

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

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

President: Neil Cherrill  
32 Railway Terrace,  
Kings Langley  
Hertfordshire  
WD4 8JB

**Minutes of the Annual General Meeting held at Letchworth Hockey Club on 12<sup>th</sup> June 2009**

**1. Apologies for absence**

Mike Emes, Mike Tipper, Mike Brown, Clive Maynard, Carolyn Lythgoe, Richard Middleditch, Rhys Ashton, Jez Storey, Derek Whitmarsh, Wendy Clements, Peter Smith, Sue Blow, Jeff Jowers, David Ross, Michele Chapman, Tom Godfrey, Ian Dickie, Bill Felton, Philip Price, Vanessa Porter, Charles Michie, Gareth Eggle, Tricia Murphy, Alistair Armitage, Ray Perrin, Tony Haysom, Peter Halliday, Berl Godbert, Nick Wallinger, Gordon Browne, Mike Danson, Malcolm Carter, Graham Sparrey, Keith Boddy, Sheila Miller, Jon Lyons, Jim Jarrett, Caroline Evans, David Hamid, Marilyn Botheras, .

**Present**

See attached attendance list in the PDF. It was excellent to see that there were about 50 members present.

**2. Minutes of the previous AGM**

These were available on the website as a download a copy was made available at the meeting.

**3. Matters Arising**

There were no comments or matters arising and deemed approved.

**4. Reports**

The reports from the President, Treasurer, Saturday Appointment Secretary, Sunday Appointment Secretary and Level 1 coordinator are attached in a pdf format.

The treasurer made 4 recommendations:

- 1) Membership should remain at £15 per annum.
- 2) The clubs rate for membership to the neutral pool should be £250 per annum.
- 3) The mileage rate should be 22p per mile, but will be monitored.

Naturally the raising of the costs for teams in the neutral pool raised a lot of discussion as the fund was £1,874 in deficit. One of the primary reasons (not discussed at the meeting as it was included in the Treasurer's report that was missing) was that Rob had proactively chased umpires to claim their expenses, so this year's accounts had included a number of claims from the previous season. Rob said he would enquire as to what other CHUA's charge. The ERHUA charges £500 per team. There was also a request that if a big change is expected the clubs would like to be informed before the end of April for budgeting purposes. It is hoped that this fee will reduce next year as the deficit is addressed and this will balance out over the years, there maybe the odd anomaly of a new club paying the higher costs in the

first season in the neutral pool then not benefiting from the later reduction if they drop back the following season, the committee would monitor this.

4) To accept the accounts.

Proposed: Mike Brown – Seconded: Don Ward – Unanimous.

On appointments it is important that if an umpire changes their availability that they let Iain know either by e-mail or by phone.

On selection and coaching Iain was asked why the level 1 failure rate was high over the summer, this is almost entirely due to lack of match practise. It is very easy to spot umpires who have not umpired many games as their standard is normally poor.

## **5. Election of Officers**

The committee raised their concerns about the lack of female presence on the committee and in the pool only 1 lady was appointed last season – Lesley Larkins. Mary Walsh (Luton Town) volunteered to join the committee to represent the Ladies side and post meeting Paula Beavis (Chess Ladies) also volunteered. The committee is very grateful to both Mary and Paula and will look forward to their contributions at future meetings.

The committee has agreed to stand again on mass (no other volunteers) and Bud Carthy proposed this be adopted and Don Ward seconded it and it was unanimous.

President – Neil Cherrill

Secretary – Rob Youngs

Membership Secretary – Rob Youngs.

Treasurer- Mike Brown

Appointment Secretary- Iain Fletcher

Chair of selection and Chief Coach – Iain Fletcher.

Herts Rep - Dan Heydon

Beds Rep- Dan Heydon.

East Rep - Brian Arnsby

Level 1 Coordinator - Dan Heydon

Webmaster – Rob Youngs.

Newsletter Editor- Rob Youngs

Ladies representation – Mary Walsh and Paula Beavis

## **6. Proposal by Andy Larkin on neutral pool umpire notification confirmations via the website.**

Andy Larkin made a proposal about automating the umpire notification through the website, where the umpire would be sent an e-mail notifying the time and place of their appointment. The umpire can click acceptance and the website will automatically update to show the umpire is confirmed. The meeting was split with some happy with the proposal while the others felt personal contact with the clubs was important. A vote of the pool umpires showed 16-8 in favour of no change, nevertheless Rob undertook to ask the website administrator to provide a cost estimate in the event the membership wanted to install it.

