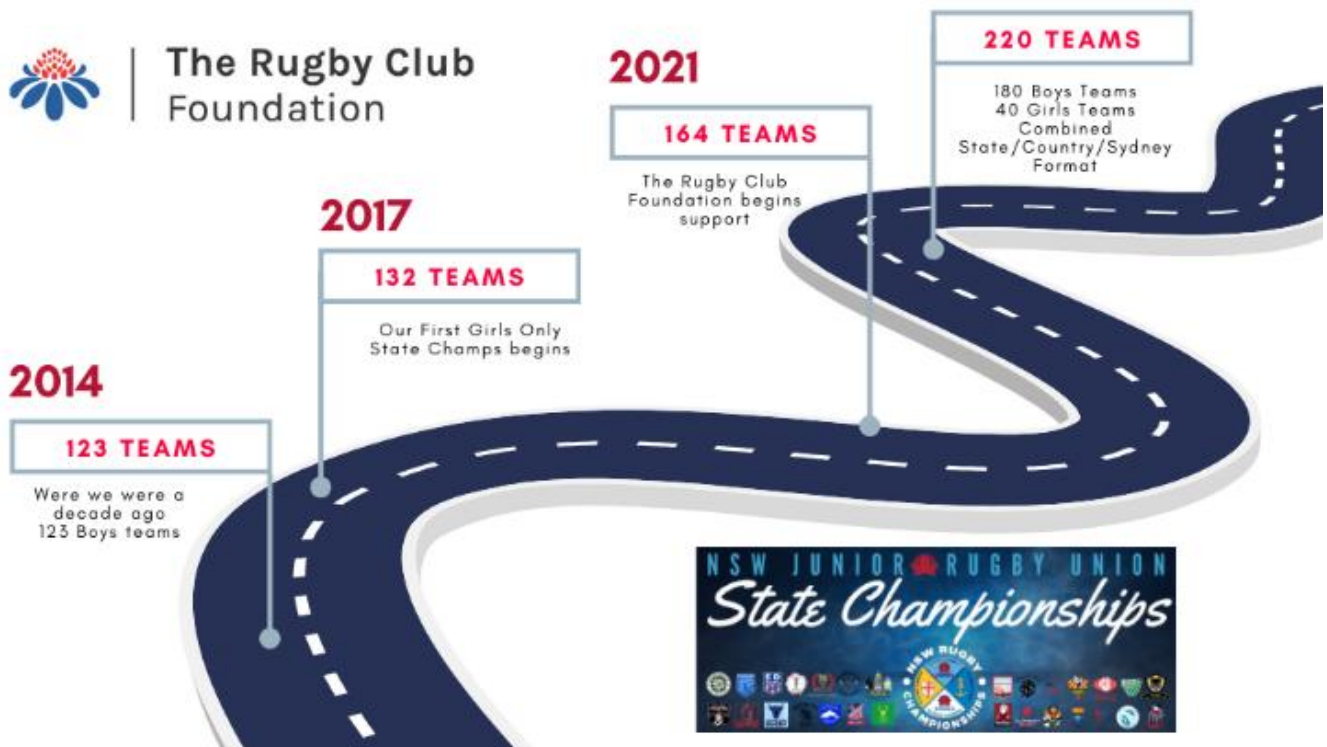
President, NSW Junior Rugby Union

Director, NSW Rugby Union

## THE GROWTH OF THE

# NSW Junior State Champs

The pathway of progress over the past decade





## **NSW Juniors 2025 Commercial Report**

### **Overview**

I present the Finance Report of NSW Rugby Juniors for the year ended 30 September 2025. The organisation had an operating profit of \$184,606 for the 2025 financial year.

### **Statement of Profit and Loss**

The successful result for the last financial year was due mainly to the generous support and sponsorship from The Rugby Club Foundation for both the State Championships XVs, Tri Tag State Championships and 7s State Championships, along with the sale of merchandise at 7s State Championships and associated Gala Days during the year along with significant savings on the cost of Merchandise and Streaming costs. Thank you to The Rugby Club Foundation for their ongoing support, this support continues to aide NSW Juniors in keeping costs for our teams/players low.

The majority of our merchandise sales were conducted online again this year through our merchandise supplier Sinalli which has eliminated the need for the Committee to sell the merchandise at State Championships and resulted in a significant saving in time and effort along with easier account reconciliation. This year Sinalli provided a significant contribution to the cost of merchandise resulting in circa \$30k saving.

NSW Juniors also received support for expenses to run the State Championships from Orange City Council for \$9,000, Mid-West Regional Council (Mudgee) for \$6,000, Maitland Junior Rugby for \$4,000 and Dubbo Junior Rugby Club for \$6,000 – to assist in covering accommodation and travel expenses for Referees.

