



**H.B.H.U.A.**

Secretary: Rob Youngs  
53 Kenmore Avenue  
Kenton  
Harrow  
Middlesex  
HA3 8PA

President: Paula Masters  
Knoll Cottage  
15 Gills Hill  
Radlett  
Hertfordshire

**Minutes of the Annual General Meeting held at Gosling Sports Centre, Welwyn on 18<sup>th</sup>  
June 2004**

**1. Apologies for absence**

Sheila Miller, Sue Pritchard, Tony Goodburn, Bud Cathy, David Marshall, John Doran, Jo Fraser, Neil Cherrill.

**Present**

Baldev Bachu, Paula Masters, Mandy Brooks, Mike Brown, Martin Byers, Wendy Clements, John Eggesfield, Iain Fletcher, James & Vivienne Hamilton, Peter Martinez, Rob Youngs, Clive Maynard, Russell Nutter, Mike Palowkar, Jerry Pearce, Alan Smith, Katherine Major, Max Charnley, Angela Buckley

**2. Minutes of the previous AGM**

These were agreed.

**3. Matters Arising**

There were no matters arising.

**4. Reports**

The reports from the President, Treasurer, Saturday Appointment Secretary and Sunday Appointment Secretary are attached in a pdf format.

**5. Election of Officers**

All the officers were unanimously vote unopposed:

President - Paula Masters

Secretary - Rob Youngs

Treasurer - Mike Brown

Appointment Secretary Saturday - Mike Brown

Appointment Secretary Sunday - Iain Fletcher

Chair of selection - Neil Cherrill

Herts Rep - Dan Heydon

Beds Rep - post vacant Mandy Brookes to continue as co-opt willing volunteer.

East Rep - Brian Arnsby

Level 1 Coordinator - Dan Heydon

Newsletter Editor - Jo Fraser

6. **Awards - Presidents Shield**

Awarded to Rob Youngs for his enthusiastic contribution as the new Secretary

**Awards - Rhoda Gains Award**

Awarded to Mike Brown for his continuing contribution as Saturday appointments Secretary

7. **Website**

Rob Youngs outlined his ideas for the website to be useful to umpires and was hoping to make improvements over the year and welcomed any comments or suggestions.

8. **Any Other Business**

The HBHUA wanted to stress the importance of the Record cards

We should do more to encourage Young Umpires in the East

Paula was to talk to the Ladies League about them adopting a Neutral Pool.

There was discussion on how to increase the pool without any definitive conclusions.

Max Charnley offered a vote of thanks to the committee for its work

There being no other business the meeting closed at 9pm.



## **ANNUAL GENERAL MEETING**

**Friday 18th June at 7.30pm**

**Venue: Puma Room,  
Gosling Sports Park  
Welwyn Garden City**

### **AGENDA**

1. Apologies for absence
2. Minutes of previous Meeting
3. Matters arising
4. Reports
  - (a) President
  - (b) Treasurer
  - (c) Appointment Secretary
  - (d) Selection and Coaching
5. Election of Officers
6. Awards
7. Website
8. Any Other Business

WELCOME

Firstly we regret the passing of two long-standing servants of hockey, John Harrison, from Letchworth and Lyn Miller, who was instrumental in the setting up of this organisation.

I should like to express my thanks that my committee, who are all prepared to stand for re-election.

I am prepared to stand for re-election but this is on the grounds that this is going to be my last year. If this meeting decides that in the light of this information now is an appropriate time to elect a new President then please be rest assured that this will suit my personal circumstances perfectly. I have a bottle of champagne in the fridge at home to celebrate my non-re-election.

Resignations and failure to stand are often surrounded in mystery and speculation. I do not wish this to be the case with me. Indeed I intend to continue to umpire, when available, as long as I am physically able to do so. I have been participating in hockey either playing or umpiring on Saturdays in the winter for in excess of forty years.

Roger as some of you know was forced out of playing and umpiring at 45 due to chronic back problems. We have a joint love of horse racing, the theatre, classical music and WW1 and now that Roger has been recently orphaned following a difficult ten years dealing with his Mother which took up much of his Saturdays, it is an appropriate time to re-assess our priorities.

Whilst this the main it is not the only reason.

I am frustrated as the structure of hockey and umpiring in the East.