## **7. Clothing and Charity support and Charity for 2009/2010 season**

Rob reported that the clothing initiative had been a great success and some 200 more umpires within the counties now had and were wearing umpire clothing than before it started. The charity fund raising effort was excellent and ~£1,450 had been raised. However Rob stated that it was disappointing that only 1/3<sup>rd</sup> (~50 umpires) of those who had indicated that they would support the charity part of the initiative actually did. Given the membership had unanimously supported the proposal that the HBHUA will support charities, as written on the back of the shirts, Rob suggested there should be a mechanism whereby, alongside the Justgiving donation page, the membership as a collective unit should support the chosen charity. There were some comments that if there was money available for charity donations it should be used to reduce the club contributions to the neutral pool scheme. Russell Nutter noted that it was ironic that clubs seem to want to reduce costs, but seem only too happy to pay League fines because they can't be bothered to undertake the very basic due diligence, like returning trophies on time. A number of suggestions were made like a fixed sum, or a % of the General fund excess should be used. Rob proposed that the committee would make a recommendation at the AGM to be voted on by the membership. This was carried by a majority with 2 votes against.

## **8. HBHUA 'RESPECT' Initiative for 2009/1010 Season**

The committee pointed out there had been 3 serious recent cases, 2 by the same club, of unacceptable levels of umpire abuse. The HBHUA would like to take a stand and the only punishment it has available is to remove neutral umpires from the senior team of a club, historically the League has dealt with this by awarding the game 0-3 to the opposition, however the League makes a decision on a case by case basis. The details of the RESPECT programme were not discussed, but the principle would be that each club is wholly responsible and a substantiated case of abuse by any club member or supporter would result in pool umpires being withdrawn from the most senior team. The intent is to make everyone within the club responsible for their own actions and importantly be aware of the implications of their actions. It is also hoped that club members will intervene when other irresponsible club members are being abusive. However the umpires have their role to play and this would be addressed as well. Consultation would be required with the membership, the other CHUA's and the League before implementation.

## **9. Umpire Grading**

Iain briefly described his ideas that will probably be based on another county's method where the league the umpire is proficient at will be their grade. He strongly recommended that umpires log their games as this will be used to base the grading where the umpire's ability is unknown. When the grading concept has been progressed the membership will be informed.

## **10. New Rule – Self Pass with Barry Smith**

This session was recorded and made available to the membership via a download. The AGM was very grateful to Barry for his presentation.

## **11. Rules Questions and Answers with Barry Smith**

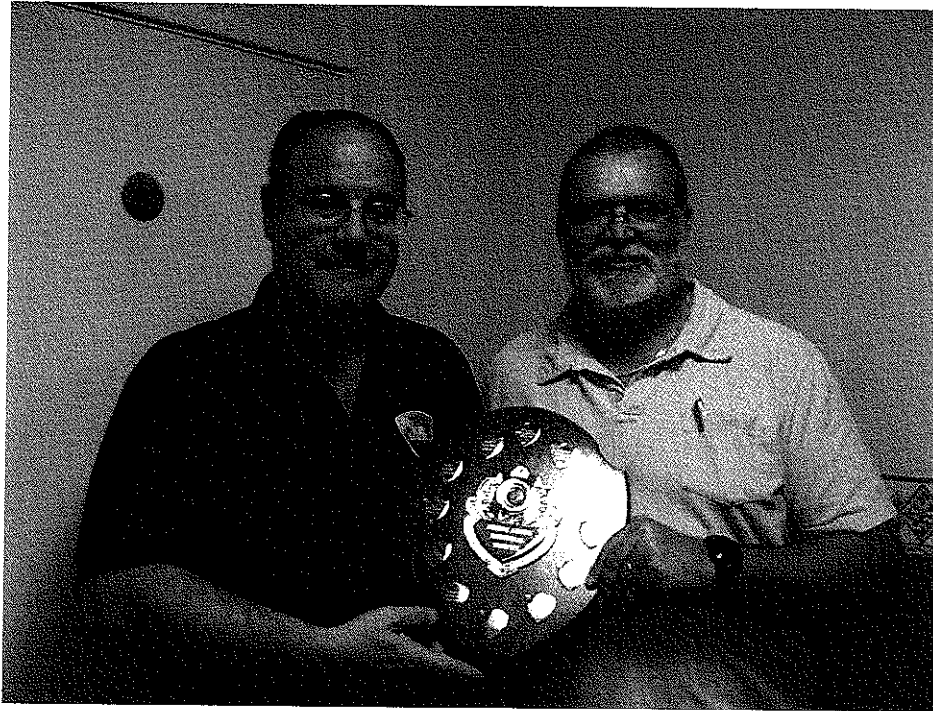
This session was recorded and made available to the membership via a download. The AGM was very grateful to Barry for his presentation.

