



**MINUTES OF THE ANNUAL GENERAL MEETING OF  
THE ENGLISH BRIDGE UNION LIMITED  
HELD AT THE IMPERIAL HOTEL, LONDON,  
ON WEDNESDAY 3<sup>rd</sup> OCTOBER 2012**

<b>Present:</b>	Sally Bugden	Chairman
	Andrew Petrie	Vice Chairman
	Mike Hill	Treasurer
	Barry Capal	General Manager & Proxy for Cambs /Hunts & Lincolnshire
	Jerry Cope	Board Member
	Heather Dhondy	Board Member & Selection Committee Chairman
	Jeremy Dhondy	Board Member & Laws & Ethics Committee Chairman
	Val Gibson	Board Member
	Graham Jepson	Board Member & Yorkshire Proxy
	Malcolm Oliver	Board Member
	Ian Payn	Board Member and Tournament Committee Chairman
	Gerard Faulkner	Vice President & Norfolk Shareholder
	Margaret Curtis	Vice President & Essex Shareholder
	Tony Parks	Auditor
	John Pain	Minute Taker
	Kay Carter	Reception
	Dawn Mertens	Reception
	Matt Betts	Press and Communications Officer

County	Shareholders: Present	Apologies	Proxy	County	Shareholders: Present	Apologies	Proxy
Avon				Lincolnshire		Mr P Wokes	Mr B Capal
Bedfordshire	Mr D Gilling			London	Mr R Morton Mr J Smith	Mrs C Duckworth	Mr J Smith
Berks & Bucks	Mr T Garrett	Mr A Wallen	Mr T Garrett	Manchester	Mr R Lighton Mr S Travers	Mr M Newman	Mr J Morris
Cambs & Hunts		Mr P Bond Mr C Jagger	Mr B Capal Mr B Capal	Merseyside/Cheshire			
Channel Islands	Mrs P Panter			Middlesex	Mr R Hillman Mr P Hasenson Mr R Amey Mr G Faulkner		
Cornwall				Norfolk			
Cumbria		Mr J Maclachlan		North East		Mr J McCourt	Mr I Rankin
Derbyshire		Mrs J Floutier	Mr G Jepson	Northants	Mr G Hedley	Mr K Rodgers	Mrs J Burgess
Devon	Mr T Treeby	Mr A Leslie Mr N Richardson	Mr T Treeby Mr T Treeby	Notts	Mrs J Burgess		
Dorset	Mr R Heath Mrs A Sharples			Oxford	Mrs B Harris Mrs S Nicholson Mr A Wilson		
Essex	Mrs M Curtis Mrs J Hartley			Somerset		Mr M Whittaker	
Gloucestershire	Mr RA Collard	Mr J Simons		Staffs & Shrops	Mr J Withers	Mr P Hackett	Mr J Withers
Hants & IoW	Mr R Ray	Mr K Palmer Mrs M Gale	Mr R Ray Mr R Ray	Suffolk	Mr M Carey		
Herefordshire	Mr C Chowney Mr R Underhill			Surrey	Mr P Bentley Mr S Foster Mr N Morley Miss S Pritchard		
Hertfordshire	Mr B Eddleston Mr M Minting Mr R Teesdale			Sussex	Mr P Bates Mrs J Mayall Miss J Simpson	Mr R Wheeler	Mrs J Mayall
Isle of Man		Mrs E Slatcher		Warwicks	Mr D Evetts Mr J Pyner Mr C Lang		
Kent	Mr B Crack Mr M Lewis			Westmorland		Mr M Rothwell	
Lancashire	Mr B Brelsford	Mrs J Wright	Mr B Brelsford	Wiltshire	Mr D Latchem	Mrs K Hodgson	Mr D Latchem
Leicestershire	Mr R Northage Mr J Wilcox			Worcester	Mr P Hammond	Mr D Thomas	Mr P Hammond
				Yorkshire	Mr P Mason Mrs L Millet	Mrs J Staniforth Mrs J Latham	Mr G Jepson

The following people were also present: Ron Millet, Simon Cochemé, Penny Riley, Ken Riley.

Sally Bugden, Chairman, opened the meeting by welcoming all those present. She said it gave her pleasure to present the women who formed part of the winning team at the European Championships and the World Mind Sports Games.

Nicola Smith: 4 World Championship Golds, 7 European Golds. A host of other medals, most of the major domestic championships.

Sally Brock: Made her international debut in 1976 and apart from a family break has been representing Great Britain and England in open and women's bridge ever since, winning numerous medals of all colours.

Heather Dhondy: Made her debut in 1995 in Beijing and has won more Lady Milnes than anyone else. 4 European Golds and 3 World titles.

Nevena Senior: Played with success for Bulgaria and then for England. Now with a couple of world championships as well as a European one 2012 - may well be her most successful year thus far.

Susan Stockdale and Fiona Brown couldn't attend but make up the third fully functioning and world class pair making an important contribution to the England team.

David Burn an experienced coach having fulfilled this role for both open and women's teams (and even the seniors as a side line!). He's very good at reducing the complexity of foreign methods and giving a reasoned and simple defence.

And finally, Jeremy Dhondy, Non Playing Captain extraordinaire who has a 100% success rate with this role when captaining a Women's Team and who, in the space of 2 months delivered a world class team for England winning both the European and World Mind Sports Gold.

There was a sustained round of applause from all present.

## 1 **Apologies for absence**

See Page 1 for County information. Apologies were also received from Peter Stocken.

## 2 **Announcement of Awards**

### **DIMMIE FLEMING AWARDS**

This year's awards, given for outstanding contributions to the development of bridge at County level, go to:

#### **Tom Garrett (*Berks and Bucks*)**

Tom has worked hard in the county Bridge field for over 40 years. He currently serves on the main committee as Membership Secretary as well as being an EBU shareholder and Regional Club Representative for Berks and Bucks and was the League of eight Secretary from 1998 to 2000.

Tom founded the Chiltern Bridge League and was Chairman from 1968-1986, and then he became Hon President and holds this position to date and has played in the League every year since.

Tom attended a set of classes and at the end his fellow students said they would like to stay together to play on a regular basis, so Tom created a club that he has run with very little help for over 40 years, this being the Chiltern Edge Bridge Club. In 1991 Tom qualified as a EBU Club Director and became the club's webmaster in 2005 and produced the first club website.

Tom has also taught bridge at a local Adult Education Centre and after retiring run two Minibrige classes in both a public and comprehensive school.

#### **Penny Riley (*Cambs and Hunts*)**

Penny Riley has contributed enormously to bridge in our Cambs & Hunts region, providing not only support at School, Club and County levels, but also behind the scenes supporting the infrastructure that enables bridge in local clubs and competitions to run smoothly.

Whilst teaching at Chesterton School, she ran a lunch-time bridge club, ferrying the team (which included two players who later represented England at junior level) to regional events.