The majority of the games umpired by this Association are for the League. Umpires are servants of Hockey. There is a lack of cohesion in the East. There are Counties, Umpires associations, the East and the League let alone the clubs. Senior and competent administrators of the game are widely spread with different ultimate objectives. Clubs have different umpiring objectives. They need to provide level 1 umpires to the games each weekend. The East pulls away

young umpires with potential as early as possible. What does the east give back to the Umpires associations - very little is the polite riposte - are we all pulling in the same direction one is left to wonder?

An incident I will not go into occurred in an area under this Associations' jurisdiction recently. The League considered it could not act, the county were unable to act quickly if at all - I have said I do not wish to go into detail but it epitomised to me the poor structure of Hockey in the East. My view was that the League should have been able to act positively and decisively for incidents in their league games.

I try to be positive - the majority of games of hockey in the East are played under the jurisdiction of the league and in my view the structure of all aspects of hockey should come under the jurisdiction of the League. The future of the east and the County Associations is therefore a matter of review. You will have noted my interest in horse racing. I do not like backing losers.

The current structure of hockey in the east is a loser, it is too fragmented. I feel this Association is between a rock and a hard place.

Perhaps I have said enough and my views are clear to you.

I should like to thank all the members of the committee but particularly Mick Brown who has again tirelessly soldiered on. Mick's primary role as appointments secretary is a daunting task particularly because of the last minute changes that plague the role and make it so difficult. Please be rest assured we do examine in hindsight the crises that took place but as the initiation of the crisis is largely out of our control Mick can only react and provide the best solution as he sees it in the circumstances. I should also like to thank Rob Youngs who took over the role of secretary after the AGTM and proved to be a real asset to the committee.

The Association is still not doing enough watching, coaching and development of umpires. We are not getting the best out of our members and not doing enough to ensure that umpires reach their optimum skill level. This is catch 22 because we need every umpire we can get in action.

I believe that the Level 1 test has been a success. This Association now has ? Members who have had at least some coaching, receive newsletters and receive invitations to coaching events. It has also created problems because I can understand the view that we are not doing enough for them once they have achieved level 1.

The main problem facing the Association is the on-going decline in the Men's Pool. The pressure on clubs to provide level 1 umpires means that Umpires are not coming forward in sufficient numbers to the Pool. This is placing the Pool under severe strain and, most regrettably in my view, reducing the number of watching to an unacceptable level because of the weekly pressure on the Appointment Secretary to fulfil appointments. I have said in the past that I feel that the Committee and I are between a rock and a hard place. If anybody has thoughts on what could be done which may be being overlooked at the moment then I would be pleased to hear from them.

I should like to personally thank all the members of the Committee. Thank you each and every one of you.

## Treasurers Report for Annual General Meeting held 18<sup>th</sup> June 2004

Madam President and fellow members as you can see the financial health of the association is very good.

The General Account which is just used for the Members has again made a small surplus this year, this years surplus is £76; there are three main reasons why the surplus is so small, one is that the number of members have shrunk by approximately 31 this year, this could be because they were members whose teams did not require pool umpires and have therefore left the area. This is a concern to me because the League still requires these umpires to members of their County Associations. The other reason is the increase in the price of the Rules Books. I have just paid the insurance premium for this year and it has increased this year by 15% and is included in this years accounts as an accrual.

The Level One Courses Account this year has made a small profit this year, which has cut the cumulative loss of £481, to £295. This has mainly been because at the end of last year we had a surplus Level One Packs.

At the present moment, the fee charged to attend the course, covers the course material, the 1<sup>st</sup> years membership to the association and to help cover the expenses of the coaches/assessors; so it is very important that the people who run the courses do let me know details of who attended as I will obviously need to add them to the membership database.

The Neutral Umpires Pool Account is used solely for the purpose of funding the expenses of the umpires that umpire in the neutral pool; this year we again made a handsome surplus, this year is was £1,226. The main two reason being that due to the new rule we have collected monies from clubs that this rule affected and also, there are some generous umpires who seem to just not want to put in any expense claims. However due to the league deciding that rule 5.1 will not be carried on into the new season, I cannot say at the moment if the surplus will be so substantial in the future; also having looked at the fixtures for next season, unless we continue to get help from the other counties, journey lengths for some of us is going to increase next season.