This year NSW Rugby kindly paid for the majority of the streaming costs with NSW Juniors only needing to contributed \$21,840.91.

This year it was agreed that NSW Juniors would cover the full cost attributed to Referees, meaning SJRU and NSW Country would not need to contribute to this expense. In turn there would be no disbursement of merchandise sales revenue to these affiliates.

### **Balance Sheet**

Trade and Other Receivables of \$3,762, as at 30 September 2025, this is outstanding team levies from South Coast Monaro and Melbourne Harlequins for the State Championships. Trade /Account Payables are \$5,286.60 as at 30 September 2025 – Scarred Lens Photography and Awards @ Ryde these amounts have been subsequently paid as at 25<sup>th</sup> November 2025 and 18<sup>th</sup> October 2025 respectively.

### **Conclusion**

NSWJRU has Total Members' Funds in all accounts as of 30<sup>th</sup> November 2025 are \$416,370.49.

Recommendation: With the introduction of the NSW 7s State Championships to the NSW Juniors event calendar, I recommend moving the Financial Year to better align with when our income and expenditure is incurred for events, this would see the move of our financial year to January to December.

Lastly, I would like to thank all the NSWJRU committee members for the work they do behind the scenes in ensuring hosted events run as smoothly as possible and year on year producing a successful State Championships.

Nikki Willner  
VP Commercial  
25 November 2025

# Profit and Loss

## New South Wales Junior Rugby Union Inc For the year ended 30 September 2025

	2025	2024
<b>Trading Income</b>		
Interest Received	1,767.17	1,445.44
Representative Team Income	205,185.08	81,085.62
Sale of Merchandise	875.00	3,338.81
Sale of NSW Rugby Championships Merchandise	30,156.24	66,400.36
Sponsorship Income	104,679.68	75,600.00
State Championship Income - 15 a-side	151,420.91	23,500.00
State Championship Income 7's	55,350.00	-
State Championships Income - Tri Tag	3,381.82	-
U16 NSWJRU President's XV Fees	-	2,239.94
<b>Total Trading Income</b>	<b>552,815.90</b>	<b>253,610.17</b>
<b>Cost of Sales</b>		
Cost of Goods Sold	-	38,213.17
<b>Total Cost of Sales</b>	<b>-</b>	<b>38,213.17</b>
<b>Gross Profit</b>	<b>552,815.90</b>	<b>215,397.00</b>
<b>Operating Expenses</b>		
Accounting Expenses	582.96	-
Administration Expenses	1,154.55	771.59
Bank and Square Fees	30.00	31.00
Costs of Sale of Merchandise	1,245.66	-
Media	26,840.91	-
Purchase of Merchandise	8,480.16	17,561.90
Representative Team Expenses	187,775.74	9,725.09
State Championship Expense - Tri Tag	4,726.60	-
State Championship Expense 7's	10,491.00	-
State Championship Expenses - 15 a-side	125,242.17	206,466.27
Website Expenses	1,639.50	2,406.86
<b>Total Operating Expenses</b>	<b>368,209.25</b>	<b>236,962.71</b>
<b>Net Profit</b>	<b>184,606.65</b>	<b>(21,565.71)</b>

# Balance Sheet

## New South Wales Junior Rugby Union Inc As at 30 September 2025

	30 SEPT 2025	30 SEPT 2024
<b>Assets</b>		
<b>Bank</b>		
Commonwealth Bank - Cheque	334.33	334.33
Commonwealth Bank - Online Saver	300.11	35.46
Maximiser	15,402.68	106,335.16
Working Account	214,981.79	70,329.34
<b>Total Bank</b>	<b>231,018.91</b>	<b>177,034.29</b>
<b>Current Assets</b>		
Accounts Receivable	3,762.00	6,000.00
Accounts Receivable 2021	-	38,952.00
Provision for Debtors	117,545.45	-
<b>Total Current Assets</b>	<b>121,307.45</b>	<b>44,952.00</b>
<b>Total Assets</b>	<b>352,326.36</b>	<b>221,986.29</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
Accounts Payable (Zero)	5,286.60	84,024.01
GST	(314.25)	(2,944.17)
Provision for Creditors	21,840.91	-
Rounding	(0.02)	(0.02)
<b>Total Current Liabilities</b>	<b>26,813.24</b>	<b>81,079.82</b>
<b>Total Liabilities</b>	<b>26,813.24</b>	<b>81,079.82</b>
<b>Net Assets</b>	<b>325,513.12</b>	<b>140,906.47</b>
<b>Equity</b>		
Current Year Earnings	184,606.65	(21,565.71)
Retained Surpluses	140,906.47	162,472.18
<b>Total Equity</b>	<b>325,513.12</b>	<b>140,906.47</b>



## NSW Juniors 2025 Representative Report

Ben Gregory  
VP Representative  
25 November 2025

It continues to amaze me that every year when I sit down to reflect on the season just passed, that the scale and enormity of the programs that we now offer to our young rugby players continues to get grow every year. Season 2025 is no different and we can proudly say it has been another epic year for NSW Juniors.