At Club level, her many contributions have notably included duplimating for a number of clubs - about 7,000 boards per annum!

For Cambridge Bridge Club she has also provided county and venue representation, conducted historical research, and occupied the role of both Secretary and Chairperson.

For the area, she computer designed the complete layout of the once proposed Cambridge Bridge Centre. At County level, she is the long-standing County Membership Secretary, providing pre-dealt boards for County competitions, and also organising the annual County Swiss Pairs competition.

**Awards for members not present at the meeting would be made when convenient to the recipients**

**Elaine Proctor (*Lincolnshire*)**

***To be presented locally***

Elaine was a member of the County Management for many years and for 35 consecutive seasons she was the County Master Points Secretary. She relinquished this position with the advent of Pay to Play. She always did the job in a most efficient manner.

At local level Elaine has supported the Lincoln Eastgate Club and within this she organises and runs the Lincoln Wednesday Afternoon Bridge Club whose profits are donated to charitable causes or to support County teams in the Midland League.

Elaine has always been a keen supporter of the game at both local and county level and has promoted the game to encourage others to take up bridge. She is another of those unsung heroes of our organisation who has never sought any reward for helping to organise, and run, County bridge.

**Judy Mitchell (*Staffs and Shrops*)**

***Already presented at the county AGM on September 2<sup>nd</sup>.***

Judy has been a very active and enthusiastic member of the County Committee for many years and is always willing to take on extra responsibility. Two of her most valuable contributions have been the organisation of the County's annual Congress and her joint role as the County's Competitions and League Secretary. Since the late 90's she has been responsible for the overall administration of the Congress and particularly in recent years has organised it with little help from outside, it always runs very smoothly and she does an amazing job; From the mid-90's Judy has also organised all the County's internal competitions.

Her contribution within the county has been immense. Without her input the bridge experience within the County would be much less enjoyable for many members.

Judy has also played a similarly excellent part in the bridge at her local Shrewsbury Bridge Club. She came to Shrewsbury in the 70's and became Secretary in 1980 and held this post until 2004. During this time she more or less ran the club on her own with minimal help from others and she dealt with all aspects of club administration. In 2010 she became Treasurer of the Club and has also found time to be the Club's County representative for very many years.

**Jackie Clinton (*Sussex*)**

***Already presented at a County event on September 23<sup>rd</sup>.***

Jackie Clinton learned to play bridge in 1985 and by 1993 was serving on the West Sussex Bridge Club Committee. Jackie became its first female club Chairman in 1995 until 1998 and held the role again from

2004 to 2007. Jackie has directed and duplimated for the club for several years and has been a great ambassador for the club – always welcoming and helpful to new and established members.

Jackie was elected onto the County Management Committee in April 2002 where, in due course, she ran the Women's Pairs and Men's Pairs competitions for Sussex and she also served on the Tournament Committee. Jackie became its first female County Chairman in 2007 until 2012; during this time Jackie saw in all the changes that came with the launch of the EBU's Pay To Play system of membership in April 2010. Jackie is now a Vice President of the County.

Jackie's commitment to bridge is evident through the hard work she has shown to her local club as well as the service and care she has shown towards the county of Sussex. Jackie has always been a gregarious, approachable, well-respected person both at club and county levels.

### **3 Minutes of the Annual General Meeting of 5<sup>th</sup> October 2011**

The minutes were a matter of note, having been formally accepted at the Shareholders' Meeting on 18<sup>th</sup> April 2012.

### **4 Minutes of the Shareholders' Meeting on 18<sup>th</sup> April 2012**

The minutes were signed as a true record.

### **Matters Arising**

Sally Bugden said that the ongoing situation regarding the level of payment to the EBL and WBF had been resolved. For the year 2010/2011 it had been agreed to pay dues based on 30000 members. For subsequent years it would be based on the number of members who played 12 or more times in club sessions attracting the pay to play charge. The costs for the EBL are €0.85 up to 30,000 members and €0.43 between 30,000 and 60,000 members. The cost for the WBF is \$1 per member. This represented a significant reduction on the amount that the EBL/WBF originally asked for. In the discussions it had become clear that some countries do not declare all their members and both the EBL and WBF had agreed to investigate this.

Gerard Faulkner asked about the award of the tender for the Gold Cup – Sandra Claridge's tender had been accepted for the next two years but the event would be run more cheaply than before. He also asked about the discussions on reciprocity between the WBU and SBU and their master points – after an initial meeting last year, there had been little progress. He asked about the decision not to allow acceptance of master points awarded for the new Celtic Simultaneous Pairs. Jeremy Dhondy said the Celtic Sim Pairs was organised by WBU, SBU and NIBU and English clubs had been canvassed to take part. He said the event was completely outside the control of the EBU; there had been no application for a licence and the master points scales were set by the organisers. English clubs could take part but any master points (other than normal club points as for any other submitted session) given by the organisers would not be accepted by the EBU. Gerard Faulkner asked about proposals to improve the Ranked Masters Pairs – Ian Payn said there had been no decisions yet. He would be conducting a full review with the new Chief TD (Gordon Rainsford) in November.

### **5 EBU Annual report 2011/2012**

Sally Bugden introduced the first annual report, which had been circulated in advance, which replaced the Chairman's and Treasurer's annual statements. It is attached to these minutes.

### **Appendix A.**

Matters arising from the report:

- a) Consideration would be given to the publication of a table count of entries for each event together with previous years to allow a comparison.
- b) It was confirmed that Clubs must obtain County approval to run Blue Point events. Brian Crack, Vice Chairman, Tournament Committee said he would ensure that this was stated clearly on any communications from Aylesbury.

Darren Evetts congratulated the Chairman on this first annual report.

## 6 Directors' Report and Accounts for the year ending 31<sup>st</sup> March 2012

Mike Hill invited shareholders to approve the accounts. He said that a budgeted loss of £60K had turned into a surplus of £69.5K. It was confirmed that the diary costs were included in Membership Costs. A number of questions were raised regarding specific detail. Barry Capal said that these were questions that needed notice and provided questions were asked in good time (up to three weeks) then answers would be provided. It was agreed to answer the questions raised and include the answers to these minutes:

- a) How many district leagues had applied for licences?

Licences for District Leagues had been automatically provided through payment of £5 per team of 4, £10 per team of 8. These licences will continue to be automatically provided through payment of half the pay to play subscription fee. These payments allow the award of MPs to any members of the EBU that play in the district league and contribute to their magazine points.

The number of District Leagues on our books currently number 20.

PLEASE CONSULT THE FULL REPORT OF THE DIRECTORS AND ANNUAL ACCOUNTS TO UNDERSTAND THE CONTEXT OF THE FOLLOWING QUESTIONS AND ANSWERS

Why had computer expenses ( page 13) risen from £28K to £42K and were they recurring or one-off expenses? As identified below £9,416 were one offs.

