

Sussex County Hockey Umpires Association

Minutes of the AGM held on Thursday 20th June 2013.

Southdowns Club, Lewes.

Prior to the meeting the Chairman introduced Will Miles and congratulated him on being the recipient of the Tom Russell award (Junior Umpire of the year).

The Chairman opened the meeting at 1935hrs.

Present.

Alan Ross, Paul Shackman, Mark Cranley, Alan Grey, Jamie Bowley, Andy Brookes, Tim Holt, Glyn Crees, Sue Thomas, Sam Aaron, Peter Savage, Ian Anguige, Will Champness, Richard Atkinson, David Colbourne, John Moss, Julia Shorrocks, Tony Barber, Gordon Young, Nigel Cannon, Will Miles.

1: Apologies for absence.

Sue Crane, Kevin Burge, John Colban, Trevor Burchell, Frances Block, Nigel Budden, Dennis Dunford, Fred Brotherton, Dave Thompson, John Silver, Chris Sinden, Gaynor Grout, Ken Veness, Kenny Stark, Mark Lester, Jonathan Gillespie, Peter Behrens, David Turner, Kim Morris, Clive Wigglesworth, John Fox, Will Chetwood, George Deaves, Max Coles, Roger Dear, Mark Hollis, Darren Hollis, John Murphy, Mike Acott, Carol Pederson & David Shields.

2: Minutes of the previous AGM - 20th July 2012.

The minutes of the previous AGM, having been previously circulated, were taken as read.

One correction: Trevor Burchell was in attendance; however he is not listed as present.

Proposed: John Moss

Seconded: David Colbourne

3: Matters arising.

No matters arising from previous minutes.

4: Chairman's report.

Sussex hockey Umpires Association - Chairman's Report to the AGM for Season 2012-2013

It is with real pleasure that I open this report by offering our congratulations to Frances Block for her achievement in being selected to umpire at last summer's Olympic Games.

Frances is a long standing and hard working member of the association and the example that she sets with her hard work and dedication are a fantastic example of what is possible for any umpire.

Congratulations

It is always nice to be able to celebrate success and this season is no different.

On the ladies side we offer congratulations to Ian Anguige for achieving his Level 2

For the men, Will Champness continues to progress his NPUA career whilst Jamie Bowley, Darren Hollis and Kieran Jones are making encouraging progress during their first season as South umpires.

Our ex Chief Coach, Kevin Burge, has been elected as Chairman of Selectors for SCHUA. Well done Kev. I am certain that the South umpires will benefit from your great expertise and experience

Another of our colleagues, David Colbourne, has been elected as vice President for SCHUA. Congratulations David.

It is good to see the excellence of Sussex Umpires being recognised at a higher level.

On a different note, I would like to record my, and the association's thanks to Martin Hall.

Martin retired as Treasurer of the association after twenty years of service which is quite remarkable.

As the association has developed and become more sophisticated Martin has been at the heart of things, driving us on, overseeing and ensuring financial stability.

We are in a strong and healthy financial position and this is due to Martin's hard work and efficiency.

Administration

My thanks go to Mark Cranley for taking on the role of secretary. This is a time consuming job and Mark has brought to it his humour and hard work which has helped things to run smoothly.

Alan Ross has had to grapple with many difficulties, not least the problem of a bank that made changing the signatures on the account one of the most tortured pieces of admin that it has been my misfortune to be involved with.

Hopefully all is now running smoothly on that front. Alan has also done much to make certain that the accounting process makes full use of our management system and next season should show the benefits of his hard work.

I am very grateful to Ian Anguige for taking on the role of website manager. Ian will bring much needed expertise to the role and I am sure that everyone will soon see the benefits that we will gain from Ian's involvement

Appointments

The work that Allen and Tim do lies at the heart of why the association exists.

In making nearly eight hundred appointments they demonstrate the hard work and commitment that typifies their attitude to their roles.

We are very fortunate to have two people who are so prepared to work so hard on our behalf.

This season has not been without its difficulties. Allen has managed to fulfil all the ladies appointments but only by using double-ups on a number of occasions whereas shortage of umpires has left Tim in a situation of not being able to appoint umpires to all of the Sussex division 1 games

This is not a satisfactory situation and we will have to look at all opportunities for recruitment if we do not want the situation to deteriorate further.

Level One

Will continues to look after this aspect of the association, running courses wherever and whenever asked.

Our challenge is to get some of these umpires to commit to umpiring some games on the county circuit.

Junior Umpires

Yet again Alan Grey has unearthed a pool of umpiring talent that will serve hockey well in the coming years.

Alan's enthusiasm and dedication has seen a steady stream of talent come through to umpire senior hockey and to progress beyond the county and the current crop of young umpires shows no sign that this production line is about to slow down.

Selection and Coaching

This has been something of a disappointment this season and we have not achieved what we had hoped at the beginning of the season.

This is largely due to the people that we had hoped to utilise in the coaching and assessing roles being required to umpire every weekend and therefore not being available for coaching and assessment roles.

It is an area that we are very mindful of as it is the way in which we can help to support our umpires and help them to progress.