There were a few big changes on the cards for season 2025. Obviously one of the biggest changes was my appointment to the role of General Manager, NSW Junior Rugby. The other big change was the State 7s Championships transitioning to NSW Juniors to oversee. And lastly the creation of the Tri Tag State Championships gave NSW Juniors the complete suite of Rep programs across all formats of the game.

The Inaugural **NSW Junior Tri Tag State Championships** kicked off in early March with 35 teams contesting across the various age categories. A huge thanks to Oatley Junior Rugby Club for hosting what was a fantastic day at Riverwood Park. Special thanks to Mark Gasnier for his support in getting this event up and running. Congratulations to the winning teams. These championships have a special place as they saw sides from both clubs and school rugby participating together in the one carnival. Nominations for the 2026 have opened and we are four months away and already have such numbers nominated that 2026 will be a record.

From this event we were able to select our very first **NSW Juniors Tri Tag Representative sides**. Whilst these were mostly merit teams at this point in time, we did have the opportunity for the U12-U14 boys (pictured) to be able to play an exhibition game during the Wallabies vs Argentina test match in August. A fabulous opportunity

2025 NSWJRU Tri Tag State Champions	
🏆	All Ages – Dural Rugby Club
🏆	Minis U7-U9 – Rockdale Rugby Union Club
🏆	U10/11 Girls – Dural
🏆	U10/11 Boys – Merrylands Junior Rugby Club
🏆	U12/14 Girls – Merrylands
🏆	U12/14 Boys – Newport Junior Rugby Club
🏆	U16/18 Girls – Newport
🏆	U15/18 Boys – Merrylands

for these young Rep players to showcase their skills and Tri Tag in front of a crowd of over 40,000.



Our signature event is the **Peugeot NSW Junior State Championships** and again in season 2025 we were wonderfully supported by **The Rugby Club Foundation**. Their extreme generosity meant that every team entered (from NSW and beyond) had their entry fee covered by The Rugby Club Foundation. A fabulous commitment to the junior game and we thank them.

It is again pleasing to be able to report that the 2025 Peugeot NSW Junior State Championships saw a record number of 217 teams participating across all the age groups. We had teams from all of the Zones and Districts as well as visiting teams from ACTJRJ, Southern Inland, South Coast Monaro, Melbourne Harlequins and the San Diego Legion.

We were ably supported by some tremendous host venues and despite some weather issues for the Under 12s, all our championships were contested in 2025. We'd like to thank our host clubs and their teams of volunteers without which we couldn't offer up such a fantastic event each year. The host venues and host clubs for 2025 were;

- U10 – Doyle Fields, North Parramatta (The King's School)
- U11 – Glen Willow Sports Complex, Mudgee (Mudgee Wombats)
- U12 – North Tuncurry Regional Sports Complex, Forster/Tuncurry (Manning River Ratz)
- U13 – Waratahs Sports Complex, Orange (Orange City Rugby)
- U14 – Apex Oval, Dubbo (Dubbo Roos Junior Rugby)
- U15 – Marcellin Park, Lorn (Maitland Blacks Rugby)
- U16 – Eric Tweedale Oval, Granville (Two Blues Rugby)
- Opens – St Lukes Ovals, Concord (West Harbour Juniors)
- U12 Development Gala – North Narrabeen Reserve, Warriewood (Narrabeen Tigers)

Congratulations to our 2025 Champions and well done to all involved. The results were;