Hardware small items	£202
Hardware maintenance (Entrust)	£14507 (recurring)
(remote "Cloud "Servers and software)	
Computer stationery (Toners/Ink)	£2089
Software licences	£4389 (recurring)
Software maintenance	
(TSG support for Enterprise)	£11560 (recurring)
System development	
(Tournament Software, Blue points)	£7125
Network charges	£2062 (recurring)

- b) Regarding competitions on p14 of the Directors Report and Accounts, what were the 'Other direct costs' and 'Other expenses' totalling £154.5K for the year

'Other direct costs' attributed to competitions in general make up £95k, the main cost being salaries which last year totalled £79K, playing cards and professional charges incurred in the approach to reduction in VAT on competitions.

'Other expenses' of £59,500 are costs allocated across all our competitions and include stationery, special publishing, promotion, postage, board dealing, small items of equipment and TD uniforms.

- c) Page 15 – Michael Hill apologised for the error naming green pointed licensed county events as Joint Ventures and said it would be put right for future years.
- d) Barry Capal said the income of £7159 for Equipment Hire and General Income was for services provided by Aylesbury to counties and clubs.

The report was approved (P: Mike Hill, S: Peter Hasenson) and the annual accounts to 31<sup>st</sup> March formally adopted nem con.

### 6.1 Number of members by county 31/3/12

It was explained that the sheet detailing number of members by county was now showing the columns to enable the EBL/WBF payments to be calculated. A suggestion to include the number of affiliated clubs for each county would be acted upon (and would show a +/- for each year).

What was being done to pick up those who played fewer than 12 times? Delegates were reminded that the figure included those who played in leagues and EBU events but rarely played in clubs. The Club Committee were attempting to address the provision of services for these members.

Brian Crack asked about monitoring of clubs to ensure data was up to date. Sally said it was difficult and the numbers were only as good as the information provided – she needed clubs to help with providing up to date information. It was suggested a further category on the report sheet P2P (3) which showed members with no sessions might help to identify those members who had died or moved away.

Barry Capal said that embarrassment had occasionally been caused where members had died and the EBU had not been informed.

The Club Committee would try to assist clubs in maintaining accurate data.

Peter Hasenson was encouraged to see a rise in the number of junior members. Sally said the current efforts were towards the schools programme and the Minibridge initiative.

## 7 Re-appointment of Auditors for the year 2012/2013

A proposal by Sally Bugden, seconded by Brian Crack that Beacons (formerly AD Parks & Co.) be re-appointed was carried nem con. The Treasurer thanked Tony Parks for his contribution over a number of years.

## 8 Pay to Play and membership subscriptions for 2013/2014

The Board had proposed an increase of 1p in the pay to play figure for 2013/14 which was in line with inflation. There were several members who raised concerns about the increase, while others suggested it was an insignificant amount.

Andrew Petrie said that the current year budget was for a £53K deficit which is why there was need for an increase. He said that overheads had been cut to the bone so if the fee is not increased some Aylesbury services would have to be cut as there was no more slack. He also said that for the average player who played 40 sessions a year then the fee of 40 x 33p = £13.20 was extremely good value for money. Sally Bugden said that a lot of services were subsidised (TD and Club teacher training, for example)

Terence Treeby said these arguments had been heard for at least the last five years and proposed, seconded by Graham Hedley that the rate be approved, together with the other proposals. Carried.

	(for info) 2010/2011	(for info) 2011/2012	(for info) 2012/2013	Agreed 2013/2014
<b>Pay-to-play</b>	0.29	0.31	0.33	<b>0.34</b>
<b>Direct Members</b>				
UK	23.00	24.00	25.00	<b>26.00</b>
Overseas	25.00	26.00	27.00	<b>28.00</b>
<b>EBUTA Members</b>				
Existing or new members joining before 31 October 2011	15.00	15.00	16.00	<b>16.00</b>
Joining between 1 November 2011 and 31 March 2012	7.50	7.50	8.00	<b>8.00</b>
<b>Affiliations</b>				
Club (via County)	30.00	30.00	32.00	<b>33.00</b>
Club (Direct)	30.00	30.00	32.00	<b>33.00</b>

University	5.00	5.00	5.00	<b>5.00</b>
Schools	0.00	0.00	0.00	<b>0.00</b>

## **9 Election of Directors**

There were four nominations for four places. Jerry Cope, Jeremy Dhondy, Ron Millet and Andrew Petrie were declared elected. Sally welcomed Ron Millet and Jerry Cope as newly elected members. (Jerry Cope had been an appointee in 2011/12).

### **9.1 Election of Vice Chairman**

Jeremy Dhondy, as the only candidate, was declared elected.

### **9.2 Election of Treasurer**

Andrew Petrie, as the only candidate, was declared elected.

Sally Bugden took the opportunity to thank those directors who were retiring from the Board or from the post of officer:

She thanked Graham Jepson for his chairmanship of the first club committee which played such an important role in understanding and communication of the universal membership process and his organisation of membership awards.

She thanked Michael Hill for his work as Treasurer and his stewardship of the EBU's finances through difficult economic times.

She thanked Andrew Petrie for the work he had done as Vice Chairman, his dedication to corporate governance and the work he had undertaken to investigate registration of the EBU as a charity.

She stated that Graham, Mike and Andrew had all worked above and beyond that expected of any volunteer and led the shareholders in applause in recognition of their contribution to the membership.

## **10 Appointment of Company Secretary for the year 2012/2013**

Barry Capal was formally appointed for the year 2012/2013.

## **11 Election of 2 members to the Laws & Ethics Committee for the year 2012/2013**

Two nominations had been received for two positions. Mike Amos and Jeremy Dhondy were declared elected for three year terms ending in 2015.

## **12 Election of 2 members of the Tournament Committee for the year 2012/2013**

Two nominations had been received for two positions. Gillian Fawcett and Addis Page were declared elected for three year terms ending 2015.

## **13 Election of 2 members of the Selection Committee for the year 2012/2013**

Four nominations had been received for two positions. Following a ballot Andy Bowles (43 votes) and David Burn (41) were declared elected for a three-year term ending in 2015. Richard Bowdery (29) and Heather Bakhshi (28) were not elected.

## **14 EBU Charity Registration**

Andrew Petrie stated that at the last Shareholders' meeting he outlined that:

- We had an organisational model of the EBU that the Board believed would be acceptable to the Charity Commission
- This model required the establishment of a separate company to fund and manage the EBU's International activities
- We would embark on a consultation regarding this model

- We would also be taking expert advice on the finance and tax implications of this model

There were three methods by which the Internationals business could be funded

1. By a portion of the P2P membership subscription
2. By placing Broadfields in the Internationals business and the charitable EBU paying them rent
3. By trading activities

The Board considered Option 1 to be inappropriate. It required Shareholder approval each year for a split of the subscription – making long term planning very difficult for the Internationals business.