We were also helped very much by other counties, and I will mention more about that in my Appointment Secretaries Report

### Recommendations

I am going to propose the following recommendations:

1. The membership fee goes up by £2 to £12 per annum and that there is no penalty for late payers after the 31<sup>st</sup> October.
2. The EML teams playing in leagues that require the association to appoint Neutral Pool umpires pay a reduced fee of £130 per team for the coming season.
3. The EWL teams playing in leagues that require the association to appoint Neutral Pool umpires pay a reduced fee of £110 per team for the coming season.
4. The mileage rate for claiming expenses remains at 13p per mile, but is subjected to a review by the committee once the petrol price has settled down.

**Hertfordshire & Bedfordshire Hockey Umpires Association**  
**Income and Expenditure Account**  
**For the Year Ending 30th April 2004**

| <b>General Account</b>                  | <b>2003/2004</b> | <b>2002/2003</b> |
|---|------------------|------------------|
|   |                  | <b>£</b>         |
| <b>Income</b>                           |                  |                  |
| Membership Subscriptions                | 1,045            | 1,355            |
| Interest                                | 11               | 4                |
| Trf from Old Associations               |                  |                  |
|   | <u>1,056</u>     | <u>1,359</u>     |
| <br><b>Expenditure</b>                  |                  |                  |
| Insurance                               | 134              | 115              |
| Officers Expenses                       | 111              | 151              |
| E.H.A.Rule Books                        | 493              | 281              |
| AGM Expenses                            | 162              | 240              |
| Sundry Expenditure                      | 80               |                  |
| Excess of Income over Expenditure       | 76               | 572              |
|   | <u>1,056</u>     | <u>1,359</u>     |
| <br><b>Level One Courses</b>            |                  |                  |
| Income                                  | 723              | 734              |
| Expenditure                             | 537              | 1,108            |
|   | <u>186</u>       | <u>(374)</u>     |
| <br><b>Neutral Umpires Pool Account</b> |                  |                  |
| Club Subscriptions                      | 2,955            | 2,780            |
| Expenses Paid                           | 1,729            | 1,143            |
| Excess Income over Expenditure          | <u>1,226</u>     | <u>1,637</u>     |



**Hertfordshire & Bedfordshire Hockey Umpires Association**  
**Balance Sheet**  
**As at 30th April 2004**

|                            | 2004  | 2003<br>£ |
|----------------------------|-------|-----------|
| <b>Balance for Year</b>    |       |           |
| General Account            | 2,591 | 2,515     |
| Level One Courses          | (295) | (481)     |
| Neutral Pool Account       | 4,864 | 3,637     |
|                            | 7,160 | 5,672     |
| <br><b>Represented by:</b> |       |           |
| <b>Cash at Bank</b>        |       |           |
| Current Account            | 2,839 | 4,363     |
| BPA Account                | 5,078 | 1,567     |
|                            | 7,917 | 5,929     |
| Debtors                    | 130   | 183       |
| Creditors                  | 886   | 440       |
|                            | 7,160 | 5,672     |



P.Masters

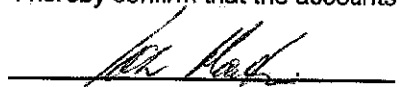


M.Brown

**Club Representative's Report**

I have examined the books and records of the Herts & Beds H.U.A. and received further information from the treasurer.

I hereby confirm that the accounts for the year ended 30th April 2004 are in accordance herewith.



I.Martin ACMA - Club's Representative

15th June 2004

**Hertfordshire & Bedfordshire Hockey Umpires Association**  
**Creditors and Debtors**  
**As at 30th April 2004**

| Debtors          | £          |                       |
|------------------|------------|-----------------------|
| Broxbourne HC    | 130        |                       |
|                  | <u>130</u> |                       |
| <b>Creditors</b> |            |                       |
| A.Brookes        | 93         | } Neutral Pool Scheme |
| M.Swarbrick      | 51         |                       |
| C.Meadows        | 59         |                       |
| J.O'Keeffe       | 89         |                       |
| C.Brown          | 78         |                       |
| J.Pearce         | 54         |                       |
| M.Tomkys         | 45         |                       |
| M.Charnley       | 150        |                       |
| R.Perrin         | 61         |                       |
| M.Brown          | 70         |                       |
| BHHUA            | 137        | } Insurance           |
|                  | <u>886</u> |                       |

Saturday's Appointment Secretary's Report for Annual General Meeting held 18<sup>th</sup>  
June 2004

Unfortunately, Madam President and fellow members I cannot report the health of the Neutral Pool Scheme is as good as the finances.