2025	NSWJRJ State Champs	Winner	Estilo U12 Dev	Winner	Estilo U12 Dev	Winner
U10 Boys	<i>The Dr John George 'Spirit of Rugby' Shield</i>	Mid North Coast	Girls 'Spirit'	Hunter	Boys 'Spirit'	Syd Uni-West Hbr
U11 Boys	<i>The G.R.Paton 'Spirit of Rugby' Shield</i>	Northern Suburbs / Central Coast	<b>Sydney Cup</b>	<b>Winner</b>	<b>Country Champs</b>	<b>Winner</b>
U12 Boys	<i>The J.C.Degotardi Trophy</i>	Penrith	<i>The U12 Sydney Cup</i>	Penrith	U12 Country	Far North Coast
U13 Boys	<i>The B.J.Gregory Shield</i>	Penrith	<i>The U13 Sydney Cup</i>	Penrith	U13 Country	Hunter
U14 Girls	<i>The Phil Warner Trophy</i>	Illawarra	<i>The P.G.Taylor Cup</i>	Penrith	U14 Girls	Illawarra
U14 Boys	<i>The Hawton Trophy</i>	Northern Suburbs	<i>The B.O.Killham Cup</i>	Eastwood	U14 Boys	Hunter
U15 Boys	<i>The John Goddard Shield</i>	Gordon	<i>The G.I.Ferris Cup</i>	Gordon	U15 Boys	Hunter
U16 Girls	<i>The Kerry Brady Shield</i>	Penrith	<i>The A.A.P.Cooper Cup</i>	Penrith	U16 Girls	Central Coast
U16 Boys	<i>The Chas Hansen Trophy</i>	Two Blues	<i>The A.E.Fisher Cup</i>	Warringah	U16 Boys	Hunter
U18 Girls	<i>The J.B.Carroll Shield</i>	Syd Uni / Manly	<i>The S.J.R.U Cup</i>	Syd Uni	U18 Girls	Central North
Opens (U18 B)	<i>The NSWJRJ Shield</i>	Randwick	<i>The W.M.A.Hunt Cup</i>	Randwick	Opens (U18 B)	Hunter

The Estilo Travel U12 Development Gala continues to grow as a vital piece of the pathway and this year we were pleased to be able to field teams from the Lloyd McDermott Foundation which enhanced the event for all participants.

Following on from State Champs was the Regionals tournament which is a basically selection carnival for the Sydney and NSW Country teams. Hosted at Camden Rugby Park by the Camden Rugby club, it was a fantastic two days of rugby which gave selectors the information they needed, and the resultant Sydney and NSW Country teams were selected.

At the end of July, we travelled to Newcastle Sportsground No 2 for the Annual clash of the traditional rivals - the City vs Country Carnival. Hunter juniors were our superb hosts and we saw a large crowd flock to see 7 really high-quality games of rugby. The NSW Country teams certainly came to play, and it was a magnificent day of Junior Rep Rugby. Unfortunately, one of the games ended up a technical forfeit due to a breach of the uncontested scrum rules, but that didn't take away from the spectacle at all.

Gabriel Sanatarossa and Aramia Royal were the winners of the Dave McCormack Shield from the U14 games.

2025	
U14 Boys (Tim Gavin Shield)	SJRU 29 defeated CRU 26
U14 Girls (Sponsors Plate)	CRU 28 won on forfeit SJRU 0*
U15 Boys (Steve Tuynman Cup)	SJRU 25 defeated CRU 3
U16 Girls (Mahalia Murphy Shield)	SJRU 24 defeated CRU 5
U16 Boys (Ella Cup)	CRU 31 drew with SJRU 31
U18 Girls (Grace Hamilton Shield)	SJRU 26 defeated CRU 10
U18 Boys (Michael Brial Cup)	SJRU 31 defeated CRU 27

As always, the U16 and U18 boys also have extra pathways in these age groups. The U18 boys started with 'Open' Trials for the Sydney and NSW Country teams at the start of May. These teams then went on to contest games against CHS, GPS, CCC & AICES as part of the NSW U18 selection pathway. The same followed in the U16 age group out at St Gregory's on the Saturday and Sunday following. CAS were the dominant side in both the U18 and U16 age groups, winning all their games.

From these games we saw the two NSW Schools Sides and the NSW Juniors XV selected to attend the Australian Schools Rugby Championships. We also had a NSW U18 Barbarians team selected from the NSWJRU State Championships, that attended the Rugby AU National Championships. NSW I and the NSWJRU Barbarians each won their respective Finals.

The U16s pathway saw both Sydney and NSW Country play their NSW Schools counterparts for places in the NSW U16 Waratahs side. This Waratahs U16 side then went on to win the U16 Super title undefeated, and thus we saw many of the NSW Schools and Club rugby players then selected into the U16 Australian team.

For the first time the Girls had an extra opportunity in the XVs format at the Rugby AU National Championships where both SJRU & NSW Country had sides entered in both the U16 & U18 age group. SJRU went on to win the final in both age categories. Following the XVs format the girls switched to 7s for the ASRU Champs where NSW lost the final to Queensland.