Option 2 would generate a tax charge on the rental income i.e. we would suddenly have introduced a new cost of £20K to £40K from nowhere. This was unacceptable.

The Board thought it could generate sufficient income for Option 3 by placing the Bridge Shop, Licences and Sim Pairs in the International business. Unfortunately it's part of Charity Law that they would have to bring with them a fair share of overheads. This would require another trading area, say Competitions, to fund this and this in turn would bring more overheads. By the time we finished the charitable EBU would look nothing like we originally planned.

We therefore have decided not to progress this model any further. If, in future, International funding was able to be included in a Charity then it could be resurrected. We have instead decided to adopt a different approach which involves the following:

- Establish a new charitable company limited by guarantee with two objectives
  - i). The promotion of amateur sport
  - ii). The advancement of education
- The first of these objectives would enable the new company to raise funds for the development of bridge in England – teaching new players, TD training, teacher training, club support, research on health benefits etc
- The second would allow for the activities currently undertaken by the Youth and Education Trust and we would eventually intend to roll the Y&ET into this new company

The aim would be to progressively build this new company over time and we believe it has a good chance of attracting funding from sources that only support charities.

Regarding the consultation the vice chairman produced a summary paper using a Q&A format. Every contributor should have received a copy and also all the Counties. The contributions should be very useful in the establishment of the new charity.

Gerard Faulkner was unhappy that the shareholders had no opportunity to discuss the setting up of this new charity. It was pointed out that the possibility of plan A failing and a new plan B (as now proposed) was in the notes of the Chairman's conference. Other members considered that this wasn't so much a new plan but a development of the original.

It was agreed to circulate Andrew Petrie's paper to the shareholders. Sally Bugden stated that the initial permission to investigate charity registration had ended in the same objectives, to promote amateur sport (development of adults playing duplicate bridge) and education (development of young people in full time education playing duplicate bridge). With a proposal to the charity commission to set up a charity that would be company limited by guarantee and a wholly owned

subsidiary of the EBU. She said she would report back on progress at the shareholders meeting in May 2013.

## 15 Special resolution to change the Articles of Association

Andrew Petrie said that during the charity registration work it had become clear that some of the articles needed tidying up. The proposed changes are as follows:

Section	Description and Phrasing	
1.1	Include definition of Student Player Member	<b>“Student Player Member” shall have the meaning given to that term in the Bye-Laws</b>
1.2(b)	Tidying up	words denoting any gender include <b>both</b> genders
4.9	Add Student members to the definition of members	For the purposes of Article 4.8 the number of Player Members of an Association shall be the number of Ordinary Player Members, Direct Player Members, Honorary Life Player Members <b>and Student Player Members</b> of such Association, on the EBU register of Player Members, on the preceding 31 March. <b>It should be noted that this definition applies only to such members who have primary allegiance to that County.</b>
11.9	Tidying up	<b>At each Annual General Meeting the following Directors shall retire:</b>
12(g)	Proposed change	<b>without good reason (as adjudged by the Board)</b> he attends none of the meetings of the Board of Directors held in any continuous period of six months;
15.2	Clarification	<b>Members of Working Groups do not have to be EBU members.</b>
16.7(a)	Clarification	The term of office of member of a Standing Committee shall expire:  <b>in the case of a member of the Standing Committee appointed pursuant to Article 16.18, at the commencement of the next Annual General meeting;</b>
16.8(c)	Aligning Standing Committee process with Board process	any nomination so made shall be accompanied by <b>a completed application form from the nominated person indicating that they are prepared to act or continue to act as a Committee member for a period from the Annual General Meeting at which they may be elected.; and</b>
16.18	Proposed change	<b>(a) If for any reason the number of elected members of any Standing Committee falls below seven then the Board may appoint a member or members to make the full complement. These appointed members will have full voting rights and will retire in accordance with Article 16.7(a) i.e. at the next AGM.</b>  <b>(b) With the agreement of the Board each Standing Committee has the power to co-opt non-voting members for a purpose limited to one or more particular aspects of the Committee’s work.</b>
16.19(e)	Proposed change	no <b>active</b> member of the Company's panel of Tournament Directors may be the Chairman <b>or Vice-Chairman</b> of either the

		Tournament Committee or the Laws and Ethics Committee
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Amendments to the proposals (shown in blue) were proposed by Terence Treeby and seconded by James Smith were carried nem con.

The proposals (as amended) were proposed en bloc by Sally Bugden and seconded by Terence Treeby and carried nem con.

## 16 Ordinary resolution to change the Bye-Laws of English Bridge Union Ltd.

It was reiterated that the EBU recommends to clubs that they have appropriate constitutions and that the route for appeals was initially within the club and then from club to county. Many problems had arisen where clubs either had no procedures or had them but just didn't implement them. Sally Bugden added that the EBU cannot dictate to clubs who are sovereign, but the best that could be done was keep on suggesting to clubs that it was in their own best interests and the EBU Model Constitution was available. It was added that the Model Club constitution could help with obtaining charity status and lottery funding. Andrew Petrie said that during the charity registration work it had become clear that some of the bye-laws needed tidying up. The proposed changes are as follows:

Section	Description and Phrasing	
1.1	Tidying up	" <b>Player Member</b> " means, an Ordinary Player Member, an Honorary Player Member, <b>a Student Player Member</b> or a Direct Player Member (but who need not, for the avoidance of doubt, be a Member).  <b>"Student Player Member"</b> is a person who is a Player Member pursuant to paragraph 2.3(d).
1.2(b)	Tidying up	words denoting any gender include <b>both</b> genders.
2.2	Clarification and tidying up	Affiliated Clubs  (a) shall comply with such <b>conditions, rules and regulations as</b> the Board of Directors shall from time to time impose, which conditions the Board of Directors, may vary, add to or revoke; <b>and</b>  (b) shall be entitled to receive all publications <b>and services provided</b> by the Company upon payment of the charge, if any, <b>therefore</b> ; and  (c) may, without express permission or licence from the Company, hold competitions in the club premises or elsewhere for its members and their bona-fide guests.
2.3(d)	Adds BfA student members	<b>2.3(d) 'Bridge for All' student members;</b> <b>2.3(e) such other categories.....</b>
2.4	Clarification	<b>Player Members shall</b>  (a) <b>comply with such conditions and regulations as the Board of Directors shall from time to time impose, vary, add to or revoke; and</b>  (b) <b>be entitled to receive all publications and services provided</b>