Recruitment and Retention

This is a key area for us as we move forward.

England hockey have appointed Richard Glynne-Jones to spearhead their drive to recruit and develop umpires and we have already had a couple of meetings with him to assist in developing a programme.

We will be represented at a conference in June to look in detail at the plans to assess how these can be brought to fruition

Following on from this conference we will be making our own plans to implement the proposals within Sussex.

Cup Finals

May I congratulate the organisers for another year of very well organised and successful finals and to all our umpires that took part.

You certainly displayed the high standards and qualities that we should all aspire to.

Liaison with SxHA and SCHUA

We continue to enjoy an excellent relationship with Sussex County HA and are fortunate to have John Murphy as a member of our committee.

John works tirelessly for the development of hockey in the county as well as being a valuable member of the umpire's association.

Similarly we enjoy a very good working relationship with SCHUA and Richard Wood is always very supportive of everything that we do.

The Future

We are currently faced with a number of challenges, the two major ones being umpire recruitment and coaching and assessment.

We are really working hard on these two issues and hope that the coming season will show not just our plans but a positive move forward on these two aspects of our work.

I am indebted to the huge amount of hard work that is put in by members of the committee. They all take their roles most seriously and constantly strive to develop and improve what we do as an association.

Paul Shackman.

PS – What I didn't include in my report was the fact that we recognised Frances's Olympic achievement with a presentation at the finals weekend, at East Grinstead of a Silver photo frame and photo of her officiating at the London Olympics.

We also recognised Martin Hall's services to the Association as Treasurer by presenting to him an inscribed glass plaque.

A discussion then took place with regards to the appointment of Richard Glyn-Jones and his recent appointment and the impact this will have on future Umpire recruitment and retention.

5: Secretary's report.

Nothing to report.

6: Treasurer's report and adoption of accounts.

Accounts have been signed off.

The Treasurer then gave his report (copies of which were available to attendees).

Questions:

David Colbourne commented that it looks like we spent 12 times more on accountants than on coaching.

AR: This is something we are going to review. Discussion was then held in relation to the accounts and the merits of using Accountants.

Recommendations:

AR: Debtors – we have to keep pace with technology, I have had a good view of the Surrey website. It has been looked at in depth, there are modules on that website could be beneficial i.e. automated invoices, Reminders sent automatically etc. No manual input, touch of a button and away it goes. We will asking the clubs to pay via Bank Transfer.

We are going to look at paying expenses claims automatically by BACS (far cheaper) rather than cheques.

AR: I omitted to record on report the matter of subscriptions – The Committee are proposing to keep the subscriptions the same: £15 & £7.

With regards to claims, there are two proposals in the report. Within the budget I have included some website expenditure of £1000 and also some Rule Book fees (Rule books to be discussed).

I have also uplifted some Assessor costs and some Umpire Coaching costs.

Proposal 1 - £21 per appointment (to clubs), £6 match fee, raise mileage to 25p = (with website costs that would give us a loss of £354 approx – average cost of £18).

Proposal 2 - £22 per appointment (to clubs), £6 match fee, raise mileage to 30p – (Average cost per appointment £21 – that would give us a loss nearly £3000 – if we charge the clubs at £22 a slightly smaller loss of £2000).

Sue Thomas: You do have a large amount of money in the account - £10000.

Further discussion then took place over previous charges to clubs etc.

AR: There are all sorts of scenarios, we have talked about removing the £6 match fee, we have also discussed raising the mileage to 30p, we also discussed charging the clubs £25 per appointment, plus take out the £6 match fee. We do not want to create a great profit.

I propose that we charge £22 to the clubs and we pay mileage of 25p.

Discussion: re HMRC and Tax implications in relation to expenses and the substance of the Treasurer's report and what other Counties pay.

John Moss: What is the impact of £20 to the clubs and 30p per mile?

Discussion: re implications of reducing the chargeable amount and removing the match fee.

Input from Julia Shorrocks in relation to maintaining the mileage rate at a reasonable level.

A proposal was made: £20 reduced charge to clubs per appointment - Umpires to receive travel expenses of 30p per mile.

AR: To be very clear – 'We are omitting the £6 match fee.'

Proposed; John Moss. **Seconded;** Will Champness.

A vote was then held – All voting members present in favour with one abstention (Sam Aaron).

Further discussion then took place, including the provision, by the association of rule books.

Debtors – Transitions was not the easiest, invoices took 3.5 months to sort, different info from bank. The whole process took a long time. 3 signatories are on the account now as opposed to 1.

Late invoicing was the main cause of debtors – we could invoice half yearly.

Will Champness: When you bill at the end of the season this causes revenue problems for clubs, definitely think clubs need to be invoiced on a monthly basis or half-yearly.

AR: I am looking at billing clubs half year and at the end of the season.

TH: We have gained three clubs this season – St. Francis, Southwick and Lewes 2.

Gordon Young: Questioned the amount of level one fees outstanding – **PS**: Ongoing issue with two clubs. I have been in touch with the club Chairmen and the Treasurer will now produce a formal invoice and the clubs will pay.

