

Herts, Beds Hockey Umpiring Association

ANNUAL GENERAL MEETING

Friday 29th June 2012 at 8:00pm

Letchworth Hockey Club
Whitethorn Lane, Letchworth Garden City, SG6 2DN

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. Umpire Grading
6. Awards – Rhoda Gains and Presidents
Trophies
7. Election of Officers
8. The Way Forward
9. Any Other Business

HBHUA - AGM

Letchworth Hockey Club

Friday 29th June 2012

Attendance List

Coranne Roberts - Varsity Captain	
Neil Cherrill - President	
Correy Cherrill - Aspiring umpire!	
PHILLIP MARTIN ST ALBANS H/C	
Alan Middleditch	Blueharts (non-member HAREHAM)
DOUGIE CROSS	BLUEHARTS
DEBRA BRADLEY	TRING
RAY BRAXILL	STEVENAGE H.C.
CHARLOTTE BARRETT	ST ALBANS
RUSS NUTTER	LETCHEWORTH
A. Deighton	MILKMANSWORTH
Alex Smith	WELWYN C.C.
Andy Lark	WEST HART
Jessie Pearce	Chesham
BARRY SMITH	—
PETER SMITH	BISHOPS STORTFORD
ROB YOUNG	ST ALBANS ROLLERS
MIKE BLOWN	WEST HARTS
GRAHAM KING	—
Richard Bond	Stevenage

HBHUA

Interim Secretary: Neil Cherrill
9 Swasedale Road
Luton
Beds
LU3 2UB

President: Neil Cherrill
9 Swasedale Road
Luton
Beds
LU3 2UB

Minutes of the Annual General Meeting held at Letchworth Hockey Club on 29th June 2012

1. Apologies for absence

Jackie O'Sullivan, Phil Price, Elayne Brown, John Halfacre, Michele Chapaman, Keith Boddy
Chris Riley, Colin Harker, Bill Felton, Jo Hare, Tony Dadd, Mike Tomkys, Derek Henley
Peter Goulton, Quentin Keeling, Roger Dear, Ilona Clifton, Peter Burton, Andy Bowskill
Tricia Murphy, John Quick, Vanessa Porter, Lorraine Ellis, Paula Beavis, Derek Green
Stephen Piercy, Tom Godfrey, Henry Wanchoo, Richard Ashby, Lesley Larkins, James Mccubine,
Ian Noble, David Chatterjee, Danny Copues, Jonny Briggs, Josh Chapman, Adrian Crawley, Mark
Degaute, Tim Eyton-Jones, Craig Genga, Derek Henley, Chris Hopson, Colin Meadows,
Neil Monk, Alan Pilgrim, Ollie Price, Simon Spencer, Fran Treadgold, Ian Vickers, Martin Williams,
Marilyn Botheras, Michelle Chapman, Fiona Copley, Jacky Joyce, Tara Haddock, Jane Fixter,
Moirra Chlerton, Lorraine Ellis, Sophie Minter, Liz Gumble, Tim Albery, H Wehrmann,
R Wehrmann, Jean-Paul Alion, Bud Carthy, Dan Heydon, Hilary Ward, Ian Ward.

2. Minutes of previous AGM

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

3. Matters Arising

There were no matters arising.

4. Reports

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

5. Umpire Grading

Iain Fletcher summarised the grading system employed as follows.

Simply put, the grading on the system shows the highest level at which HBHUA are happy for the umpire to be umpiring at.

If any umpire or club feel that an umpire is graded too low then HBHUA will undertake to watch any umpire with a view to changing their grade within the system.

6. Awards

- | | |
|----------------------|----------------|
| - Rhoda Gains Award | - Andy Webster |
| - President's Trophy | - John Pierce |

7. Election of Officers

President – Neil Cherrill
Secretary – Dougie Closs
Membership Secretary – Loraine Roberts
Treasurer – Mike Brown
Appointment Secretary – Ian Fletcher
Chair of Selection and Chief Coach – Iain Fletcher
Herts Rep – Dan Heydon
Beds Rep – Dan Heydon
East HUA Rep – Graham King
Level 1 Co-ordinator – Dan Heydon
Webmaster – Rob Youngs
Ladies Representative – TBA
Club Liaison – Andy Larkin
Youth Development Officer -- TBA

8. The Way Forward (paper for discussion distributed by email to all members prior to AGM and copy made available at meeting)

A full and frank discussion took place regarding "The Way Forward". Barry Smith (HBHUA umpire and ERHUA Chairman) was invited to give his thoughts. In a forceful address, Barry pointed out that the Association could not be run by five people, and that there was a serious requirement for change within the Association from top to bottom. He stated that HBHUA was now one of the poorest Associations within the East Region, especially in terms of Young Umpire Development. The development of Young Umpires is a key issue for England Hockey, and should be a priority for any Umpire Association.