		<p>by the Company upon payment of the charge if any. However the Board may, in certain cases, set minimum contribution requirements to receive these publications and services; and</p> <p>(c) be entitled to the benefits of membership set out in paragraph 3.7, and to enjoy the other rights of player membership as may be decided by the Board of Directors from time to time.</p>
2.5(c)	Clarification	the Association shall conduct its affairs in accordance with a constitution which must be approved by the Board. <b>The Board may from time to time, request County Associations to revise a previously approved Constitution;</b>
3.8	Clarification	Each Association shall at all times, keep the Company informed of the applicable level or levels of the Association Subscription levied by it on its members from time to time. <b>In particular, every County Association must, by 31 January, advise the EBU of its subscription rates for the next Subscription Year.</b>
5.1 5.2 5.3	Tidies up the Bye-Laws as regards Licensing. With the relaxation in the regulations surrounding Open events, only the EBU can now licence Open events that require a licence.	<p><b>5.1 All Open events require a Licence from the Company except where exempted by the Company. General exemptions are detailed in the Masterpoint and Licensing Handbook. Other applications for exemption should be made to the EBU office.</b></p> <p>5.2 It shall be a required condition of entry to any competition organised, sanctioned or licensed by the Company <del>or by an Association</del> that each participant <b>expressly</b> submits himself to these Bye Laws of the Company, and in particular to the Disciplinary Rules (whether or not he is a paid up Player Member of the Company).</p> <p>5.3The <b>Company</b> shall be entitled at its discretion to grant or refuse a licence for an Open competition pursuant to paragraph 5.1 and to charge or not charge a fee for any licence it may grant.</p>
5.5	Tidying up	which shall apply to such person <del>mutatis mutandis</del>
Disc 7.1	Clarification	Where a written complaint is made, or a matter otherwise comes to the attention of the Laws and Ethics Committee, it shall first consider whether such complaint or matter falls within the scope of the Disciplinary Rules and whether further action is warranted. <b>A complaint received more than 90 days after the alleged offence/incident may not be considered.</b>
Disc 8.2	Tidying up	The L&E Secretary and the Chairman of the L&E Committee shall.....
Disc 8.10	Clarification	The Laws and Ethics Committee shall have the right to challenge all evidence provided by the Defendant, including cross-examining any and all such witnesses. <b>Similarly the Defendant has the right to cross-examine any prosecution witnesses.</b>

Amendment to the proposal 3.8 (shown in blue) was proposed by Sally Bugden and seconded by Darren Evetts were carried overwhelmingly with one against.

Amendment to the proposal 7.1 (shown in blue) was proposed by Sally Bugden and seconded by Robert Northage was carried nem con.

The proposals (as amended) were proposed en bloc by Sally Bugden and seconded by Peter Bentley and carried nem con.

## **17 Minutes of County Chairman's conference June 29<sup>th</sup> 2011**

It was confirmed that invitations to attend were to the chairman of the county. The chairman could send a substitute if unable to attend in person. Apologies were listed when there was no county representation and would be in the name of the chairman.

It was confirmed that EBU competitions are sending out reminders to past competitors about up and coming EBU events.

Sally Bugden said she had been inspired by the education activities that many counties had undertaken since the Yorkshire and Surrey initiatives were discussed at the county chairmen's meeting in 2011. Lesley Millet alerted members to the Learn Bridge Yorkshire website, the template for which was available for other counties to use. Lesley also asked about inviting members of the winning women's team to play at clubs by invitation. In 2008 only one club had asked but it could be tried again.

### **17.1 County Constitution Self certification**

Sally Bugden proposed the acceptance of the form for counties. She acknowledged the time it took for the Board to approve and this should help to shorten the procedure. It was confirmed that the EBU should always be sent a copy of the latest County Constitution + the self-certification form each time there was a change. Gerard Faulkner said that as one who had been involved in helping with County Constitutions over many years that he welcomed the move.

This process was approved by the meeting.

### **17.2 Corporate Governance guidance**

The meeting took note of the guidance papers.

## **18 Treasurer's report for the current year**

The Treasurer's report for the five months (April – August) was accepted with no additional questions. The treasurer said they were in line with the budget.

## **19 Minutes of the meetings of the Board of Directors**

**19.1 March 28<sup>th</sup> 2012** Gerard Faulkner asked about VAT on entries. Sally said that HMRC had been approached about it. Heather Dhondy gave the meeting a brief description of the TD Terms and Conditions document, which was there to provide objective criteria for TDs.

**19.2 June 26<sup>th</sup> 2012.** The refurbishment of the office was nearly complete and had come in under budget.

**19.3 August 15<sup>th</sup> 2012** No questions.

**19.4 September 5<sup>th</sup> 2012.** It was asked why it was necessary to have another meeting so soon after the August one. Some members had been away on international duties during August and the August meeting (held during Brighton) was a very low cost meeting, given that most members were already in Brighton.

The September meeting was necessary to fix finance arrangements for 2012/13.

- Sally Bugden said that David Harris had stood down as Honorary Counsel. David Ewart QC had taken up the post.
- Clubs had been inundated with opportunities to take part in Sim Pairs. The Club Committee would consult on the popularity of these club events.
- The EBU website was being redesigned. Work was underway. It was hoped to have an early look by March/April.

## **20 Minutes of the Meeting of the Laws & Ethics Committee**

## **20.1 May 16<sup>th</sup> 2012**

Jeremy Dhondy highlighted two main points;

Following a request from the TC that other scores would generally be shown on BridgeMates the L&E had been asked to sort out the scores to be given to contestants when mistakes occurred (e.g. seeing results for a board not yet played). He also mentioned the new schedule of disciplinary penalties which was an attempt to ensure that misdemeanours were handled in a uniform way. Clubs and counties were free to adopt all, none or as much of it as they wished as they could with the supplementary regulations in the Orange Book, but they couldn't ignore or set aside the Laws of the game. (e.g. trying to ban psyches of natural bids which is a breach of Law 40).

Other BridgeMate options (such as showing the contestant's % score) were at the discretion of the Tournament Organizer.

## **20.2 September 19<sup>th</sup> 2012; tabled at the meeting.**

The minutes highlighted the various scoring methods used at tournaments and offered a new modified IMPs Teams of 8 scale to be used when the scoring method employed was to add all 4 scores together.

He also noted that the WBF planned to introduce new VP scales from January 2013. They would not be introduced in England until the TC had discussed it, but players might have to get used to winning matches by, say, 15.36 to 4.64 VPs as the new scale was a continuous scale to 2 decimal places. Tournament Organizers could, however, continue to use the integer scales as at present.

Finally Jeremy Dhondy mentioned the major review of the Orange Book. His aim was to have something about half the size of the current one, around 30 pages and to discontinue the Tangerine Book.

Delegates were invited to send any suggestions of changes to alerting and announcing to the L&E Secretary by the end of the year.

It was confirmed that the new OB would only be available in electronic form as it allowed for amendments to be made on an easy basis. However, hard copies are available to tournament directors from both Neil Morley and Steve Foster for a small fee.

