



SINGAPORE RUGBY UNION



ANNUAL REPORT FOR THE FINANCIAL YEAR ENDING 31st MARCH 2023

CONTENT



	Page	
Message from Our President	1	Singapore Rugby Union (SRU) strives to promote physical activity for health and wellness, foster community engagement and bonding for social inclusiveness and integration, and inspire the Singapore Spirit through the sport of rugby.
Management Committee	2	
National Teams Commission	3	We also aim to raise the competitive standards of Singapore players for sustainable elite performance on the international stage whilst sanctioning and organising rugby tournaments and events in Singapore.
Administration & Finance Commission	5	
Competitions Commission	7	
Rugby Development Commission	8	OUR VISION Inspiring our community in union.
Marketing & Commercial Commission	11	OUR MISSION We inspire our community to excellence with good governance, effective leadership and active engagement.
International Relations Commission	12	
Governance Policies	13	OUR CORE VALUES
Audited Financial Statements	14	<ul style="list-style-type: none">• Passion• Unity• Respect

MESSAGE FROM OUR PRESIDENT

I am delighted to share with you some remarkable achievements and updates from our rugby community. It has been an outstanding year for our National Teams, both our Men's and Women's Teams, as they secured victory in the Asian Rugby Sevens Trophy, earning a well-deserved promotion into the Asian Rugby Sevens Series commencing in September 2023. This accomplishment is a testament to their hard work and dedication.

Our Sevens program has been robust throughout the year, resulting in our Men's and Women's Teams securing bronze and silver medals, respectively, in the SEA Sevens Tournament. We are immensely proud of their achievements.

Looking ahead, we are in the process of planning to resume our 15s programs for both men and women in the upcoming financial year, reinforcing our commitment to fostering talent at all levels.

In the realm of administration and finance, I am pleased to inform you that all outstanding audit matters have been successfully resolved. Furthermore, we are actively working on reapplying for our IPC Status, a significant milestone for our organization.

Regarding competitions, 2022 marked the return of club competitions for both men and women. We kicked off with the Club 7s in June/July, followed by an exciting shortened version of the Under 19 competitions played in a 10-a-side format. Our men's league resumed and ran through from November to March, providing thrilling rugby action for our fans and players alike.

On the international front, SRU continues to champion the development of rugby sevens in the South East Asian region through a collaborative effort with our SEA neighbours in reviving the SEA 7s tournament which will be held in Singapore and Bangkok in 2023. The SEA 7s Series aims to bring the sport back to the limelight after a four year hiatus from the SEA Games.

With the Singapore leg of the SEA 7s organized as a fringe competition to the World Rugby's HSBC Rugby 7s Singapore, it will help grow the marquee sport event into an even bigger rugby festival in Singapore. Through a close collaboration between the Singapore Tourism Board, Sport Singapore and Singapore Rugby Union, Singapore has launched a successful bid with World Rugby for an extension to the exciting HSBC Rugby 7s Series after its final edition in Singapore in 2023.

The newly installed SRU Board looks forward to working with our member clubs and rugby community to leverage on the popular HSBC Rugby 7s Series and bring on more ancillary events to grow our annual Rugby Festival in Singapore.

Let's all get ready to Ruck and Rumble!

SUNNY SEAH
SRU PRESIDENT



MANAGEMENT COMMITTEE

Singapore Rugby Union (SRU) is a registered society and charity, the Management Committee (MC) is elected under our Constitution; the MC is responsible for overseeing and managing the charity. Reporting to the MC are various Commissions that look after specific areas such as National Teams, Competitions and Rugby Development.

MC Members	Names	Occupation
President	Sunny Seah	Civil Servant
Deputy President	George Danapal	Educator
Advisor	Terence Khoo	Self-employed
Honorary Secretary	Jonathan Leow	Communications Lead
Honorary Treasurer	Roger Koh	Digital Banking Director
Asst Honorary Treasurer	Shafiq Zulazmi	Real Estate Director
Committee Member	Jean Cyril DuRoize	Chartered Accountant
Committee Member	Paul Sandosham	Lawyer
Committee Member	Dr Lim Chin Tat	Orthopaedic Surgeon
Committee Member	Richmond Ong	Compliance and Risk Officer
Committee Member	Lincoln Tan	Rugby Coach
Committee Member	Angel Liu	Financial Advisor
Committee Member	Zulaiqah	Journalist
Committee Member	Jason Kong	Company Director

NATIONAL TEAMS COMMISSION

COMMISSION MEMBERS

Martin Williams

Vice-President, SRU & Chairman, NTC

Jonathan Leow

Co-Chair, NTC

Christabelle Lim

Member

SUMMARY

The resumption of international rugby post COVID-19 saw the National 7s program up and running for both Men and Women, with Suhaimi Amran and Rex Wang leading the respective management teams. Both teams trained through pandemic restrictions and were determined to win promotion to the Asian Sevens Series by winning the Asia Rugby Trophy held in Indonesia.

