



**MINUTES OF THE ANNUAL GENERAL MEETING OF THE ENGLISH BRIDGE UNION LIMITED  
HELD AT THE IMPERIAL HOTEL, LONDON,  
ON WEDNESDAY 2<sup>nd</sup> October 2013**

<b>Present:</b>	Sally Bugden	Chairman & Cambs & Hunts Proxy
	Jeremy Dhondy	Vice Chairman & Laws & Ethics Committee Chairman
	Andrew Petrie	Treasurer
	Barry Capal	General Manager
	Jerry Cope	Board Member
	Heather Dhondy	Board Member & Selection Committee Chairman
	Darren Evetts	Board Member
	Mike Hill	Board Member
	Ron Millet	Board Member
	Ian Payn	Board Member and Tournament Committee Chairman
	Margaret Curtis	Vice President & Essex Shareholder
	Grattan Endicott	Vice President & Gold Award Recipient
	Gerard Faulkner	Vice President & Norfolk Shareholder
	Tony Parks	Auditor
	Gordon Rainsford	Tournaments Manager
	John Pain	Minute Taker
	Karen Durrell	Reception
	Kay Carter	Reception

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

The following people were also present: Roger Poulter, Ian Rankin.

Sally Bugden, Chairman, opened the meeting by welcoming all those present. She was delighted to report that the English Womens Team (Sally Brock and Nicola Smith, Heather Dhondy and Nevena Senior, Susan Stockdale and Fiona Brown) had returned from Bali with the silver medal – the first medal for the team in 28 years. She also congratulated Jeremy Dhondy (NPC) and David Burn (Coach).

There was a sustained round of applause from all present.

## 1 **Apologies for absence**

See Page 1 for County information.

## 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:

#### **Tony Philpott (Essex) (To be presented at Chelmsford Bridge Club)**

Tony Philpott has been a member of the Essex CBA for over 50 years and after playing bridge at an international level for some years he decided to mainly confine himself to playing and organising bridge in Essex. Tony has been the treasurer of the ECBA committee since 1975 until, some 38 years later in 2013, he retired from the post. Although retired as treasurer Tony remains an active member of the ECBA committee today.

For a number of years Tony was the County Captain and he took on the role of the first ECBA Chairman of the 'Essex Selection committee' formed three years ago for selection for inter-county, Metropolitan Cup and Tollemache Cup events. His overall eminent position in the county has ensured respect from all Essex players in this difficult new post.

In addition to these two substantial roles Tony has been the backbone of the ECBA committee for many years. His knowledge and experience in many matters has ensured that the advice he freely gives, is listened to and acted upon. Many possible pitfalls and errors have been averted by his actions and we have come to rely on him for good advice on many non-financial matters as well as those within the role of treasurer.

#### **Kevin Comrie (Manchester) (To be presented at Manchester Congress in January 2014)**

Kevin has been involved in Manchester bridge administration since the 1980s and has contributed to the running and success of the Manchester County Bridge Association in many ways. Kevin was Tournament Secretary in the 1990s and was instrumental in the development of the present Manchester Congress. Numbers for the congress have continued to defy expectations and it is well known for the friendly atmosphere. Kevin has always taken a front seat in the practical arrangements for the Congress. The 14 Manchester Congresses to date have been the flagship of the Area, attracting players from Norway, Ireland, Wales, Scotland, mostly down to Kevin's hard work and great enthusiasm.

As Vice Chairman of Manchester County Bridge Association (2004-2008) and Chairman (2008-2013), Kevin has supported Manchester players in numerous ways. He has encouraged the development of young players by providing assistance to the Manchester University Bridge Society. Kevin has captained the Tollemache team on several occasions, and served on the Manchester Selection Committee, including a spell as Chairman, for a number of years.

Kevin ensured that bridge has received the media attention it deserves in Manchester by arranging a civic reception to honour the success of local players in the World Championships in Beijing in 2008 and in September 2009, following another World Championship win for a number of Manchester players.

Kevin has played major roles when Manchester held a Corn Cairdis (1994), a Camrose match (2003), two Lady Milnes (2005 and 2010), and two Junior Camrose trophies (2008 and 2013). For the last of these events, Kevin was match manager and undertook the organisation of all the local arrangements for the event.