The girls also had an extra opportunity with NSW Juniors selecting teams in the XVs format across the U15, U16 and U18 age groups that played a Provincial Tri-Series against Rugby Vic and ACT Brumbies in Wagga Wagga. The carnival was a huge success, with NSW dominating, but everyone left wanting more pathways for the girls – 2026 will be a huge year in this space.

A new initiative in 2025 was a Development team selected from the State Champs in the U14 age groups for Boys and Girls which then toured to Adelaide to play against South Australia and Tasmania. This team was selected from those that missed selection into a Regionals team and was designed to give development opportunities for these players as well as giving our southern cousins appropriate competition to grow the game in their states. The feedback was huge from both sides and this is again on the cards for 2026.

The NSW Junior State 7s Championships fell under the control of NSW Juniors for the first time in 2025 and with that we saw a number of changes to the event. With the support of Mid-Western Regional Council and the Mudgee Rugby Club it was moved to Glen Willow Sports Complex, Mudgee. We also tightened the eligibility criteria for players, whilst running an official Player Pool, slightly changing the format to facilitate more games and executed all the administration solely through Rugby Xplorer for the first time. So, there was plenty of movement – but the end result was the best State 7s Championships that we have seen. The positive feedback from all and sundry was outstanding. I think the best way to wrap up the carnival was the fact we had 421 games of 7s played and not a single red-card was issued the entire championships.

A huge thanks to **Michael Doyle** who was recognized for his service by the naming of the U17 Boys Shield after him – the **M.H.Doyle Shield**. We must also thank the multitude of people involved as it is an enormous task to put on such an event... We are back to Mudgee in 2026. Congrats to the winning teams.

The 7s Rep program for NSW then kicked off with selections and a Possible v Probable day was set for those selected and we were pleased to be able to initiate and facilitate a Rep team from the Sports High Schools to join this day and offer Talent Identification opportunities for more of our talented young players across the

2025	State Champs 7s	Winner
U11 Boys	<i>Spirit of Rugby' Shield</i>	Mid North Coast Black
U13 Boys	<i>NSWJRU Shield</i>	Hunter Wildfires
U13 Girls	<i>NSWJRU Shield</i>	Randwick
U15 Boys	<i>NSWJRU Shield</i>	Eastwood
U15 Girls	<i>NSWJRU Shield</i>	Manly
U17 Boys	<i>The M.H.Doyle Shield</i>	Gordon
U17 Girls	<i>NSWJRU Shield</i>	Gordon



juniors and school's network. Final teams are yet to be announced.

We rounded out the year with the selection of an U16 NSW Girls Development XV that will be touring the USA next April. This team was selected from those girls that missed selection into the Sydney or Country teams. With the change in format for the Girls with the SJRU and NSW Country U16 & U18 teams heading straight to the Rugby AU Nationals instead of Regionals we noticed that there were plenty of quality girls missing out. Thus, the tour was born. In 2026 we will be selecting a second team for both SJRU and NSW Country which will attend the regionals in the U16 Girls space.

From here a touring U16 Girls Development team will be selected to play in Japan at the end of the year alongside an U15 Boys Development team as well. Touring is part of the Rugby DNA and we plan to bring this back as a regular offering in our programs.

I think it is fair to say that 2025 has been enormous – and 2026 already looks bigger.

There are so many people to thank for such a season. I must thank President **Andrew Hutton** and all the NSW Juniors Executive (**Nikki Willner & Gary Paton**), the affiliates and their representatives, our Host Clubs and Schools and their volunteers for their amazing contribution to our programs. Also, thanks to **Linda Hutton** (Girls), **Andrew Cleverley** (Waratahs), **Chuck Ardron** (Schools), the SJRU Comp team and all the NSW Development staff from your amazing work.

I'd also like to thank all our NSW Juniors Coaches and Managers, volunteers, the Presidents of all the Zones and Districts, and of course **Matt Tink** and our referees who are vital to everything we do in junior rugby around the state.

Enjoy the offseason and we kick on again in 2026.

**Yours in Rugby,**

**Ben Gregory**

VP Representative, NSW Junior Rugby Union  
GM, NSW Junior Rugby Union







# **NSW Country Junior Report 2025**

The 2025 season was a year of positive growth, representative success, and strengthened alignment across junior rugby in NSW Country. Expanding opportunities for girls and boys, enhancing pathways, and deepening engagement across Zones contributed to a highly successful year.

## **Representative Program**

The Representative Program continued to strengthen, delivering some of our most successful outcomes to date.

A major highlight was the Annual NSWCRU Coaches Weekend, which was hugely successful and remains a critical first event each year. It sets the tone for our Representative Program, supports alignment across coaching groups, and ensures that all staff start the season with shared expectations, standards, and learning.