Discussion: re Level one costs.

IA: At last year's AGM it was agreed to increase subscriptions to £16 & £8, but they weren't applied, are we going to vote at this meeting to reduce them back down to £15 & £7?

Proposal (**IA**) made that subscriptions are £15 & £7. **Seconded by**: John Moss.

All were in favour.

PS: Coaching - I have talked at length about Umpire Coaching, we have been in a state of flux for the past couple of years. I have been in discussion with Kim Morris who is keen to develop the coaching role, it was too late to do anything for this meeting, but he is going to write for us a summary of the way he sees the role and the way in which he would like to develop it, and so hopefully we do envisage with someone like Kim co-ordinating things and the availability of Kevin and David once a month (apparently) and plus the fact that we do have senior umpires within our ranks who could offer an awful lot to club colleagues. Tim and I have discussed the appointments to Sussex Div 1 (men) games, whereby we will appoint one umpire and the club to appoint the other, which will help the interaction between us and clubs.

PS: I can't talk with any authority on this as the matters have not been formalised and agreed by Council.

Shirts, we are looking at providing new shirts and whether we subsidising members shirts. There are constant updates for website for which we need to retain some money.

There is going to be an increase in interaction with clubs – we proposing a road-show to go out to the clubs, which we will need to acquire a projector to run umpire recruitment evening. We will also go to clubs for on- going professional development sessions.

Gordon Young: What is the association spending the bursary money on?

The Bursary fund exists to support Umpire development and again this is something that some people are aware that money is available to help umpires with their personal hockey development.

Further discussion was then held on the matter of the Bursary fund. **AR**: I need to formulate a 3-5 year plan as what we are going to do with this money.

.7: To adopt recommendations from the Council for:

- Members subscriptions;
- Fees to Clubs;
- Remuneration to umpires;

These items have previously been dealt with.

8: Election of Officers and Council Members:

The post of President is elected by the Committee, I am pleased to inform you that Richard Atkinson has duly accepted.

At which point President took control of the meeting to deal with the election of the Chairman.

Paul Shackman was proposed by **TH** and seconded by **IA**.

9: Officers:

In light of the lack of any other proposals the following were nominated for the relevant posts and duly elected. Proposed by David Colbourne and seconded by Sam Aaron. All in favour.

POSITION	2013-2014
Chair	Paul Shackman
Secretary	Mark Cranley
Treasurer	Alan Ross
Chairman of Selectors for Women's Appointments	Richard Atkinson
Chairman of Selectors For Men's Appointments	Tim Holt
Women's Appointments Secretary	Allen Filer
Men's Appointments Secretary	Tim Holt
Chief Coach	TBA
Young Umpire Representative	Alan Grey
Level 1 Coordinator	Will Chetwood
Welfare Officer	Ian Anguige
Council member	Frances Block
Council member	John Murphy

1. President: Richard Atkinson
2. Chair: Paul Shackman
3. Secretary: Mark Cranley
4. Treasurer: Alan Ross
5. Chair of Selectors for Men: Tim Holt
6. Chair of Selectors for Women: Richard Atkinson
7. Appointment Secretary Men: Tim Holt
8. Appointment Secretary Women: Allen Filer
9. Young Umpires representative: Alan Grey
10. Level one co-ordinator: Will Chetwood
11. Committee member 1: Frances Block
12. Committee member 2: John Murphy
13. Welfare officer: Ian Anguige

10: Any Other Business

Kenny Stark – (proxy) There is one issue I wish to raise in the AOB section -

Twice this season I have driven to the ground (Eastbourne & Horsham) only to discover the match had been cancelled & neither umpire was informed. What can/ will be done to ensure this does not happen again? And can umpires not attend a venue if they haven't been contacted that week by the home captain confirming the time & venue etc?

Needless to say I feel pretty strong about this issue!

Kenny

This has been previously dealt with to the satisfaction of all.

Sue Thomas – Half way through the season we were no longer able to list our games on the website. **PS:** This has now been sorted in light of **IA** agreement to take on the website.

Hopefully, we now have a system where any glitches will resolved expeditiously.

Peter Savage – I remember going to a meeting some ten years ago where it was proposed to form one Sussex umpires association, by amalgamating the Women's and Men's associations. I remember one particular person predicting the immediate collapse of umpiring in Sussex. Well it hasn't happened. It is nice to see that ten years later it is going very well. My congratulations to everyone concerned.

AG: Report re Young umpires.

Tony Barber – General feeling amongst umpires and some clubs, niceties of good manners have disappeared email to say what colours time venues etc. discussing the lack of communication between clubs, umpires etc.

In Kent if a club does not contact the umpire the umpire does not turn up.

PS: This is something this we have discussed at Committee level and we do have plans to make clubs aware of their responsibilities and will encourage umpires to communicate.

Andy Brookes – You mention that you are toying with the idea of new shirts, is there any further thinking on this?

PS: I have my own thoughts, I've not discussed with Committee, but personally lime green and orange to coincide with South will prevent people from having to buy numerous shirts.

11: Close meeting;

The meeting was formally closed at 2053hrs.