After retiring as head teacher in the mid-1990s he joined forces with Michelle Brunner and opened Michelle's School of Bridge in Autumn 1995, started teaching bridge many times a week, and MSB is now in its 18th year. Kevin's speciality is teaching beginners and he has taught over a thousand people, introducing them to the game he loves so much.

Manchester CBA is indebted to Kevin Comrie for his unstinting commitment to and numerous endeavours for, the County over many years.

**SILVER AWARD** - This award, given for outstanding contribution and recognition of long service as a volunteer at national and/or County level, will go to:

**Christine Duckworth (London)**

Christine is currently London County Secretary, County Youth Officer and Editor of the LMBA Newsletter. She is one of London's EBU Shareholders. Competition organiser for many competitions over the years, including organising the Lederer and the Channel Trophy.

She is also Secretary of the Young Chelsea BC, having previously been Chairman. Been on the YC Committee since 1970's. Joined YC Management Committee at its inception in January 2005 as Club Secretary and Teaching Co-ordinator. Organiser of YC duplicate sessions for developing players and YC schools bridge events.

Christine was Secretary of Civil Service CBA for much of the 1970's and ran their London League and national congresses.

She became a director of Better Bridge in Britain in the 1980's. Organised their first "No Fear" events and Charity Challenge Simultaneous Pairs for many years.

She also became a Youth and Education Trust trustee in 2009.

Christine has, and continues to have, considerable influence over the playing and development of bridge at club and county level and has given up so much of her time for so long for the service of bridge in this country.

**GOLD AWARD** - This award, given for outstanding contribution to the management/administration of the game at national and/or international level, will go to:

**Grattan Endicott (Merseyside & Cheshire)**

Grattan has given great service to his county and the EBU over many years.

Delegate to the EBU Council from the NWCBA throughout the 1970's.

Elected to the Board of Directors in 1980 and served for 13 years until 1993.

Became the EBU Treasurer in 1984. Remembered in this period for improving working conditions and salaries for staff and introducing a pension system and healthcare.

A member of the L&E from 1976 to 1991. He became chairman in 1981. He still attends as a Vice President and makes material, useful contribution.

He became a member of the WBF Laws commission in 1987. He still serves and has been instrumental in developing the various law changes over the last two decades and is still working on the next edition of the laws due in 2017.

He was a very successful NPC of the GB Women's Team winning medals in the European championship, Venice Cup and Olympiad.

He is the current President of Merseyside & Cheshire.

He became a Vice President of the Union in 1994.

Grattan Endicott, on behalf of all the recipients, thanked the EBU for the awards. He said that all had enjoyed their bridge and it had been a privilege to put something back into the game. He would cherish his award.

Gerard Faulkner considered Grattan's award well deserved and reminded shareholders of Grattan's achievements as NPC of the Women's team in the 1960s and 1970s.

### **3 Minutes of the Annual General Meeting of 5<sup>th</sup> October 2012**

The minutes were a matter of note, having been formally accepted at the Shareholders' Meeting on 8<sup>th</sup> May 2013

### **4 Minutes of the Shareholders' Meeting on 8<sup>th</sup> May 2013**

The minutes were signed as a true record.

#### **Matters Arising**

Sally Bugden reported that the Charity Commissioners had approved the formation of the English Bridge Education and Development Charity on August 27<sup>th</sup> 2013. The Board would be making a greater investment into the new charity (currently running at about £30K) and would be considering the appointment of Trustees. A full review of current education provision would also be undertaken any new projects were considered for development. The Trustees would be appointed to cover a variety of specialisms – e.g. fund raising, tax arrangements. It was also confirmed that the current EBU Youth and Education Trust would be rolled into the new charity.

Questions were raised about Gift Aid. Sally said these were matters to be resolved and further announcements would be made.

Sandra Nicolson thanked Sally Bugden for providing a summary of achievements on the previous 5-year plan.

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

Sally Bugden introduced the second 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:

Gerard Faulkner said it was a very good report but asked about the future provision of *English Bridge*.