We currently have 47 active members, of these 14 members are Level 2 or above, which leaves us with 33 members to do 28 men's appointments and 6 ladies appointments, if all the ladies teams were to play at home, fortunately this is not always the case and that is just as well, because it's not every week that I have 33 members to call upon.

This year I have made 506 men's appointments and 66 ladies appointments; well I say that with a bit of tongue in cheek; what we actually achieved was 506 men's games and 66 ladies games where the association needed to provide Neutral Pool Umpires; this does not include the ladies Division 1 appointments that we were handed at Christmas.

How I did that is a miracle.

If it had not been for the commitment of the small band of umpires we have and the generosity of the other counties within the EAST helping out at games within their counties and also games just over their borders, we would have had to go to various teams and say " Sorry the cupboard is bare this week".

With the current structure of the leagues, we need to provide 5 umpires each week to Division 1; 5 umpires to Division 2S; 1 for Division 2N and 12 to Division 3SW in the men's league. In the ladies league we need 6 for Division 2S. This is without the EAST giving us 1 umpire to appoint to Ladies Division 1 from the Christmas break.

Last season the league introduced a new rule with regards to teams playing in Division 3 and above in EML and Division 2 and above in EWL; this coming season this rule has been redefined to anybody in Division 2 and above in both the EML and EWL. This will mean that the association could possibly lose up to 12 umpires. If this is the case then I will not be appointing below Division 2, however if a club who does not fall into the above category but regularly supplies the neutral pool with an umpire; I will try my utmost to appoint to their club.

Going back to the structure I mentioned a few moments ago, next season we will need 4 umpires a week for Division 1; 8 for Division 2S and 1 for Division 2N in the men's league. The ladies appointments will increase from 6 to 10, again if all the ladies teams were to play at home. At this precise moment, obviously I do not know what the EAST are doing about ladies Division 1, but if that comes down to county, we will be struggling again next season on the ladies side.

So as you have heard, currently if I have an umpire who is injured or unavailable for some other reason; without the help of the committed umpires and other counties, we cannot fulfil our obligation to the league.

I think as an association we seriously need to think of ways we could get new umpires to join the pool, because the average age of those that I appoint each week is climbing and there is no new blood coming through.

One way we could get more members into the neutral pool is to tell the clubs that have members who umpire EAST and above that they cannot count them as being their representative to this association, per the leagues rules. The reason I am making this plea, is because I very rarely see them during the season, but their club still needs an appointment from this association.

I would finally like to finish my report by saying two things

1 That on a dark Thursday November night last year, I rang the President and told her that I was resigning from the position of Saturday Appointment Secretary as from then, due to the fact that an umpire had just rung and made themselves unavailable due to a commitment they had made 2 weeks earlier but had failed to tell me until then; this then meant we had nobody left for that week and I still needed 3 umpires. Well since then I have spoken to another counties appointment secretary and have agreed that I will continue in my present role for the 2004/5 season and that will be it; so as from tonight you have got 12 months to find my successor.

2 I know I have said in the past that I need to know when an umpire becomes unavailable ASAP, but could you please refrain phoning me on a Sunday, as that is normally the only day during the hockey season that my wife and I can sit down quietly before the beginning of another long week. Also, if you need to ring me on a Friday night or Saturday morning, you must ring my mobile, as I sometimes do not have access to my landline until after the game has started.

## Sunday fixture secretary report 2003/2004

Madam president, fellow members, it has yet again been a very difficult season to fulfil our obligations to provide umpires for various competitions on a Sunday. We are asked by the H.A. to provide umpires to approx 9 different competitions in a season, that is 5 men's, 3 ladies, and 1 junior (RAF cup, 3 age groups). That is without the girls county association who require umpires at various times (most of them very inconvenient). Also supplying umpires to in county events (ladies vets).

This season has been made slightly more bearable, because the East Umpire Association (a thank you to David Rose) has taken games which should really have been delegated to the county to appoint and the East Dev panel taking some games off my hands.