**12. Awards - Presidents Shield**

Awarded to Ray Perrin for achieving his Level 2 grade.

**Awards - Rhoda Gains Award**

Awarded to Glenn Seymour-Hall for his dedication to the neutral pool and nearly 100% availability for both Saturday's and Sunday's. (see Picture below, Glenn receiving the Rhoda Gains award from Neil Cherrill).



**13. Any Other Business**

Peter Smith of Bishops Stortford club suggested that the 2 counties held their own preseason "PLUM" weekend to allow umpires to be coached and assessed. This would be aimed at club's 3rds and 4ths standard. Peter was proposing that it starts in the September 2010, however Rob at the meeting thought the proposal was for this September. Members were asked to take this back to their clubs for discussion.

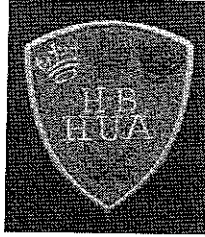
There being no other business the meeting closed at 11:15pm.

# HBHUA 2009 AGM

JUNE 12<sup>th</sup>  
2009

## ATTENDANCE LIST

<u>NAME</u>	<u>WEST HERTS CLUB</u>	<u>NAME</u>	<u>CLUB</u>
DAN HEDDON	BEDFORD	JOHN WIGGINS	HERTFORDS
IAN FLETCHER	LETCHEWORTH	MARY WALSH	LUTON TOWN
BOB YOUNG	ST ALBANS EXILES	ALAN SMITH	WELWYN
NEIL CHERRILL	RICHMONDSWORTH	PHIL WILLIAMS	WINCHMORE HILL
HENRY WANCHOO	-	PETER VOICE	WEST HERTS
ROSEMARY BOWEN	Vauxhall Chiltern	GLEN SIMON	ROYDON
BREAN ARNOLD	HANSDEN	SIM MCCUSINE	BROXBORNE
PAULA BEAVIS	CHESS VALLEY	SM EYTON-JONES	BROXBORNE
BARRY SMITH		Derek Henley	Broxbourne
MARTIN BYERS	SANDY & SHEFFORD	Chris Pratt	Winchmore Hill & Enfeld
WENDY SMITH	ALLENBURY	Roger	Stenage
Shirley Course	Hertford	Hammed	Stenage
Jeremy Phelan	CHESTNUT	DAVID ZAGATO	SUNNYSIDE & SANDY
IAN NOBLE	BUSHMANS	Lesley Larkins	ALLENBURY
Dave Gunn	LUTON JAGGERS	Dave Blair	Stenage
<del>Harry Wanchoo</del>	<del>LETCHEWORTH</del>	Rachel Dawson	SES HC
Andy Lennard	Letchworth	So Hoe	SES HC
Dave Hill		Alison Adonis	Letchworth
Ann Bridge	BROXBORNE	DANNY COPPES	ST ALBANS
Stephanie Cole	Unattached	Bird Court	None
Sue Dixon	Woburn	Tony Kinross	LETCHEWORTH
Derek Cresswell	MBDA	Jon Ward	WEST HERTS
Clare Moore	POTTERS BAR	DAVID HARRIS	STEVENAGE
RUSSELL NUTTER	Letchworth	Yaseen Parkar	Vauxhall
		Juan Afzal	"



## **ANNUAL GENERAL MEETING**

**Friday 12<sup>th</sup> June 2009 at 8:00pm**

**Venue: Letchworth Hockey Club**

### **AGENDA**

1. Apologies for absence
2. Minutes of previous Meeting (on website)
3. Matters arising
4. Reports
  - (a) President
  - (b) Treasurer
  - (c) Appointment Secretary
  - (d) Selection and Coaching
  - (e) Level 1
5. Election of Officers
6. Proposal by Andy Larkin on neutral pool umpire notification confirmations via the website
7. Awards – Rhoda Gains and Presidents
8. Clothing and Charity support and Charity for 2009/10
9. HBHUA 'RESPECT' initiative for 2009/2010 Season
10. Umpire Grading
11. New Rule – Self Pass with Barry Smith
12. Rules Questions and Answers with Barry Smith
13. Any Other Business

The meeting will be followed by a free finger buffet – Please let me know if you are coming.