Jeremy Dhondy replied that the magazine was regarded as the most important members benefit but the high cost of printing and paper and postage charges were continuing areas of concern. Whilst members could opt out in favour of the new on-line edition few had so far done so. Could the on-line edition be made more accessible? One or two companies provide tablet versions but there would be no significant changes until the next financial year. To make such a change must be regarded as an improvement in service and make sense economically. Advertisers would expect to pay less to advertise in an on-line only version. The Editorial Board would be considering how to make progress. The diary would still be sent out with the October magazine. He considered the diary to be the second most important membership benefit.

Sally apologised to all members for the delay in the 2013-14 diary. A fire on board the container ship bringing the diaries to the UK had been the source of the current delay. There was a short discussion about

whether the diary should revert to the August magazine. Jeremy said there would be a review of the whole diary arrangements given the delays this time.

Peter Hasenson asked if there was any thought to discontinuing the diary. Sally said the diary is a one of the key benefits of membership and that decision could not be taken until the majority of members decided it was not worthwhile - members could opt out of receiving it if they wished but only a very small number had done so.

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

Andrew Petrie, Treasurer stated that the annual accounts represent a very satisfactory outcome to our third year of Universal Membership. He thanked all the EBU's staff and volunteers for their efforts in achieving these results.

The outcome was £61K better than budget which may seem a large figure but in fact only represents about 3% of turnover. The difference largely came about through saving £30K on the charity project by carrying out all the governance work in-house and through saving £18K on Internationals. Neither of these are ongoing savings, so this current financial year is likely to be more difficult.

One of the major concerns and disappointments in the results was the first ever cash loss at Brighton. An awful lot of work has been done since then by Gordon Rainsford and Ian Payn to try and turn this round – more of this later.

In 2012/13 we managed to carry out a major refurbishment of the Aylesbury offices, thus maintaining the value of our biggest asset. The total net worth of the EBU is now £898K, the highest ever value. This includes the value of the building at Aylesbury.

There were no questions.

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

There were no comments on the list, save from Sandra Nicholson who pointed out that the number of affiliated clubs for each county should have been included. A revised list with the numbers is attached.

**Appendix B**

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

A proposal by Andrew Petrie, seconded by Peter Bentley that Beacons be re-appointed was carried nem con. The Treasurer thanked Tony Parks for his contribution over a number of years.

## **8 Membership subscriptions for 2014/2015**

Keith Thompson suggested the rates should be linked to CPI rather than RPI. Andrew Petrie said all our illustrations used RPI as its measure. Terence Treeby said the rates were well in line with expectations and proposed they be accepted, seconded by Steve Foster. Carried overwhelmingly with one against.

	(for info) 2011/2012	(for info) 2012/2013	(for info) 2013/2014	Proposed 2014/2015
<b>Universal Membership Subscription</b>	0.31	0.33	0.34	0.35

### **Direct Members**

UK	24.00	25.00	26.00	27.00
Overseas	26.00	27.00	28.00	30.00

**EBUTA Members**

Existing or new members joining before 31 October 2014	15.00	16.00	16.00	17.00
Joining between 1 November 2014 and 31 March 2015	7.50	8.00	8.00	8.50

**Affiliations**

Club	30.00	32.00	33.00	34.00
University	5.00	5.00	5.00	5.00
Schools	0.00	0.00	0.00	0.00

**2014/15 PRICES & SUBSCRIPTIONS**

Background

- (a) Inflation in June was 3.3% and predicted to remain at or above 3% in 2014/15
- (b) We are planning a significant increase in investment in Education (through EBED)
- (c) It is very much preferable to have a small increase each year rather than a large increase every 3 or 4 years
- (d) The UM subscription still lags behind inflation – see below

Recommendation

In general EBU prices should increase by ~3% meaning the UM subscription should increase by 1p to 35p

		RPI at start of FY	Inflated UM sub from 29p (p)	Actual UP sub (p)
Individual membership	2007/8	205.4	29.0	
	2008/9	214.0	30.2	
	2009/10	211.5	29.9	
Universal membership	2010/11	222.8	31.5	29.0
	2011/12	234.4	33.1	31.0
	2012/13	242.5	34.2	33.0
	2013/14	249.5	35.2	34.0
	2014/15	<i>Projected 255.7</i>	<i>Projected 36.1</i>	<i>Projected 35.0</i>

**9. Election of Directors**

There were three nominations for three places. Sally Bugden, Heather Dhondy and Darren Evetts were declared elected. Sally welcomed Darren Evetts as a newly elected member. (He had been an appointee in 2012/13).