It was agreed that the Young Umpire Development programme within Herts & Beds would be delayed for a year, to allow the Association to regroup and improve. It was hoped that, with the additional office bearers and various offers of assistance, the Association would be in a better position to address the various issues by the time of the next A.G.M.

Email responses:-

Chris Riley - would be happy to help out by offering a few hours a month as suggested.

Tony Dadd - offered help if he can help in a small-ish way initially & will continue pool umpiring every couple of weeks next season.

Quentin Keeling - willing to help, within the limits of his abilities

Roger Dear - looking to do some work in the back ground.

Derek Green - would like to help relieve the pressure. Request to let him know how he can help

Danny Copues - would be interested in helping out in an admin role if possible

Mark Degaute – Broxbourne will be of "ad hoc" assistance where they can

Bud Carthy – Request to let him know if there are ways that he might be able to help

Tom Godfrey - taking over as Herts Director of Coaching - not in a position to offer any time but need to strengthen ties to benefit both associations.

9. Any other business

There was no other business and the meeting closed at 9.30

HBHUA

President's address

This has been my sixth year as president and to say the least this has been the most difficult. We have had our stalwart secretary resign due to work and family commitments and as such some of the admin work has fallen to me to pick up and my administration skills outside the workplace are somewhat limited. However, most of the membership will have received the discussion document and we will be talking about this later in the meeting.

Just to remind you that the RESPECT campaign is still in force so if there are any incidents that require our assistance then please feel free to let us know. We will of course deal with them on an urgent basis.

The Neutral pool and KO appointment have operated with the same band of willing and dedicated people and my sincere thanks once again to Iain Fletcher for his dedication to the cause.

We have also run a number of level one courses which still result in too few people finding their way to the practical assessment and even fewer into our neutral scheme. This aspect of the Association is a cause of great concern to us. As this should also be to the clubs that are playing in the leagues that require neutral appointments. If we are unable to appoint then those clubs will not be able to play in the league.

This season sees the third pre-season tournament at Bishop's Stortford HC.

I wish you well for the coming season.

Neil Cherrill

Hon President HBHUA

29th June 2012

Appointments Secretary report 2011-12

Another season passes and the association has just about managed to fulfil its obligation. The bare facts for those who are interested are that we have appointed 304 umpires this season on Saturdays and 40 appointments on Sunday this was broken down into 18 cup games and 22 junior events.

I would like to congratulate Tim Eyton-Jones, John Pierce & Stephanie Coles on there promotion to Level 2

We as an association are running into a problem with the neutral pool that is a lack of suitable senior umpires,

The 3 mentioned were in a band of umpires who did 20 plus games last season, but it is which games they did is the problem. The 2 gents mentioned did 12 of the 20 appointments at Div 1 level and as of next season i will have the same 20 appointments at that level and i feel i only have possibly 5 umpires capable of doing that level, that includes 1 who has been on long term injury and myself (i would like to do a lot more coaching next season and if umpiring at 13:30 would be almost impossible).

If the East league is kind to us and we end up with only 1 at home each Saturday then the problem would be avoided, but if both then every other Saturday i would need all of those umpires available and that i know will not happen. There are possibly a couple of umpires who could be progressed to this level, but they would have to commit to the pool and at the moment i cannot see that happening.

This brings me on to my main point and that is the lack of feed from the clubs of umpires who are willing to commit to umpiring and not wanting to play. I would like to ask that all of yourselves report back to your respective clubs and let them know we are in need, if the current lack of influx to the association at the top end ie: the pool umpires then there will come a time shortly when the pool will collapse and the result will be no league hockey..

I would like to take this opportunity to thank those who fulfilled fixtures in the pool, sometimes doubling up to cover games, also the small dedicated band who covered Sundays, i would like at this time to say i am sorry Stephanie Coles decided to take her skills elsewhere and i wish her all the best, John Pierce who although being promoted still made himself available t all opportunities.

I would also like to extend a thanks to my senior colleagues in the ERHUA pool who still when not umpiring for them came back and helped me out, a thanks to Ray Perrin, Henry Wanchoo & Neil.

Chief Coach Report 2011 - 2012

This will be a disappointingly brief report as i have not been able to get myself or any other coaches out on a regular basis.

I will reiterate my usual mantra of Summer leagues being the best time to get out doing coaching and yet again the take up and response has been disappointing. This past winter due to circumstances i spent virtually every Saturday umpiring at least one and quite often two games and also Sunday's as well. This means i probably only saw a handful of umpires and from my own point of view that is not good enough, i did try where possible to coach anyone i saw before my own game, but again only a small number.