R. Youngs, Hon. Secretary

## President's Address

I would like to welcome you all to the HBHUA 2009 AGM.

This is my Third year as President and I would again like to give my committee a big vote of thanks for its support, without which, this association would not function. Everybody has worked tirelessly to keep the association running, getting umpires on to the pitch, improving the umpiring standard and improving communications.

This has been quite an exceptional year as we promoted the HBHUA clothing and charity initiative involving HBHUA official clothing. There were 2 primary objectives for the initiative, firstly to encourage umpires to wear distinctive clothing and be part of the "HBHUA Team" and secondly to raise money for worthy causes. We selected Breakthrough Breast Cancer as our first charity and we have raised just under (at the time of the AGM) £1000, however although this is a significant amount it was a little disappointing that the number of umpires personally supporting the charity did not reflect the commitments made during last summer. I would like to warmly thank Rob, who has provided all the effort to ensure that this has been an excellent success.

The neutral pool and knockout competition appointments have operated with the same regular band of dedicated people run very successfully by Iain. Following considerable effort from the team and in particular Iain, I am delighted to report the neutral scheme functioned perfectly, probably for the first season. We would like to thank the clubs and in particular the ones that have to make extra effort to fulfill their pool obligations. We hope this continues into the new season.

We have run a number of level one courses again this year and we generally have a 100% pass rate on the theory. It is still a source of concern that the number of candidates that we are able to see through to passing the practical part of the exam is NOT 100%. But, we are still struggling to get people to commit to the neutral scheme. I am wondering where the next crop of level 2 and level 3 umpires are going to come from? If you know of any candidates that are awaiting assessment then by all means point them in the direction of Iain Fletcher or Brian Arnsby who will make arrangements for them to be assessed. I would like to thank Dan Heydon, Brian Arnsby and David Blowers for their tireless efforts on this.

The website is now fully operational and it significantly improves our administrative and communication efficiency. I would like to thank Rob Youngs in particular for his dedication to getting it this way.

We have had some recent disciplinary incidents, which cause us great concern and I believe that the Association's stance on this has been strong. However we have decided to take a strong stance on this to protect our members and as part of this effort we will be proposing a RESPECT Initiative to be effective from next season.

I wish you all well for the coming season. Neil Cherrill President HBHUA

## **Treasurers Report for Annual General Meeting held 12<sup>th</sup> June 2009**

As you can all see, the association is in a healthy position; however the split is not all that good.

### **The General Account**

This is used solely for the members of the association and again this year has made an excess of nearly £3,000 of income over expenditure.

The Membership subscriptions include the money we received for the kit; I was advised to put it there as I was unable to strip out the monies as they were coming from to many sources. I'll work with Rob during the next season and split this out so that we can have a separate account solely for kit.

### **Level One Course**

This year again we made a healthy surplus, this I have put down as having surplus stock and also with every course that we run we give the candidate a chance to purchase some kit, again I've been unable to split that out, if Dan could advise me of what new kit has been purchased this way, I'll be able to move this into the General Account/Kit Account.

### **Neutral Pool Scheme**

This is used solely for refunding umpires expenses, as you can see this year we made a healthy deficit, this has concerned me and I've looked into the reasons why; the other year Rob chased everybody up for their subscriptions, well he was proactive in chasing everybody up for their expenses, the expenses paid this year includes some from the past years.

Also, I have found that clubs have been having a "free" umpire, let me explain, now that we do not travel out of county we provide 2 for all the home games, the annual club fee was based on that fact that they only get one from the association and not two.

This year's deficit brings everybody's expenses up to date and therefore going forward we should not have any surprises.

### **Recommendations**

I am proposing that:

1. The membership should remain at £15 per annum.
2. We leave the mileage rate at the current 22p; we increased it last year when petrol prices were comparative to now.
3. The club fees should be increased to £250 per team, this will then overcome problem I identified above with the clubs getting a "free" umpire.





**Hertfordshire & Bedfordshire Hockey Umpires Association**  
**Balance Sheet**  
**As at 30th April 2009**

	2009 £	2008 £
<b>Balance for Year</b>		
General Account	6,108	3,328
Level One Courses	5,639	3,028
Neutral Pool Account	(1,499)	375
	10,248	6,731
 <b>Represented by:</b>		
Cash at Bank		
Current Account	6,856	1,358
BPA Account	5,489	5,453
	12,345	6,811
 Debtors		625
 Creditors	2,097	705
	10,248	6,731

\_\_\_\_\_ N.Cherrill

\_\_\_\_\_ 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 2009 are in accordance herewith.