**9.1 Election of Chairman**

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

**9.2 Election of Vice Chairman**

Ian Payn, as the only candidate, was declared elected.

**10 Appointment of Company Secretary for the year 2013/2014**

Barry Capal was formally appointed for the year 2013/2014.

**11 Election of 4 members to the Laws & Ethics Committee for the year 2013/2014**

Five nominations had been received for four positions. In an election Frances Hinden (62 votes), Tim Rees (57) and Robin Barker (51) were elected for three year terms ending in 2016. Neil Morley (50) was elected for a two year term ending in 2015. Alan Wilson (25) was not elected.

**12 Election of 3 members of the Tournament Committee for the year 2013/2014**

Four nominations had been received for three positions. In an election Philip Mason (46 votes), Terry Hewett (42) and Eddie Williams (41) were elected for three year terms ending 2016. Richard Millard (40) was not elected.

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

Two nominations had been received for two positions. Heather Dhondy and Paul Hackett were declared re-elected for three year terms ending in 2016.

**14 Special resolution to change the Articles of Association**

Jeremy Dhondy said that the change to 11.11 was to correct an error left over from the previous redraft. Proposed by Peter Bentley and seconded by Robert Northage. Carried Nem Com.

Section	Description and Phrasing	
11.11	To delete the items in red which do not exist in these articles but were left in error at a previous revision	11.11 Any casual vacancy in the office of Chairman or Vice-Chairman or Treasurer may be temporarily filled by the Directors from among their members Provided That such Director fulfils the eligibility criteria specified in relation to such office as specified in Article 11.9(c), (d) or (e) respectively, and the person so appointed shall hold office until the next following Annual General Meeting, at which he shall vacate such office which shall be filled in accordance with the provisions of Article 11.9(c), (d) or (e).

Jeremy said the change to 17.3 was to tidy up the governance and that more changes were to come. Grattan Endicott proposed the deletion of ‘only’ from the revised wording, seconded by Peter Bentley and carried by many votes to one against. The revised proposition was then considered. Gerard Faulkner declared an interest. He asked how many of the ten Vice Presidents had attended Standing Committee meetings in recent years and why was it necessary for the change. Jeremy said that at most two had attended and, although unlikely, there would be practical problems if they all chose to turn up. Jeremy said committees welcomed and valued their Vice President’s input and where requests to attend were made they would be considered. The proposed changes are as follows:

Section	Description and Phrasing	
17.3	Proposed change (in red)	Any person appointed as a Vice-President of the Company shall hold such position for life, and shall be entitled to attend general meetings of the Company <del>and meetings of its Standing Committees</del> in accordance with Articles 9 and 16 respectively (but not, for the avoidance of doubt, meetings of the Board of

		Directors). Vice-Presidents may attend Standing Committee meetings <del>only</del> if they are specifically invited by the Chairman of the Standing Committee.
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The proposal (as amended) was proposed by Robert Northage and seconded by Philip Mason and carried overwhelmingly with 7 against.

**15 Ordinary resolution to change the Bye-Laws of English Bridge Union Ltd.**

Jeremy Dhondy explained the need to have in place a procedure of appeal for affiliated clubs where members had been given a sanction for an offence. This was reflected in the proposed tidying up of appendix B in the bye-laws. Although the model club constitution said it should be done, it does not insist on how it should be done. The main change relates to the insertion of new clause 2.

Sidney Travers said that it might be that a county would try to wash its hands of responsibility because of, say, a conflict of interest. Jeremy said that might indeed be the case but it was correct to have the procedure laid down. Richard Ray said he was uneasy at being asked, as a shareholder representing a county, to approve something that imposes a position on clubs. Joy Mayall said there was safety in having a suitable process.