Both teams achieved that goal, with respective wins in the final to see them competing in the Asia Rugby Sevens Series that will kick off in September.



NATIONAL TEAMS COMMISSION

2023 saw the return of the SEA 7s played in conjunction with the HSBC World 7s Series in April, and the Men finished with the Bronze medal while our Women were silver medallists. For the first time, both Men and Women 7s squads will be competing in the Asian Games that will be held in China in September.

This period saw no international 15s rugby played at all levels by Singapore as we sought to recalibrate our budgets in line to compete in the next financial year. Plans are being executed to ensure our teams are ready to participate in 2024 with training programs in place.

I would like to thank my fellow commission members and the executive staff for the work in coming back to play after a three year break.



ADMINISTRATION & FINANCE COMMISSION

COMMISSION MEMBERS

George Danapal	Committee Member
Choy Weng Leong	General Manager
Roger Koh	Treasurer
John Tan	Finance Manager
Gary Chong	Finance Executive

SUMMARY

The staff at Singapore Rugby Union for the period 1st April 2022 – 31st March 2023:

Staff	Position	Remarks
Mr. Choy Weng Leong	General Manager	May 2022 - May 2023
Mr. Suhaimi Amran	National Teams, Head Coach	
Mr. Ismail Kadir	Rugby Development Manager	
Mr. Sahadevan	Rugby Development Executive	Apr 2022 – May 2023
Mr. John Tan	Finance Manager	Sep 2022 - Oct 2023
Mr. Bob Liu	Competitions Manager	
Mr. Gary Chong	Marketing and Partnerships Exec	
Mr Douglas Danapal	Head of Commercial, PR & Comms	till May 2023
Mr. Malcolm David	High Performance Manager	till May 2023

The SRU executive team underwent several changes in the period April 2022 to May 2023.

New Staff:

Choy Weng Leong was hired as the General Manager on 4th May 2022.

John Tan was hired as Finance Manager on 1st September 2022.

Gary Chong was hired as a full time Finance Executive on 1st June 2022.

Ismail Kadir was hired as Rugby Development Manager on 20th June 2022.

Sahadevan was hired as Rugby Development Executive on 1st April 2022.

Bob Liu was hired as a full time Competitions Manger on 1st June 2022.

Suhaimi Amran was hired as full-time National Teams Manager on 1st April 2022.

ADMINISTRATION & FINANCE COMMISSION

During the past two financial years, as a requirement of Sport Singapore's mandatory three-year audit, the SRU has been collaborating closely with Sport Singapore's designated auditors, Mazars LLP. By the end of the fiscal year, the Ministry of Culture, Community, and Youth (MCCY) has officially acknowledged that all outstanding audit matters have been resolved, and the internal audit conducted by SportSG has been successfully concluded. With the successful completion of the Mazars audit, the SRU is currently in the process of reapplying for IPC (Institution of a Public Character) status. SportSG and MCCY have, in principle, given their approval for the application to proceed.

COMPETITIONS COMMISSION

COMMISSION MEMBERS

Jonathan Leow	Co-Chairman, Honorary Secretary
David Gull	Co-Chairman
Miles Peckham-Cooper	Member

SUMMARY

FY 2022/23 saw the return of league rugby for our clubs at all levels, from U19s to open Mens and Womens. The National Club 7s Series was the first tournament to be held in over 3 years, and it saw Wanderers and Bucks share the mens title, with B.A.C winning the womens title.

A shortened U19s league was held in the 10s version, and Oldham emerged winners. It was heartening to see all our clubs participate after such a long time away, and while it was hard at times, it was a pleasure to see our community coming out to play again.

The National League started in October 2022, and concluded in March 2023. Two Mens divisions and One womens division. Bucks emerged Cup Champions in the Championship, pipping League winners SCC in a rain-drenched final. SCC Lions emerged as double league and knockout winners in the development division, beating Oldham in their final. B.A.C took home the overall league title in the Womens competition.

There was much to see and do in FY 2022/23, and the effort to engage clubs regularly continues to ensure we are all working to develop a robust competition structure that will help grow the community and enrich our national programs.

A huge thank you to David Gull and Miles for their work through the years and dedication as they step down.