This year also saw strong satisfaction and much enjoyment across players, coaches, physios and managers, reflecting improvements in communication, program structure, and support systems. This is reflected in the exceptionally high numbers of team staff reapplying for roles into 2026.

Representative achievements included:

- First-time inclusion of both U16 and U18 Girls teams in the ASJRU Tournament. This was a successful event that gave our teams the opportunity to showcase the depth of girls' rugby across country NSW.
- The U18 Girls match against QLD Country at the Santos Festival of Rugby, demonstrating the strength of our pathway. Two players required late replacements after earning call-ups to the Waratahs Women's team—a significant milestone for junior development.
- Continued strong performances and record higher-level selections from both boys' and girls in each age group.
- Multiple players selected into Waratah and Waratah Women's squad who have come through the NSWCRU Representative Program.
- Multiple coaches selected into higher-level coaching roles
- More consistency in results with all games across all age groups more consistently competitive

## **Participation Across Zones and Competitions**

NSW Country recorded **11,535 total junior participants**, reflecting **2.9% growth**. Retention remained steady at **59.3%**, with **4,822 new players** joining the game.

### **Zone Highlights (Short Summary)**

- **Hunter JRU:** 2,573 participants; **5% growth**.
- **Central West:** Strongest performance — **14% growth** and highest retention (**65.5%**).
- **Central North:** Stable participation (+1.8%).
- **Illawarra:** **11.2% growth**, driven by new minis players.
- **Far North Coast:** -7.4% decline but good retention (58.8%).
- **Mid North Coast:** Stable numbers (+0.2% growth; 64.8% retention).

- **Central Coast:** –1.3% decrease; strong retention (62.5%).
- **New England:** +1.3% growth with consistent returning players.
- **Western Plains:** continued growth in participation

Overall, participation trends show improving recruitment, consistent retention, and strong expansion in girls' competitions and opportunities.

## Administrative Support & Compliance

Governance & Compliance review was a key focus this year.

Michael Flude surveyed and met with every Zone, ensuring all had an opportunity to contribute feedback. Many clubs and Zones also received individualised review summaries, supporting local planning and helping identify areas for improvement.

Additional governance improvements included:

- Clearer communication pathways with Zones and committees
- Strengthened compliance processes
- Updated representative program guidelines
- Improved administrative support
- Improved alignment direction between NSWCRU & NSWRU & NSWRU Development Staff
- Consultation process with each Zone in preparation for development & implementation of NSWCRU Strategic Plan.

These initiatives contribute to a more consistent, aligned, and sustainable structure for rugby throughout Country NSW.

## Focus Areas Identified for 2026

- Continued expansion of girls' pathways and local competitions
- Increased coaching and referee development opportunities to address referee shortages and coach shortages (particularly coaches for Girls and Women's teams)
- Enhanced support for each Zone Competition
- Stronger school–club collaboration
- Integrity Support Resource
- Junior to Senior transition
- Volunteer Burnout and Volunteer Appreciation
- Improved and enhanced communication processes

## Acknowledgement and Thank You

Thank you to our players, parents, volunteers, coaches, managers, referees, Club committees, Zone committees, our GM Carl Jones and the NSW Country Rugby Union Board. Your contribution ensures young people in regional NSW can enjoy the game and continue to grow within it.

Renee Park  
VP NSW Country  
25 November 2025



## **NSW Schools Report 2025**

The Championship/trial days were a fantastic showcase of school student Rugby Union. Please refer to the excellent Report put together by Mark Bos. Also special thanks to Mark for the work he took on to ensure the competitions continued soothly at late notice.

Our representative teams performed very well at the ASRU championship and trial winning the Boys 18's and 16 Girls and runner up in the 18 girls. We had students from across the majority of our associations gaining selection in the Australian Schools boys' team and the Australian Schools Girls 7's team.

Again, the collaboration between NSW Rugby, NSW Schools and NSW Juniors has been a fruitful one which has provided opportunities for a lot more players to experience high level representative Rugby which can only benefit the game moving forward and create an environment where players can showcase their talents against the best from across the state. Especially the provision of an opportunity for players to attend the NSW Schools Trials that would otherwise not have been able to.

I would also like to thank the many people involved in NSW Schools Rugby for the tireless work ensuring that we continue to provide our students with a great representative experience, the NSWSRU committee, Association delegates, Coaches, Managers, Physio's, and Selectors.

Special thanks to the Executive members Chuck Ardron (Secretary) and Jed Peisley (Treasurer) for their outstanding support and dedicated work throughout the Rugby season and to John Guy and Keiran Smith who took on the roles of Boys and Girls directorships respectively.