APPENDIX B – PROVISIONS FOR APPEALS FROM CLUB AND COUNTY DISCIPLINARY DECISIONS (PROPOSED 2013 AGM)	APPENDIX B – PROVISIONS FOR APPEALS FROM COUNTY DISCIPLINARY DECISIONS (CURRENT 2012)
<p>1. Where the constitution of an Association gives a member the right of appeal to the Company against a disciplinary decision of the Association, any appeal to the Company shall be referred to the Laws and Ethics Committee.</p> <p>2. Where the constitution of a Club gives a member the right of appeal against a disciplinary decision of the Club to a body outside the club, any appeal shall be referred to the County Association.</p> <p>3. When an appeal is referred to it, the Laws and Ethics Committee shall have such of the following options as are consistent with the constitution of the Association concerned. When an appeal is referred to the County Association it shall have the following options as are consistent with the constitution of the Club:-</p> <p>(a) to constitute itself as an Appeal Committee to determine the appeal.</p> <p>(b) to appoint an Appeal Committee to determine the appeal. Such Appeal Committee shall consist of no fewer than three nor more than five Player Members, who may include one or more members of</p>	<p>1. Where the constitution of an Association gives a member the right of appeal to the Company against a disciplinary decision of the Association, any appeal to the Company shall be referred to the Laws and Ethics Committee.</p> <p>2. When an appeal is referred to it, the Laws and Ethics Committee shall have such of the following options as are consistent with the constitution of the Association concerned:-</p> <p>(a) to constitute itself an Appeal Committee to determine the appeal.</p> <p>(b) to appoint an Appeal Committee to determine the appeal. Such Appeal Committee shall consist of no less than three nor more than five Player Members, who may include one or more members of the Laws and Ethics Committee.</p> <p>(c) to refer the appeal to the Disciplinary Committee, which shall act as an Appeal Committee to determine the appeal</p> <p>3. The Appeal Committee shall consider and enquire into the matter appealed in such manner as it shall see fit to determine the outcome of the appeal, and to confirm or vary the findings and decisions of the Association, but not so as to impose any penalty which is not within the powers</p>



<p>the Laws and Ethics Committee. In the case of a County the Appeal Committee shall comprise no fewer than three nor more than five Player Members.</p> <p>(c) to refer the appeal to the Disciplinary Committee, which shall act as an Appeal Committee to determine the appeal. In the case of a County the appeal may be referred to the Laws and Ethics Committee for consideration.</p> <p>4. The Appeal Committee shall consider and enquire into the matter appealed in such manner as it shall see fit to determine the outcome of the appeal, and to confirm or vary the findings and decisions of the Association or Club, but not so as to impose any penalty which is not within the powers of the Association or Club. Alternatively, the Appeal Committee may decide that the matter shall be referred to the Laws and Ethics Committee as an allegation of an Offence under the Disciplinary Rules (in which event the prior findings and decisions of the Association or Club in relation to the matter shall be nullified and the member so informed).</p> <p>5. The powers and procedures of an Appeal Committee under this Appendix shall conform as nearly as possible to the powers and procedures of the Appeals Committee under Rule 10 of the Disciplinary Rules.</p>	<p>of the Association. Alternatively, the Appeal Committee may decide that the matter shall be referred to the Laws and Ethics Committee as an allegation of an Offence under the Disciplinary Rules (in which event the prior findings and decisions of the Association in relation to the matter shall be nullified and the member so informed).</p> <p>4. The powers and procedures of an Appeal Committee under this Appendix shall conform as nearly as possible to the powers and procedures of the Appeals Committee under Rule 10 of the Disciplinary Rules.</p>
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The changes were proposed by Joy Mayall and seconded by Robert Northage and carried by many votes to one.

#### **16 Notes of County Chairman’s conference June 26<sup>th</sup> 2013**

Sally confirmed that it had been a very different and productive meeting. She thanked Jerry Cope and all the group leaders for their input and alerted members to the fact that Darren Evetts would be holding the first of his county meetings (Midlands counties) in October to establish a pattern for future meetings to investigate and propose the implementation of this section of the Board’s Bidding for the Future strategic plan.

#### **17 Treasurer’s report for the current year**

Andrew Petrie said it was too early in the current year to make sensible predictions, although he noted the turn around in Brighton’s financial fortunes thanks to revised arrangements from Gordon Rainsford and Ian Payn.