\_\_\_\_\_ A.P.Cook

1st June 2009

**Hertfordshire & Bedfordshire Hockey Umpires Association**  
**Creditors and Debtors**  
**As at 30th April 2009**

Debtors	£
Creditors	
Contingency	1,842
BHHUA	255
	<hr/>
	2,097

## Appointments Secretary Report 2008-2009

I had said in my report last year as Non League appointments sec. That I was standing down from that position and would be helping Mike Brown in his role of doing both League & Non League appointments. It became apparent to Mike at the beginning of the season that he would struggle with his work commitments to do the job and after a bit of discussion I agreed to take on the role.

Out of the frying pan into the fire springs to mind, there has been a debate as to which of the 2 appointment roles is the more difficult, having done both jobs this season I can tell you it is League Saturdays, the Non League appointments you can at worst throw back to the clubs, but the league is a mandatory commitment and there is nowhere to run.

Bare facts we appointed 391 umpires to league fixtures last season and we used 44 umpires.

This may sound like we have a healthy pool and on the whole it is not too bad, but we are in need of more umpires at the top end of the pool, especially younger members, if I had to guess I would say that the Ave. age of our 'A' panel umpires (those that can do anything) is nearer 50 than 40.

This is mainly due to the fact that unless you have the aptitude and have played at a high level (Prem & above) for a long time, there is no substitute for experience. I will cover this more in my coaches' report.

Last season we had 13 teams with a mandatory appointment this season we will have 9, 4 teams may not sound a great deal but that is 8 less umpires to find and the difference between appointing 18 and 26 is vast, looking back at the appointments last season it appears that every time the number went in excess of 18, we had at least a third of umpires having to be changed for one reason or another.

Herts & Beds clubs will by league rules have to supply HBHUA with 17 umpires to cover all the teams from Prem A – Div 2S men's and Prem & Div 1S ladies. However at least 2 of these will be doing East appointments so we have 15 and a possible 18 appointments as you can see the figures do not add up. We are

slightly fortunate in that we have a few neutral umpires who make the numbers and a few clubs who supply more than their allocation which helps numbers game.

I do not wish to make this a long report so I will move on to Sundays

We appointed to only 7 games this season and used 10 umpires to do so; this is the very lowest number we have ever been.

We could have done more but a combination of factors with teams not asking for umpires in time, lack of availability and cancellations led to these low numbers. We also lost a number of events we have traditionally provided to. This will change next season as we are going to be charged by the East to provide umpires to various events again and from what I can gather this will also be used for Level 2 development, again I will cover further in the coach's report.

We need support on Sunday's as well as Saturdays so I would ask that anyone who has the chance make themselves available for any dates they can, we may not use you, but at least it gives me a good chance to cover anything I need to.

Lastly please remember that if you wish to change your availability please let me know first, do not arrange something during the week even if not appointed because things crop up and you may be needed and I do not want to appoint you only to have you ring me and say sorry I am doing our 4's, it is not a problem but I need to know you are not available.

To finish thank you for all of you who have done appointments this last season have a pleasant break and see you in September.

Iain Fletcher

## Chief Coach and Chair of Assessment

Coaching – defined as the development of a particular talent to enable the participant to perform better.

We have been somewhat remiss with coaching within HBHUA over quite a while and as I said last year we are working to improve the availability of coaches within the association, to this end we have been successful.

Over the past winter we have had coaches out on numerous occasions; some qualified others like myself using our years of experience and seniority to help develop the umpires within the pool set up. I would like to thank my colleagues who have helped out in the role of coaches and offered their sage counsel to those who would listen.

I would like to make a special mention at this point of Barry Smith, one of our National Panel umpires and also a Regional level assessor/umpire advisor he has coached a number of umpires on an appointment basis and also been willing to watch umpires who have asked for his advice and some of us who have not as well! He has also offered his services on a regular basis when he has been local and I have been glad of his input and help.

Coaching can only be done when there are umpires and games, in the winter this is easy as we have a schedule of games and we can appoint umpires and coaches (providing they are not umpiring). This is easy for the pool set up and coaching is therefore a bit more available, at a lower level it is still viable as the games are set up and the umpires can be appointed by their clubs.

Summer coaching should be easier, the senior members of the association have more time on their side and an odd evening coaching can be a way of keeping your hand in. However this is the second summer we have offered our services to coach/assess and seem to be having it thrown back in our face.