On the competitions front the Waratah Shield has made larger steps forward this year and with a much larger number of teams competing, around 50 up from around 20 in 2023 and looks to continue the path to rejuvenation. The view is to make it bigger and better over the coming years with initially CHS, CCC, ISA Div 2 and AICES providing teams to compete. Hopefully into the future we may see it expand or another tier emerge incorporating GPS, CAS, ISA and the CHS Sports high schools. Thank you to Andrew Hill for driving this. This inclusion of the Waratah W shield recently is also another dimension to the schools' competitions. Thanks to Ben Gregory for his work in this space.

NSW Rugby have been great supporters of our Association, and I would like to acknowledge Mark Green, Andrew Hill, Matt Evrard, and Andrew Cleverley and all the staff at NSWRU for their continued support in all areas and for allowing us the opportunity to use the Waratahs facilities. Their expertise certainly enhances our program immensely. Also, to Sydney Juniors and Country Juniors for their roles in our collaboration.

Craig Howe

President NSWSRU

# **NSW Schools Rugby Union**

## **Boys Trials Review**

The 2025 Boys Open trials were conducted on Thursday the 26<sup>th</sup> of June at SHORE playing fields and Friday 27<sup>th</sup> of June at Southern Districts Forshaw Rugby Park.

12 teams took part in the trial and were graded into 3 pools of 4

Pool A CAS 1, AAGPS 1, ISA 1 and CHS

Pool B CAS 2, AAGPS 2, ISA 2 and SJRU

Pool C AAGSP 3, CCC, AICES and CJRU

On day 1 teams play 2 games each which were of 20-minute halves.

On day 2 teams played 1 game of 30-minute halves.

Games for AAGPS on the Friday had to start after 3pm to allow for boys at The Kings School to finish their final Cadet Parade.

Draw and Results are in attached document.

### **Rugby Explorer**

With the assistance of Ben Gregory at NSWRU all teams were entered into Rugby Explorer and the games were scored in the APP and live results were able to be seen by the public on Rugby Match Day App.

### **Live Stream**

All games were live streamed by NSW Rugby TV figures for the streaming were 2854 unique users. 1946 watching live matches

### **Grounds**

SHORE The grounds and facilities at SHORE were of a very high standard with plenty of change rooms grandstand seating and food and drink services. The only thing not available was a PA system.

Forshaw Rugby Park The main ground was in good condition however the second field for warm up was not in the best condition, but it is only for warm up. The lighting had to be enhanced with the addition of daymakers paid for by CAS. The food and drink services were of good quality. There were enough changerooms for the teams.

### **Staffing**

3 Casual staff were provided sourced from Knox Grammar Schools casual staff for the day.

### **Referees**

NSWRA supplied the referees for the 2 days and NSWSRU was invoiced for this service \$1400

The U16s Trials were held at St Gregory's College Campbelltown on Saturday 28 & Sunday 29 June.

8 Teams competed at the trials.

CAS, CCC, CHS, ISA 1, ISA 2, AICES, Presidents A and Presidents B

On day 1 teams play 2 games each which were of 20-minute halves.

On day 2 teams played 1 game of 30-minute halves.

Draw and Results are in attached document.

### Rugby Explorer

With the assistance of Ben Gregory at NSWRU all teams were entered into Rugby Explorer and the games were scored in the APP and live results were able to be seen by the public on Rugby Match Day App.

### Live Stream

All games were live streamed by NSW Rugby TV figures for the streaming were 1558 unique users, 920 watching live and 622 replays and 26 watching the highlights.

### Grounds

The grounds at St Gregorys were in good condition and 4 changerooms were available for use. Food and drinks were provided by a food truck and coffee cart from outside providers.

### Staffing

4 Casual staff were provided sourced from Knox Grammar Schools casual staff for the day.

### Referees

NSWRA supplied the referees for the 2 days and NSWSRU was invoiced for this service \$950

### Trophies

The trophies for the trails all need updating and budget needs to be set a side to do this work.

### Recommendations for 2026

For the Opens it is recommended that we request the use of SHORE or St Josephs College for the Thursday of the Opens trials. Friday it would depend on if games were to be scheduled at night due to issues with GPS player availability earlier in the day if this is not required then we could stay at SHORE or St Josephs if it is required, we would need to look at Knox or Southern districts being mindful that lighting would need to be hired for the games.