I have a couple of points to cover at this time, and these may seem like a moan coming from someone doing the easier of the 2 appointment jobs, Michael and myself both have fairly stressful jobs, which involve long hours and commitment. I would not wish to do the Saturday appointment role for anything, and I think Michael does a sterling job of making sure that all the teams get umpires on the day. However we still need to provide umpire on Sunday's and that is where I come in, and leads me too my first point

Number 1 yet again we do not have enough people available on a Sunday. At the beginning of each half of the season Michael has sent out availability sheets for Saturdays/Sundays, men's, ladies, both. These are on the whole not being filled out and returned, when I spoke to Michael at the beginning of last season he had had approx 10 returns. (I hasten to add I was also remiss in this, but had at least made a phone call). Of those only a couple had indicated a willingness to be available on Sundays. This makes for a very poor starting point! I have tried on a number of occasions to use new & different umpires, but with what has become an apparent lack of availability by people for whatever reasons, I have yet again had to rely on a small number of stalwarts. These are all umpiring in either the East or the neutral pool scheme.

There will come a point in the near future where we will not be able to appoint to games on a Sunday and I will become obsolete, and I know my wife would not be sorry to see that situation. However I enjoy umpiring and I do like the occasional Sunday fixture (men's vintage do a good line in lunch & drinks as I have had the good fortune to experience a couple of times this season). But it would be nice if occasionally on a Sunday I could appoint some other people and have a Sunday where I could go along and watch (my own club, Letchworth were involved in various rounds of different competitions, but I only saw one game, and that was due to my game being called off). There were about 20 Sundays of fixtures last season, most pre Christmas. I will admit that most weekends only required about 8-10 umpires, which I can fill fairly easily, but on 2 Sundays I had a need for over 20, and in the end I had to ask clubs to appoint there own umpires to National Competition! This condition needs to be addressed, we need volunteers, 2 Sundays a season is about all it would need, and for most 1 Sunday would suffice.

This is also the most convenient time for doing coaching, because our senior colleges would be available on a Sunday and not Saturdays as most of you would like, we would like to get more coaching's, watchings, done on a Saturday, but it just aint gonna happen.

This leads me on to my 2<sup>nd</sup> point, I have been amazed that even though the 2 associations joined several years ago, the ladies below East still appoint there own umpires, this is an absurd anomaly and something which I believe we as an association can not go on supporting. I am surprised that leagues which are feeding into the East, allow teams to supply their own umpires, if this happened at the same level in Men's hockey there would be carnage.

There appears to be an unspoken agreement that the ladies will not organise any kind of neutral pool and therefore we have no knowledge of the ability of these umpires and what kind of games they are capable of doing, this therefore leads to a lack on my part of being able to know who to contact, what they can do, are they available, etc. It is however taken for granted by the Ladies teams of Hertfordshire that I can provide umpires for there National Competitions. Where am I suppose to produce these from, oh sorry I forgot the neutral pool will have to provide, well this is going to stop!

I am proposing to the committee that if there are not suitable umpires forthcoming from the ladies side of the association, from whatever clubs, then I will not appoint to any of them this season, and they will have to arrange there own. I know several clubs who do provide umpires into the neutral pool and they will be given consideration for appointments, however just because the men's team have an umpire in the pool does not mean the ladies will get an umpire on a Sunday, they are your men's representative not the ladies.

I know this sounds very harsh and most of my colleagues are hearing this for the first time, but we have tried asking for names and availability for too long, now we need to show that those that put in, will get something out. If anyone does not like what they are hearing and feel they have any ideas to help please feel free to let me know after I have finished, if anyone feels they can do a better job then please, the job is yours, you get no thanks, no praise, and just moans and brickbats when you either fail to appoint or have to put a umpire beyond there level on a game.

It would be nice to feel that we could engender some enthusiasm for Sunday hockey, but I am fast approaching a point where I feel people like to watch on a Sunday, but are loath to participate, as I said earlier if we don't turn this situation around soon we will not be able to appoint to Sunday hockey, and the long term effect of this will be that Herts. teams will not be allowed to take part in National Competitions, because without neutral umpires, I believe the H.A will say NO Umpires, No Play ! Please take on board what I have said, take it back to your colleagues, your teams, and lets see if this season we can have a few more volunteers, to take the work load off the valiant few, a lot of whom are sitting at the front of the room.