The numbers game for last summer is there are approx 450 games between 4 leagues in our area, Broxbourne, Hitchin, Bedford, Southgate and we did about 20 coaching's and the same number of assessments, this is about 9% usage, this summer so far there has been over 170 games and we have done 3 coaching and 3 assessments, that is about 3.3% usage. I do not wish to say we want to be using every game to do something, but when I hear complaints about not enough coaching it makes me very annoyed. Umpires and candidates view of coaching is that it will be where I want it and when I want it, the association has to do what I want. We do try to fit in with peoples requests, but when asked I will ask for a range of dates so that I can arrange for a coach to be available, this is a 2 way street.

Assessment – a review of the progress of an umpire to see if they have progressed to a level of competence.

I have touched briefly on assessments above with regards to the summer numbers game, what I will say to finish off on that subject is last summer we had a 90% NON PASS rate, this is down mainly to 1 thing, a lack of practise, it amazes me the number of candidates who feel they can turn up for a Level 1 assessment having only done 3 games and are stunned when they do not pass.

To give an example of how this can work is a candidate was assessed by both Neil and myself last season and was not up to scratch by a long way and even with coaching was still struggling at the end of the summer, they went away umpired numerous games over the winter and after having done a couple of summer games has now passed their level 1 comfortably again Neil and I both watched, they are never going to set the world on fire but are now a qualified competent umpire.

There are other major problems with using summer games and that is the standard of the games themselves, you can have everything from Premier Div players down to local club only players.

We use a lot of criteria for assessment of candidates and umpires looking for promotion, to start with level 1 candidates, we are looking for a consistent standard with regards to application of the rules, the positioning and movement during the game, the preparation before they start including there appearance and possibly most important the control of the game (this is where the standard of the game is a big factor).

Every assessor has their own way of judging at the end and may have another factor which can help in there decision making, personally my own benchmark is would I be happy to have the candidate umpire at the other end from myself.

I cannot emphasis enough the need for practice, we currently have 14 candidates who are almost at the end of the 2 year timescale for passing level 1 from completing there theory and not one of them has approached me for coaching or to set a timeline for doing there assessment, they are almost out of time and come July 15<sup>th</sup> they will be removed from the database and be informed that they are no longer eligible to umpire under our auspices and need to retake their level 1. This is an England Hockey deadline and not an HBHUA one whatever anyone may think.

At this point I would like again to thank David Blowers for all the hard work he does with assessing level 1, going out in all weathers and watching games quite a few of us would regard with dread, to keep the process of assessment going forward and without which we would be drowning in a sea of candidates.

With regards to umpires looking to advance whether within the pool structure or to a higher level of the game the same criteria would also apply, but the emphasis on the different parts would be changed, with the technical aspect having a more important bearing.

There should be with regards to assessment from within the pool structure this season more chance to be assessed/coached as we will have fewer games to appoint, but this should leave an opportunity for some of the senior members to be free to go out and about on a more regular basis, we can then help those members who wish to advance quicker than has been the case recently. We would still emphasis that progression to level 2 is achieved quicker and easier from within the association with our help than from without.

I would finally again like to thank all those who have helped with coaching and assessment this past year, I am just the figurehead and there are a lot of unsung hardworking people behind the scenes.

Iain Fletcher

Chief Coach & Chair of Selectors



## Level 1 Report

Over the past year there have been 4 Level 1 courses held at Rickmansworth, St Albans, Luton and Queenswood led by Brian Arnsby and myself with a total of 58 candidates all of whom passed the theory. One came up from Devon and has subsequently been passed on to them to be assessed, while 3 have successfully been assessed together with a further 20 from earlier courses. There are now 105 candidates who are still within the 2 year limit for getting assessed.

The Queenswood course was a first with it being spread over a number of ~~weeks~~<sup>weeks</sup>, as it was given as part of the pupils PE course.

Thanks should be given to Brian for co-ordinating the watchings, Iain, Neil and Dave Blowers for their time coaching and watching.

The cost of the course has gone up to £ 55.00 for which the candidate receives a polo shirt, rule book, whistle, score pad, cards, book, a year's membership and insurance plus a little to cover coaching/ assessment expenses.

There is a course at Bedford this Sunday and another planned in September either 20th or 27th at Broxbourne, a registration form will be sent to ULOs when the date is confirmed. However if a club wishes a course and can muster a minimum of 10 we endeavor to put it on.