Alt	Field 1			
9:00	12:45	ISA 2	v	SJRU
10:10	14:00	ISA 1	v	CHS 1
11:20	15:15	AICES	v	CJRU
12:30	16:30	CCC	v	GPS 3
13:40	17:45	CAS 2	v	GPS 2
14:50	19:00	CAS 1	v	GPS 1

For the U16 there are issues around a potential clash with the Rugby League Tournament. At this stage, the proposed dates for the Rugby League are Saturday July 4-Friday July 10. It is also confirmed that the 15&U age group will become 16&U for the RL.

If these dates are confirmed we will not need to change our dates and it is recommended that we return to St Gregorys College.

The draw for the U16s based on this year results would be as follows

Day 1 Saturday 27th June

9:30	CAS	v	ISA Gold	Game 1
10:20	ISA Black	v	CCC	Game 2
11:10	CHS	v	AICES	Game 3
12:00	Pres A	v	Pres B	Game 4
12:50	Winner Game 1	v	Winner Game 2	Game 5
13:40	Loser Game 1	v	Loser Game 2	Game 6
14:30	Winner Game 3	v	Winner Game 4	Game 7
15:20	Loser Game 3	v	Loser Game 4	Game 8

Day 2 Sunday 28th June

10:00	Loser Game 6	v	Loser Game 8	CUP FINAL
11:30	Winner Game 6	v	Winner Game 8	BOWL FINAL
13:00	Loser Game 5	v	Loser game 7	PLATE FINAL
14:30	Winner Game 5	v	Winner Game 7	SHIELD FINAL

Craig Howe  
VP NSW Schools  
25 November 2025



## **SJRU Report 2025**

In 2025, the SJRU continued its core XVs competitions, with Friday night fixtures for U10 to U12 and Sunday matches spanning U10 through to Opens. We also launched a successful Girls 15-a-side tournament, complementing our growing calendar of 7s competitions throughout the year.

As in previous seasons, the Sunday XVs competition commenced with two gala grading rounds on 6 and 13 April, followed by the first round of the main competition in early May. The season culminated in grand finals held on Friday 29 August and Sunday 31 August.

Aligned with our five-year strategic plan, the Board's top priority remained increasing junior rugby participation across Sydney. Over the past two years, we've concentrated on reversing the decline in Minis numbers. In 2025, we achieved our strategic goal of stabilising and growing Minis participation, thanks to key changes that gave clubs greater flexibility to schedule games across Fridays, Saturdays, and Sundays and the expansion of interdistrict Minis fixtures which has significantly enhanced the experience for a number of our districts.

We are proud to report a 12.4% increase in Minis participation this year and I'd like to express our sincere thanks to the Rugby Club Foundation, whose generous funding support, helped drive these Minis initiatives.

The third edition of the Pasifika Cup, held in late 2024, saw strong growth and is now a permanent fixture on the junior rugby calendar. We look forward to an even larger fourth edition scheduled for the final weekend of November 2025.

Congratulations to all players selected to represent Sydney at the annual City vs. Country Carnival in Newcastle this July. Sydney teams delivered an outstanding performance, securing five wins and one draw from seven matches against NSW Country Juniors.

In a landmark achievement, our Under 16 and Under 18 Girls teams competed in the inaugural Rugby Australia Junior Championships on the Sunshine Coast, where both teams claimed the national title in their respective age groups.

In 2025, SJRU undertook a brand refresh and significantly enhanced its social media presence. These efforts led to a dramatic increase in follower engagement and visibility across platforms.

We also strengthened our governance framework by implementing a comprehensive risk management system, including a Risk Appetite Statement, Risk Matrix, and Risk Management Policy, ensuring robust oversight and accountability across all operations.

My sincere thanks to our Competition Management team of Shane Williams, John Glen, and Alexis Bonita, for their tireless work, and to Mark Green, General Manager of NSW Community Rugby, for his unwavering support.

I also extend heartfelt appreciation to my fellow Board members:

- Michael Clark – Northern Zone

- Michele Biet – Reps
- Fiona Lawson – Southern Zone
- Sheila Mitchel – Competitions
- Nik Ruparel – Finance
- Lisa Rothwell – Minis
- Murray Ashby – Secretary
- Bernard Tuimau – Western Zone

Finally, thank you to all SJRU-affiliated clubs, districts, and their committees for your invaluable contributions, and to the many volunteers who supported our players and programs throughout the year.

After four incredibly rewarding years, I am stepping down as Chair of the SJRU. It has been an honour to serve this vibrant community and collaborate with the passionate volunteers, administrators, and supporters who make junior rugby in Sydney so special. I am deeply proud of the progress we've made together and I wish the new board great success with taking junior rugby in Sydney from strength to strength.

George Roper  
VP SJRU  
25 November 2025