## **21 Minutes of the meeting of the Tournament Committee on June 20<sup>th</sup> 2012.**

Ian Payn presented the minutes. There were no questions. He thanked Alan Nelson who was standing down and also Andrew Petrie as the previous chairman, He noted that as Treasurer Andrew would still be entitled to attend the meetings.

Ian also noted that Max Bavin was to step down as Chief TD in November, with Gordon Rainsford taking over on November 1<sup>st</sup>.

He planned a full review of tournaments with Gordon and Aylesbury staff.

Gerard Faulkner asked about the relaxation of the regulation allowing a team to add a late member in the Crockfords Plate final where the replacement did not noticeably strengthen the team. Ian said that Max (Gordon) would be the arbiter of the replacement but it was unsatisfactory to have an event spoiled by disqualifying a team which would then mean a team had to sit out for over two hours.

## **24 Dates for Shareholders' meetings for the year 2012/13**

<b>Wednesday 8<sup>th</sup> May 2013</b>	Shareholders' Meeting
<b>Wednesday 26<sup>th</sup> June</b>	County Chairmen's Conference
<b>Wednesday 2<sup>nd</sup> October</b>	Annual General Meeting

All meetings would start at 1pm and be held in the Tudor Room, Imperial Hotel, London.

## **25 Any Other Business**

*Annual General Meeting Minutes – 3<sup>rd</sup> October 2012*

Philip Mason sought to clear up a confusion regarding nominations for the Dimmie Fleming award. He confirmed that nominations had to be for volunteers in county administration over a long period (c.20 years) or for bridge development (i.e. teaching, where a club had been formed as a result). The award was not simply for club administration.

A question was asked as the why there were no Selection Committee minutes. Heather Dhondy said a meeting was due to be held shortly.

Closing the meeting, the Chairman thanked Shareholders for their attendance at what had been a very productive meeting. The meeting closed at 4.30pm.

**Date of the Next Meeting is 1.00pm Wednesday 8<sup>th</sup> May 2013  
at Tudor Room, Imperial Hotel, London**

**ANNUAL REPORT OF THE ENGLISH BRIDGE UNION  
1 APRIL 2011- 31 MARCH 2012**

I am delighted to introduce the English Bridge Union's first annual report. Here you will read about the progress that has been made in taking forward the EBU for the benefit of its members including the activities undertaken by all our departments and national committees in the year **1 April 2011 to 31<sup>st</sup> March 2012.**

The English Bridge Union provides the infrastructure, regulation and development of the game of duplicate bridge in England. We hope this report demonstrates that what we do at national level ensures that these services are delivered promptly and effectively locally. We exist to serve all members, whatever their level of interest and we are dedicated to encouraging more people to take up the wonderful and compelling game of duplicate bridge. I hope that this report will be of interest to all our clubs, counties and members along with those individuals and organisations that provide us with support to develop the game. It reinforces our values which are to:

Always act in the interests of our membership  
Take pride in delivering quality and value for money  
Respect each other and celebrate diversity so that everyone can give of their best

This has been an exceptional year for the EBU, with a special message from Her Majesty the Queen congratulating us on our 75<sup>th</sup> anniversary and recognition from our fellow national bridge organisations and governing European and World associations at our achievement of reaching such a great age! I believe, however, that we are young at heart and that we invigorate our game and stimulate interest in it whilst providing appropriate services to our current and future members.

I would like to thank all of the volunteers that make up our national team - the Directors of the Board and all the members of its standing and sub committees. And the dedicated team of staff under our General Manager, Barry Capal, at Aylesbury.

A full list of national volunteers and staff appears at the end of this report.



Sally Bugden  
Chairman  
3 September 2012

## **The Board**

The Board is made up of ten directors, eight elected by the shareholders - who are the representatives of our counties - and two appointed by the Board. The directors receive no remuneration for the work they undertake. They have legal and financial responsibilities as set out in the Company's Act 2006.

Each director takes responsibility for one or more aspects of the EBU's business. This responsibility includes budgetary control, delivering strategic objectives and regular reporting on the work of the department and committee associated with it. For the year 2011-12 the responsibilities were as follows:

Chairman – Sally Bugden

Vice Chairman - Andrew Petrie

Treasurer – Michael Hill

Tournament Committee Chairman - Andrew Petrie 1/4/11 –17/11/11

Tournament Committee Chairman - Ian Payn 17/11/11 onwards

Selection Committee Chairman - Heather Dhondy

Laws and Ethics Committee Chairman - Jeremy Dhondy

Board Director responsible for Charity Conversion – Andrew Petrie

Board Director responsible for Education – Ian Payn 1/4/11 – 4/10/11

Board Director responsible for Education – Sally Bugden 5/10/11 onwards

Board Director responsible for premises and retail – Malcolm Oliver appointed 5/10/11

Board Director responsible for strategy – Jerry Cope appointed 5/10/11

National Club Committee Chairman – Graham Jepson 1/4/11 – 4/10/11

National Club Committee Chairman – Val Gibson 5/10/11 onwards

Editorial Board Chairman– Sally Bugden

Tournament Directors Development Group Chairman - Heather Dhondy 5/10/11 onwards

Board Director responsible for Bridge Great Britain – Jeremy Dhondy

Board Director responsible for European and World duplicate bridge affairs – Sally Bugden

Board Director Responsible for Awards – Graham Jepson

As well as the responsibilities above the Board started the detailed work investigating registration as a charity. This investigation was approved by the shareholders at the Annual General Meeting held on 5<sup>th</sup> October 2011. Formal approval to become a registered charity will be required at a General meeting but only after extensive consultation which might identify matters which may make registration too complex and costly. This project has involved substantial work on corporate governance including proposed amendments to the EBU's constitution.

During the year we worked on Succession Planning including the provision of detailed role descriptions for officers of the Board, standing committee chairmen and all individuals applying for a volunteer post at national level. We presented this as a subject for discussion at the Annual County Chairmen's meeting in June 2011 to assist counties with their own succession planning.

We addressed developing services that enhance the bridge playing experience of our members whilst ensuring that these services are delivered efficiently and economically. This included the onward development of a simultaneous pairs package and the continued development of the National Grading Scheme which was launched to great accolades on 1 March 2012.

We also fully explored our relationship with our fellow national bridge organisations within Bridge Great Britain and worked towards a greater understanding of the work that we do together for the benefit of the members in all our countries. This resulted in a streamlined operation covering the Gold Cup and the home internationals, the Camrose (Open), the Lady Milne (Women), the Junior Camrose (Under 25s), the Peggy Bayer (Under 20s) and Senior Camrose (60 and over).

We have worked on the delivery of our strategy for 2013 onwards.

We have reviewed our accommodation at Aylesbury, which was purchased in 1988 and, after thorough investigation, have decided that currently this is the most effective location and building for the organisation's needs.

## **Finance**

The budget for 2011-12 was a conservative one in the light of the difficult economic situation that the country was facing. This was only the second year of the new universal membership system with only the previous year's results on which to base our financial projections for this aspect of the organisation's activities.