RUGBY DEVELOPMENT COMMISSION

COMMISSION MEMBERS

Lincoln Tan	SRU Management Committee Representative
Angelina Liu	Chair, Women's Development Committee
Dr Scott Xu	Chair, Medical Committee
Xiuting Chong	Chair, Safeguarding Committee

SUMMARY

In 2022, the Rugby Development Commission in Singapore continued to adapt and progress in the face of ongoing challenges, building on the momentum from the previous year. Despite the persistent effects of the Covid-19 pandemic, significant progress was made in various aspects of rugby development in the country. The focus in 2022 was on creating a vibrant competition platform and establishing a comprehensive rugby calendar that spanned the entire year. This effort aimed to ensure a consistent and robust schedule for rugby events. With a strong emphasis on training and education, Return to Contact in schools, and promoting the sport among women. The commitment to creating a robust rugby calendar and ensuring the safety of all participants remained central to the SRU's mission.

TRAINING AND EDUCATION

The year saw a resurgence of face-to-face courses and back in full swing, which marked a return to in-person instruction.

Courses for National 7s (Men's and Women's)

L1 Coaching and Strength & Conditioning courses were conducted to a group of National Men's and Women's 7s team members, helping them prepare for their post-playing careers.

Coach of Match Officials (CMO)

In total, five new Coach of Match Officials were trained to continue enhancing the quality of match officiating.

Medical Coverage for Club Leagues

Additionally, a shortfall of L2ICIR trainers for the National League was addressed with an ICIR course held in November 2022.

SAFEGUARDING

The Safeguarding aspect saw the revision of the Safeguarding Policy, with approval awaited from SafeSport. The next steps included publishing SRU's Safe Sport Policy on the website to ensure the safety and well-being of all participants.

RUGBY DEVELOPMENT COMMISSION

SCHOOLS DEVELOPMENT

The development initiatives extended to schools, with the success of implementing the Return to Contact Roadmap in 2021, a Rugby Ready Workshop was conducted this year with 24 primary schools in the Junior and Senior Divisions. The workshop offer more opportunities for young players to gain exposure in a safe space and in a tournament setting. Player readiness assessments were carried out by World Rugby Educators, providing valuable feedback and insights to the players, coaches and schools.

PRIMARY SCHOOLS JUNIOR AND SENIOR DIVISION			
ACS JUNIOR	SJI JUNIOR	ACS PRIMARY	PUNGGOL VIEW
GONGSHANG	CASUARINA	DAMAI	ST ANDREW'S
SEMBAWANG	NORTH VISTA	BUKIT TIMAH	ENDEAVOUR
FRONTIER	ZHENGHUA	DE LA SALLE	PEI TONG
GREENWOOD	CHONGZHENG	FUHUA	RADIN MAS
BEDOK GREEN	WEST VIEW	MARSILING	ALEXANDRA

Return of the SRU U15 7s and Tertiary 7s

We ran a successful 7s competition for the schools and clubs in the U15s category and also brought back the tertiary 7s competition. The team is exploring how to support university rugby and bringing back the SUNIG competitions.

WOMEN DEVELOPMENT

International Women's Day

To promote women's participation in rugby, a one-day tag rugby carnival was organized on March 11. The event was open to all interested tertiary students new to the game of rugby. The day was split into two halves, with a coaching workshop in the first half and a tag carnival in the second half.

COACH DEVELOPMENT

A notable event in 2022 was a two-day workshop by rugby legend Gordon Tietjens on March 22-24. Nine local coaches had the unique opportunity to learn from the experienced coach, further contributing to the development of coaching talent in Singapore.

MARKETING & BUSINESS DEVELOPMENT

COMMISSION MEMBERS

Roger Koh
Gary Chong

Honorary Treasurer
Finance Executive

SUMMARY

Retaining and onboarding new sponsors



After emerging from a period of reduced opportunities and challenges in the preceding year of 2022, Q2 of 2023 marked a pivotal turning point for our organization.

Notably, our commitment to fostering partnerships bore fruit as we successfully retained our valued sponsor, True Group.

Furthermore, our relentless pursuit of growth and expansion has materialized in the onboarding of three new sponsors. These noteworthy developments serve as compelling evidence of our resilience in the face of adversity and our unwavering determination to deliver unparalleled value to our sponsors, ultimately positioning us strategically and optimally for sustained success and long-term sustainability.

It is also with great anticipation that we look ahead to the forthcoming year, as we have several promising deals currently in the pipeline, yet to be unveiled in the upcoming year.

MARKETING & BUSINESS DEVELOPMENT

Maintaining relationships with Sponsors and Patrons

With the revamped commission, we have also developed a comprehensive service plan tailored to the specific needs of our sponsors and patrons, with whom we maintain close partnerships.