He reported that the EBU had been to an HMRC tribunal hearing regarding the reclaiming of VAT on entry fees. He thanked David Ewart and Sarah Dunn for undertaking the work and representing the EBU *pro bono* and the meeting showed its appreciation of their efforts. The chairman of the tribunal has reserved judgement on the case but it was hoped a decision would be made within two months, although it may be referred to the European Commission as there appear to be many different definitions of ‘sport’ used for different purposes. Peter Hasenson asked whether prize money could be exempt from VAT and Jeff Morris

asked what would be the position for VAT registered counties (none currently are) and clubs (some are). Andrew said he suggested that we wait for the decision before pursuing these topics.

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

**18.1 March 6<sup>th</sup> 2013** Sandra Nicholson asked about a club that transfers county affiliation. Sally said there were a number of matters of governance that needed to be addressed.

Gerard Faulkner asked about the European Champions Cup. Sally said that without warning or consultation the EBL had decided the event should be held in Milan. There had been discussion between Jeremy and the EBL in Bali about the situation, which was considered to be wholly unsatisfactory. It was estimated the cost of hosting the event would have been about £35K with about half of that already promised for an English staging.

Paul Hackett asked whether the question of membership fees to both the EBL and WBF had been resolved. He was told that it had been last year and that fees are paid on behalf of Universal Members who play 12 or more club sessions per year and all Direct Members.

**18.2 June 11<sup>th</sup> 2013.** The reference to the formation of a new county was a hypothetical one but gave an indication of what would be needed in such a case.

Mike Minting said there was confusion over the age limits for juniors. Jeremy Dhondy said that from April 1<sup>st</sup> 2014 there would be one age limit – Under 25. The reason for the date was to allow Aylesbury to implement some software changes and from that time the age limit would be the same for all events. It was dependent on the junior having a date of birth registered with the EBU.

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

**19.1 May 29<sup>th</sup> 2013**

Jeremy Dhondy said that the May meeting had been almost exclusively devoted to finishing off the new editions of the Blue Book and White Book. Both were slimmer and simpler than previous editions and had been met with some acclaim and less criticism. He thanked those involved in the production of the new books, particularly those non-committee members involved in drafting and proof-reading.

New VP scales had taken effect on September 1<sup>st</sup> in England which would be the new discrete scales. The new continuous scales would only be used in trials. Jeremy said the new continuous scales had been used in Bali to some amusement by the journalists reporting the results (e.g. 16.42 to 3.58).

**19.2 September 9<sup>th</sup> 2013**

Jeremy Dhondy said the meeting had reverted to more usual business catching up on reports etc. There were no comments.

## **20 Minutes of the meeting of the Tournament Committee on June 19<sup>th</sup> 2013**

Ian Payn presented the minutes. He thanked Margaret Curtis and Brian Crack who were standing down from the Tournament Committee today. Margaret had been on the committee for 'a few years' while Brian had served for 8 years. The meeting showed its appreciation for their service.

Ian said that he wished to single out Gordon Rainsford, Peter Jordan and Andrew Urbanski for their work in helping to turn Brighton around to again making a cash surplus. One time only savings included discontinuing the *Brighton Focus* and having the tournament Directors staying in a different hotel. Further savings would need to be considered and a debriefing was planned.

He noted that the hotel arranged as part of the package had been unsatisfactory but commended the TDs for rising above it.

Sandra Claridge said that the TDs had all been most professional in their approach making for a very enjoyable congress. Peter Bentley agreed.

The online KO competition had started.

**21 Minutes of the meeting of the Selection Committee on June 6<sup>th</sup> 2013**

Heather Dhondy presented the minutes.

Gerard Faulkner first congratulated her on the team's achievement in Bali and asked about the arrangement for approving expenditure for the representative teams when they were overseas. Historically Max Bavin had been able to authorise payment through the company credit card but that was no longer available. New arrangements had been put in place for NPCs to authorise payments which could be claimed back afterwards.

Heather said she had served her 5 years as Chairman so was stepping down. Sally thanked her for her chairmanship and said the Selection Committee had never had such a good relationship with the Board than with Heather in the chair.

**22A Retiring Chairman's comments**

As retiring chairman Sally thanked everyone who had helped her during her seven years on the Board and last five as Chairman. She had been supported- by a talented group of people who had all worked together as a team and kept focus. She had enjoyed her time as Chairman. She particularly wished to thank Martin Pool and the late Tom Bradley who persuaded her to stand for the Board in the first place. She thanked the chairman of the L&E (Jeremy Dhondy), Tournament (ain Payn) and Selection (Heather Dhondy), the former treasurer Mike Hill, the present treasurer Andrew Petrie and also Barry Capal for commitment to the Board and its policies.