We are delighted to have turned a budgeted loss of £60,000 into a surplus of £69,500. Much of this was due to the hard work of staff and volunteers to ensure that the finances were managed for the best possible outcomes including savings in magazine printing and distribution, the cost of meetings, temporary staff and overtime.

There was increased income from subscriptions, licences, student training and English Bridge advertising. A small reduction in turnover in the shop and on competitions was largely matched by related cost savings.

Professional charges for charity conversion have been carried over to the 2012-13 budget as the majority of the work for this project was undertaken by the Board at no cost in the reported financial year.

The annual accounts provide a detailed financial picture.

## **Club Services**

The new National Club Committee (NCC) formed through elected county and then regional club representatives for the 5 regions of the EBU, met in its new incarnation for the first time in November 2011 under the Chairmanship of Board Director, Val Gibson. Its terms of reference are to ensure all members receive an excellent experience playing bridge in a pleasant environment with value added services. The new structure strengthens links between clubs and counties and the EBU. The NCC is not a decision making body and does not replace shareholder and County consultation. It provides an opportunity to look in depth at how proposals affect clubs and communicate that to decision makers. This year the group has looked at the impact on clubs of the EBU seeking charitable status and the content of English Bridge amongst other issues. A proposition on the number of exempt Pay to Play charitable sessions was put to the Board which provided agreement for the new approach. It has shared best practice, for example stratification

of sessions, and shared the experience from Hitchin Bridge Club which successfully obtained charitable status at club level, these issues being communicated via the regional club committees and the EBU's specific club management electronic communication Club Focus.

Club services, including advice, guidance and assistance on any issues affecting clubs are provided through staff at Aylesbury including a Club Liaison officer, Communications Officer, the Education Manager and his assistant. Club Teacher and Club Tournament Director courses have reached over 160 clubs in this year. Our Club Liaison Officer is on hand to discuss these courses along with our Communications Officer who can advise clubs on their efforts to recruit students.

### **Education and Development**

As well as our club teacher courses and club tournament director courses the education department also manages the English Bridge Union Teachers Association (EBUTA) – a year's free membership of this organisation is given to each newly trained club teacher who also receives free training dependent on converting a minimum of four student members from their classes into regular members for their club after twenty four months. EBUTA provides our teachers with a huge resource of materials for their classes as well as providing advice and guidance on teaching methods.

Three Partner Teacher courses and two courses aimed at assisting individuals to run duplicate bridge teaching on cruise ships were also run during the year – these courses are fully paid for by those taking part.

Three Really Easy congresses also took place; in Derby in the Spring, Brighton in the Summer and Wroxton near Banbury in the Autumn. All of these events take place to try to encourage newcomers to try tournament play.

The county education research project was presented to the County Chairmen's meeting in June 2011. Presentations from both Surrey and Yorkshire on the development of education in their respective counties demonstrated a wealth of ideas to all those in attendance.

### ***All Party Parliamentary Group for Bridge***

The group was inaugurated on 9<sup>th</sup> March 2009 through the efforts of Baroness Ruth Henig. It exists to develop an awareness of the benefits of bridge (particularly for young people and for senior citizens) and to promote enjoyment of the game, and bridge events, with the legislatures of other countries. Baroness Henig continues to Chair the group. This year the All Party Parliamentary Group kindly entertained pupils from the Bungay School in Suffolk to a bridge match and tea at the Houses of Parliament in November and members also attended the Minibridge day which was held at the Young Chelsea Bridge Club in January. The group also reviews any of our initiatives to promote research to stem cognitive decline amongst older people.

The EBU's Minibridge initiative continues via our work with David Adelman and many local volunteers. This work is funded by the EBU's Youth and Education Trust which has its own website: [www.bridgewebs.com/ebuyoutheducationtrust/](http://www.bridgewebs.com/ebuyoutheducationtrust/) which also contains an annual report and accounts about its work on this initiative and junior international initiatives.

## **The EBU's place in the world of duplicate bridge**

### ***International Bridge Competitions***

England's representation in international duplicate bridge competitions is an important part of the EBU's activities as a national bridge organisation. It provides us with an international profile in the bridge world and it also brings extra voting power within the European Bridge League (EBL) and the World Bridge Federation (WBF) – this gives us a stronger voice when participating at EBL and WBF general meetings.

The Selection Committee, made up of seven elected individual members of the EBU under the chairmanship of Board director Heather Dhondy, is responsible for selecting the teams to represent us internationally; these include Open, Women, Seniors and Juniors. Although we sent players to a record number of international events, the majority of these were on a self-funded or partially-funded basis – as asterisked below. Notable achievements in 2011-12 include:

Camrose\* 1st

Lady Milne (1st=)\*

Venice Cup (semi-final)

Women's Elite tournament, Beijing 4th\*

Sport Accord Mind Games 2nd (Nicola Smith 2nd in the individual)\*

Junior European U20s (4th)

Channel Trophy Girls (2nd)

The Selection Committee also organised the Premier League, and the International Simultaneous Pairs enabling clubs to support international activities. They introduced player profiles to assist with the selection procedure.

### ***International Bridge Administration***

The EBU is affiliated to the European Bridge League which makes up one of the 8 zones of the World Bridge Federation, to which the EBU is also affiliated. Every few years the European Bridge League runs an officers' seminar and the Chairman and General Manager attended the 2012 February Seminar in Budapest at the expense of the EBL. We had the opportunity to update our colleagues from the other national bridge organisations in Europe about our activities. We were congratulated specifically on:

- the implementation of our universal membership system,
- the proposed national grading scheme,
- our efforts to prove, through robust research, the benefits that bridge can bring to society as a whole, but especially to young people in schools through the teaching of Minibridge, and older people through a mind game that also allows socialising thus helping to stem cognitive decline.

### **Regulation**

The Laws and Ethics Committee (L&E), made up of seven elected individual members of the EBU under the chairmanship of Board director Jeremy Dhondy, are responsible for the regulation of the game in England. It provides information to the membership in the form of the Orange Book (our book of regulations) updated annually. There is a simpler Tangerine Book aimed at clubs and

also the White Book which is mainly for tournament directors, clubs and anyone else running tournaments. All these documents are available electronically and are updated each year on August 1st.

The L&E have dealt with about a dozen disciplinary cases during the year. In some cases they have been referred to counties to deal with and advice has been offered. The L&E have also trialed a mediation service where, if both sides agree to be bound by the decision, a dispute can be heard by a mediation panel appointed by the L&E. This has already resolved one case.

The L&E license new methods on an annual basis. These days there are fewer applications than there used to be and only two were approved in 2011 – 2012 for use from August 2012/13.