Again another summer has started and although quote a lot of assessments are being scheduled, only 2 umpires have asked for coaching. This is a shame with the vast amount of games of differing standards available, but i can only point this out and cannot force anyone to participate.

This winter will again be hard as i have lost 3 umpires to East, this would leave me very short at the top end and therefore umpiring every Saturday again so the pool umpires will again not get the coaching they need to improve and therefore replace my loses, this is a vicious circle and the way out is not clear.

I have not had an opportunity to formulate a policy for this winter so that coaching can be done every Saturday, but i still wish at least if we as an association see 1 person that is 30 odd coachings over the season and about 20 more than last year.

The pre-season tournament at Bishop Stortford is an opportunity for those umpiring at Div3 or 4 level to improve and those looking to come up as a guide to if you are ready.

Again this is a disappointing report to write, but hopefully a one off.

Iain Fletcher

Chief Coach

HBHUA, the future....

For many years the HBHUA have been lacking in volunteers to assist in the running of the association and to help with the normal day to day administration which is necessary to provide a successful umpiring association. Currently, there are only 5 members who are giving large amounts of their free time to make sure HBHUA is able to fulfil its commitment to the clubs who pay for its services.

What do/should the HBHUA provide for their members insurance, coaching, discussion, up to date info, equipment, clothing, etc? Do all members especially new level 1's, for example, understand why the HBHUA is there, why clubs and games will be affected if there is no HBHUA - EH specify certain levels of games HAVE to be pool appointed.

Unfortunately, with so few hands, the work load is heavy, and in recent years the association has managed only to keep ploughing the same furrow. This has led to the HBHUA moving from being seen as one of the top providers of umpiring in the East, to being overtaken by several well supported counties.

After many years of service, some of the aforementioned volunteers are now struggling to find the required amount of time to fulfil the ever increasing workloads placed upon them; it is now purely a matter of time before these committed members also call it a day. The result of losing any further members, of the already depleted committee, would have a huge effect on the HBHUA to the consideration of the association having to decide if it could continue. The impact of this would be felt by every single individual who either umpires, plays, or coaches hockey within Hertfordshire and Bedfordshire.

To give some idea of the situation, below is a list of current volunteers, followed by a list of committee and co-opted positions and roles which the association needs to run effectively:

Current volunteers:

Neil Cherrill, Michael Brown, Iain Fletcher, Daniel Heydon and Loraine Roberts.

Committee:

1. President.
2. Chairman.
3. Treasurer.
4. Secretary.
5. League appointments secretary.
6. Chairman of selection.

Co-opted members:

1. Sunday appointment secretary.
2. Call-off secretary.
3. Chief Coach.
4. Hertfordshire representative (to ERHUA).
5. Bedfordshire Representative (to ERHUA).
6. Club liaison officer.
7. Level one co-ordinator.
8. Membership secretary.
9. Website administrator.
10. Youth development officer.

The choices are very simple and are entirely in your (the memberships) hands:

1. Carry on regardless!
2. Move forward and commit to a two year plan to bring the HBHUA back!

If option 1 is your choice then the reading stops here and our work is done; however, hopefully you will have already decided to read on....

If you choose option 2 and you want to be a member of a front running, forward thinking and proud HBHUA, then strap yourself in and here's the ride we offer.

Firstly, we need you!

Your attendance at the AGM will give an instant indication of the membership's willingness to move forward.

We have to all buy into this, and to do so, we need the membership to offer some time, not just to umpire, but to assist with the roles required to move us forward. Whatever time you are able to offer will be of assistance. There are 11 vacant roles listed above, and to do this with conviction, they all need filling. Ideally, these all need separate people in the positions, as this will reduce the amount of time any one person has to give and will make sure the role can be done to its best ability.

As well as the above list, we require people to do several smaller administrative roles and we always need people to come forward and help with recruitment, development, coaching, junior hockey and organisation of events.

Even if you can only offer a few hours a month, it will assist the association greatly and be much appreciated.

The next moves....

We need to create an agreed formalised plan which gives focus and direction of where we all want to be in the next few years:

Understand how we can best serve our membership for now and in the long term future?

What do our customers (the clubs) want us to provide?

How do we raise our profile?

How do we continually improve our service?

How do we develop existing members (umpires, coaches, assessors)?

Can/should we look for sponsorship?

How do we improve recruitment especially in the ladies and junior ranks?

Can/should we resurrect our charity fundraising?

Be more transparent for all to understand the pathways for all sectors of umpiring.

Make sure the website is up-to-date, informative and is seen as a useful tool for umpires and teams alike.

What do you want....?

We should always enjoy everything we do and, as important, is to always be proud in what you achieve.

Looking forward, we have so much we can achieve and so much we can be proud of. We have been there before and we can get there again.

By the way, no one promises it's going to be easy, but nothing ever is; especially when it involves umpiring.