**22B New Chairman's comments**

Jeremy Dhondy reminded members of the new Online Bridge Club being hosted by BBO from October 8<sup>th</sup>. Initially games would be held on Wednesdays and Sunday at 4pm and midnight and would cost \$1 a game. The game would be regulated by an EBU TD, although they were open tables.

He wished to express his thanks to Sally for all the work, effort and inspiration. He could not think of a harder working Chairman than Sally who had a knack of suggesting a task which initially met with little enthusiasm but ended up being done anyway. When she became chairman in 2008 the EBU was in a poor state – aging membership and other problems. However she has seen the EBU through Universal Membership and the NGS bringing both to fruition. It had been a long journey to obtain charity status and again Sally had helped enormously to get there. However there was much still to do on that front and Sally would have a leading role to play in the implementation of the charity.

The shareholders showed their appreciation with a standing ovation.

**23 Dates for Shareholders' meetings for the year 2013/14**

<b>Wednesday 16<sup>th</sup> April</b>	Shareholders' Meeting
<b>Wednesday 2<sup>nd</sup> July</b>	County Chairmen's Conference
<b>Wednesday 26<sup>th</sup> November</b>	Annual General Meeting

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

**25 Any Other Business**

There was no other business.

Closing the meeting, the retiring Chairman thanked Shareholders for their attendance at what had been a very productive meeting. The meeting closed at 3.40pm.

**Date of the Next Meeting is 1.00pm Wednesday 16<sup>th</sup> April 2014  
at Tudor Room, Imperial Hotel, London**

**ANNUAL REPORT OF THE ENGLISH BRIDGE UNION  
1 APRIL 2012- 31 MARCH 2013**

The English Bridge Union is the governing body for duplicate bridge in England representing communities of bridge players at club, county and national level. It is funded by members for members and provides the infrastructure and development of the game in England.

This year has been one of consolidation and transition. We completed the targets we set ourselves in our five year strategic plan launched in 2008 and spent much of our time at Board level developing our strategic plan for the next 5 years. We have addressed each area of our activities and our report Bidding for the Future 2013-18 can be viewed on our website alongside the measurement of our achievements with our previous five year plan.

This annual report provides an insight in to the work that we do to support our clubs, counties and members and will be of interest to those individuals and organisations that, in turn, provide us with support to develop the game.

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.

The statutory annual report and accounts compiled by our auditor will be able to be viewed on our website [www.ebu.co.uk](http://www.ebu.co.uk) shortly after the EBU's Annual General Meeting on 2<sup>nd</sup> October 2013.

Yours sincerely

Sally Bugden  
Chairman  
English Bridge Union

## 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 2012-13 the responsibilities were as follows:

Chairman – Sally Bugden

Vice Chairman – Andrew Petrie 1/4/12 – 2/10/12

Vice Chairman - Jeremy Dhondy 3/10/12

Treasurer – Michael Hill 1/4/12 -2/10/12

Treasurer - Andrew Petrie 3/10/12

Tournament Committee Chairman - Ian Payn

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 – Sally Bugden

Board Director responsible for facilitating the strategic plan – Jerry Cope

Board Director responsible for updating the financial five year plan- Michael Hill appointed 3/10/12

Board Director responsible for premises and retail – Malcolm Oliver appointed 3/10/12

Board Director responsible for staff development – Jerry Cope

National Club Committee Chairman – Val Gibson 3/10/12 – 15/1/13

National Club Committee Chairman – Sally Bugden 16/1/13

Editorial Board Chairman– Sally Bugden

Tournament Directors Development Group Chairman - Heather Dhondy

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 2/10/13

Board Director responsible for Awards – Ron Millet 3/10/13

Like all regulated sports in England, the EBU has players who take part in international events. It is this very activity that doesn't allow us to register the whole of our organisation as a charity. The Board therefore took the decision to discontinue its investigations into complete registration of the EBU and took the route of registering its work in education and development as a charitable body. The majority of the year was taken with this task with registration scheduled for September 2013 with the launch of the charity scheduled for April 2014.