Appeals from tournaments are reviewed so that the L&E can offer advice and also to ensure a consistency of decision. Sometimes they can make useful case law. We decided during the year that as the arbiters of regulations for Bridge in England if we were approached we would hear appeals from non affiliated clubs but they would be charged for this service so that clubs who are affiliated are not at a disadvantage.

The L & E review and add to the referees' panel. This is a panel of players who have agreed to serve as referees and appeal chairman at congresses on a voluntary basis.

The committee give advice to tournament directors through the minutes of meetings and also via a bi-annual publication called Appeal Focus. Best Behaviour at Bridge has been in force for some years now and has done a lot to reduce bad behaviour at our events. The L&E has introduced a standard table of penalties to help ensure consistency of decisions at events.

### **Tournament Directors Development Group**

This subcommittee of the Board deals with the appraisal, promotion, development and management of the EBU's active tournament directors. During the year it was chaired by Martin Pool to October 2011, and then by Heather Dhondy. As well as its ongoing work it consulted on a code of conduct for tournament directors which was approved by the Board in March and issued to all tournament directors.

### **Tournament Committee**

The Tournament Committee, made up of seven elected individual members of the EBU under the chairmanship of firstly EBU Vice Chairman Andrew Petrie and from November 2011, by Board Director Ian Payn, oversees the tournament programme of the EBU and reviews activities so that they meet the needs of those who currently play in and those who may like to play in our national competitions. The TC has taken note of the responses to the market research survey at the beginning of 2011 which identified the need for more tournaments to be accessible and not involve overnight stays. Thus several one day competitions have either been created or converted within our congresses.

Work on a new Blue Point system has taken place during 2011-12 for implementation on 1 January 2013. Blue Point awards will use the current Local Point scales (100 Local=1 Blue). All Masterpoint ranks will allow up to 50 Green points to be replaced by Blue Points in the ratio of 1Green = 3

Blues. Clubs and counties will be able to run events offering these new awards and it is hoped that this will attract more players to their events.

The tournament department at our Aylesbury headquarters run our competitions and should be congratulated on reducing the costs and increasing the surplus in this financial year.

### **English Bridge**

The Editorial Board for English Bridge is a subcommittee of the Board chaired by EBU Board Chairman Sally Bugden. Jeremy Dhondy is a member of the Editorial Board along with the Editor, General Manager, Advertising Manager and Communications Officer of the EBU. The Editorial Board has worked hard to reduce the losses incurred in 2010-11 and has increased advertising by nearly £19,000 and reduced expenditure by £3,000 to achieve this aim. Through the year we have listened to our readership, taken on suggestions from the National Club Committee and worked on ways to fit as much news, views, results and achievements within the magazine as we possibly can

### **EBU Headquarters at Aylesbury**

Streamlined activities through universal membership leave us with a full time staff equivalent of just over seventeen, serving nearly fifty thousand members through the provision of tournaments, education, regulation, international support, club and membership support services including a shop providing bridge books and supplies and communications including Club Focus, Tournament Focus, Events Focus and Appeals Focus. Work on an improved website will start in earnest during the financial year 2012-13.

Our staff at Aylesbury have supported and implemented many initiatives already mentioned in this report. These include the onward development of software for the running of simultaneous events involving a successful testing programme with our clubs and the infrastructure support for the national grading scheme which continues to be honed by a small group of dedicated and committed volunteers. Social media has also been developed to allow networking and access to all levels of bridge players online. This is envied by many of our fellow national bridge organisations. We have also achieved success in the conventional media with a slot on BBC Radio 4's Women's Hour in October stemming from the success of our women's team reaching the world championship Venice Cup.

### **General Meetings and Shareholdings**

The EBU is a company limited by shares. Our shareholders do not get any financial remuneration, their shareholdings and voting rights are based on the number of members their county has. There are two shareholder meetings a year, one of which is an annual general meeting. This report will be presented to the shareholders for discussion at the Annual General Meeting on 3<sup>rd</sup> October 2012.

For full details of our constitution and structure please see the EBU's Articles and Bye Laws available on the EBU's website [www.ebu.co.uk](http://www.ebu.co.uk) or by request from Aylesbury on 01296 317200.

The statutory annual report of the directors of the EBU and its accounts are attached to this document.

Sally Bugden  
Chairman  
For and on behalf of the Board of the English Bridge Union

**Staff Members and National Volunteers**

***Board***

Sally Bugden, Andrew Petrie, Mike Hill, Jerry Cope, Heather Dhondy, Jeremy Dhondy, Val Gibson, Graham Jepson, Malcolm Oliver, Ian Payn

***Laws and Ethics Committee***

Jeremy Dhondy, Frances Hinden, Mike Amos, David Burn, Tim Rees, Neil Morley, Martin Pool

***Selection Committee***

Heather Dhondy, Simon Cochemé, Heather Bakhshi, Peter Baxter, Paul Hackett, Nick Smith, Tom Townsend

***Tournament Committee***

Ian Payn, Brian Crack, Margaret Curtis, Paul Hackett, Philip Mason, Alan Nelson, Addis Page,

***English Bridge Editorial Board***

Sally Bugden, Elena Jeronimidis (Editor), Jeremy Dhondy, Chris Danby (Advertising Manager)

***National Club Committee***

Val Gibson, Colin O'Hara, David Latcham, Chris Harris, Trevor Ward, Barbara Herold

***Tournament Directors Development Group***

Heather Dhondy, Jeremy Dhondy, Joy Mayall, Martin Pool

***National Grading Scheme Working Group***

Mike Christie, Barrie Partridge, Paul Bond, Paul Habershon, Andy Kittridge, Anthony Moon, Peter Lee

***Honorary Counsel***

David Harris

***Pro Bono Advisor***

Gerard Faulkner

***All the members of the disciplinary panel***

***National Awards Panel***

Graham Jepson, Margaret Curtis, Philip Mason, Jeff Morris

**Staff**

General Manager	Barry Capal	
English Bridge Editor	Elena Jeronimidis	
Tournaments Manager/ Chief TD	Max Bavin	
Assistant Chief TD	Gordon Rainsford	
Tournaments Administrator	Peter Jordan	
Tournaments Administrator	Dawn Mertens	
Tournaments Assistant	Gill Pain	
Accounts Manager	Gail Nancarrow	
Press & Communications Officer	Matt Betts	
Club Liaison Officer	Krys Kazmierczak	To 31 March 2012
Bridge Shop Manager	Sue Humphris	
Trading Assistant	Kim Moore	
Education Manager,	John Pain	
Laws & Ethics Secretary	John Pain	
Education Assistant	Lisa Miller	
Office Manager / Membership	Karen Durrell	
Administration Assistant	Kay Carter	
Membership/Accounts Assistant	Clare Dumbarton	
Receptionist/Office Assistant	Julie Murray	
Support Officer / Webmaster	Michael Clark	
IT Support/ Masterpoints	Ian Mitchell	
IT Assistant	Adam Lugmayer	