This thoughtfully designed plan reflects our commitment to offering a range of services that align with the unique goals and preferences of our valued sponsors and patrons, reinforcing our dedication to building mutually beneficial relationships.

This initiative highlights our ongoing pursuit of excellence and our commitment to exceeding expectations, cementing our position as a trusted and innovative partner in the evolving sporting landscape.

Outreach to Sponsors

Core Themes

01

Youth Development

Harness a vibrant rugby youth program to secure sponsorship, spotlighting its dual benefits: nurturing talent and community growth. Highlight skill, teamwork, and character development for players. Offer branding chances (naming, logos, social reach) for engaged sponsors. Showcase the program as a potent platform uniting values and sports, fostering future champions.

02

Women's Empowerment/Development

Utilizing the power of women's empowerment and development programs, we can cultivate a diverse and inclusive image, appealing to socially conscious sponsors. By aligning with gender equality values, the sport opens doors to new funding streams, amplifying its impact on both the game and society, while fostering a strong and progressive brand image.

03

CSR

Inspire corporates to make a difference by engaging in community initiatives. Collaborate with a social welfare organization to facilitate volunteering at events like rugby tournaments and mentoring in after-school programs. Empower youth and amplify impact while fostering corporate social responsibility.

04

National Teams

Leverage national teams as platforms for sponsorship fundraising to support union initiatives, showcasing the sport's appeal, passion, and community. Engage with partners aligned with rugby's values, offering exposure to audiences. The synergy between national pride and corporate support will propel the union's growth, ensuring sustained success on and off the field.

INTERNATIONAL RELATIONS COMMISSION

COMMISSION MEMBERS

Terence Khoo	World Rugby Council/ Asia Rugby Exco
Sunny Seah	AR Audit & Risk Sub-Com
Jonathan Leow	AR Competitions Sub Com
Kelvin Chew	Member
Mark Steve	Member

SUMMARY

The commission could not meet in person locally nor travel overseas for meetings with our overseas counterparts as Singapore was just emerging out of a protracted global pandemic and still had quarantine restrictions in place for most parts of the WY.

In Nov 2022, Com Chairman made a personal trip to the Dubai 7s when travel resumed and held a brief discussion with leaders from the SEA unions who were at the event. The meeting agreed to resume the SEA 7s tournament in Singapore and Bangkok in 2023 with the aim to put the sport back in the spotlight after a four years hiatus from the SEA Games in Vietnam (2021) and Cambodia (2023)

The same SEA union leaders reaffirmed their commitment to the SEA 7s series on the side of an Asia Rugby meeting held in Singapore in Jan 23. Funding for the SEA & s tournament in the Singapore leg was sought from and granted by Sport Singapore.

The commission had also worked closely with Sport Singapore & Singapore Tourism Board in our country's bid to seek an extension to the current World Rugby's HSBC Rugby Sevens series in Singapore which was expiring after the edition in Apr 23. WR had announced a new revamped series with a cut back on the number of host cities from 10 to 7. Through a close collaboration between government agencies and the SRU, Singapore had put up an attractive bid to secure an extension to our hosting of the marquee sport event for a 4th cycle.

The SRU hopes to leverage on the success of the popular global sevens rugby series to inspire and develop our local rugby talents through the holding of ancillary competitions during the hosting of the event in Singapore.

GOVERNANCE POLICIES

CONFLICT OF INTEREST POLICY

All Committee Members and staff shall always act in the best interest of SRU, and the Management Committee shall set out policies and procedures, and take appropriate measures to prevent, declare and prevent any conflict of interest that may arise. All Committee Members and staff of the SRU are expected to avoid any actual and perceived conflict of interest and are required to read, sign and fully understand the Conflict-of-Interest Policy that is in place. When a Committee Member or staff has a personal interest in any transactions or contract that SRU may enter or has a vested interest in other organization(s) that SRU has dealing with, he/she is required to declare such actual/potential conflict of interest and abstain from discussion and decision making on the matter.

CODE OF GOVERNANCE

SRU has complied fully with the Governance Evaluation Checklist for Charity. The full checklist is available via the Charity Portal at www.charities.gov.sg

RESERVES POLICY

SRU endeavours to maintain our Reserves at not less than 40% of our annual operating expenditure. The Reserves exclude designated and restricted funds, as well as grants, donations and sponsorships meant for specified purposes. The Management Committee shall review annually the reserves that are required to ensure that they are adequate to fulfil our continuing obligations and financial sustainability.



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