We finalised agreements with:

- The Scottish Bridge Union and Welsh Bridge Union on the British Simultaneous Pairs and we continue to work towards reciprocity of master point awards between our countries.

- The European Bridge League and World Bridge Federation in terms of the categories of members on whom we make our annual per capita payments. This is a necessary payment to ensure that we are represented internationally by players competing for England in international games and as an organisation. It also allows our members to be recognised by other national bridge organisations and play in any open events that they may run.
- Bridge Overseas Limited who had provided a very good service to the EBU for its Overseas Congresses over recent years and this has now been extended to include accommodation for our English congresses.

We finalised our five year strategic plan.

We developed a self certification process for our counties and their constitutions and we provided advice and guidance on corporate governance.

We said goodbye to our Honorary Counsel EBU Vice President David Harris and our Pro Bono Advisor, EBU Vice President Gerard Faulkner – to both of whom we extend our warmest and most grateful thanks for providing such an excellent service over many years as volunteers.

We welcomed David Ewart QC who agreed to be our new Honorary Counsel and Stephen Barnfield who agreed to be our new Pro Bono Advisor. We are grateful to both of them for taking on these national roles in a voluntary capacity.

## **Finance**

In the light of the continuing difficult financial climate, the budget for 2012-13 was again fairly conservative and tight financial controls remained in place.

We are delighted to have turned a budgeted loss of £53,000 into a surplus of £8,000. 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. The improvement was down to many factors and the annual accounts provide a detailed financial picture for all the EBU's activities and these will be available online shortly after the Annual General Meeting. A turn-round of £61,000 may appear very large but of course this represents only 3.4% of Turnover.

Our balance sheet remains strong with liquid reserves of £350,000 well in excess of the £225,000 currently set by the Board as a working, conservative safe level. It should be noted that in line with generally accepted practice, our building at Aylesbury appears in the Balance Sheet at its original cost (plus improvements) and not at current market value.

## **Club Services**

Our new Club Liaison Officer, Andrew Urbanski was appointed in May 2012. He has made visits to over 40 clubs in various counties around the country including Essex, Nottinghamshire, Devon, Avon, Wiltshire, Norfolk, Merseyside and Cheshire as well as helping eight new clubs to affiliate. He has also finalised and electronically published the EBU Club Manager's Handbook, a service for our affiliated clubs packed full of useful and helpful information on running a duplicate bridge club, from administration and finance, through recruitment to tournament directing and scoring. It is a super addition to the services we provide to our affiliated clubs and can be accessed through the private section of our new website.

The National Club Committee met twice in the year, providing input on various issues including Blue Points, club development, English Bridge, the revised regulations and education.

The subsidised club courses to train teachers and tournament directors have been even more popular this year and we hope to encourage many more clubs to take part in the years to come.

## **Education and development**

Club teacher courses – we have trained 94 club teachers during this financial year representing a growth of 25% on the previous year. We are also looking at increased sales of our Bridge for All Year 1 books at approximately 40% growth on the year demonstrating that our club teachers are recruiting and teaching students to play in their clubs.

We have trained approximately 300 tournament directors in the year. This course is increasingly popular with some clubs still to take advantage of the buy one get one free offer available to them.

Three Partner Teacher courses and one course 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 and the cruise teaching course is only open to English Bridge Union Teachers Association members.

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.

We also ran a Next Step Congress in Brighton for those players who are interested in tournament bridge but need to build their confidence before they play in a full EBU congress.

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

This group goes from strength to strength under the Chairmanship of Baroness Ruth Henig of Lancaster. Meetings address the development and awareness of the benefits of bridge (particularly for young people and for senior citizens) and the promotion of enjoyment of the game, and bridge events, with the legislatures of other countries.

This year it was agreed to organise two visits from schools that play Minibridge. These outings are great fun and the school pupils and their teachers visit the Lord Speaker in her office, tour the Houses of Parliament and then play bridge in the beautiful River Room and are treated to tea at the end of a long afternoon. The children demonstrate without doubt the benefits of playing Minibridge at school.

We will continue to work on encouraging many more schools to take part in learning Minibridge through the EBU's Youth and Education Trust and we will also continue to work on raising the profile of this game with the government's Minister for Education, Michael Gove MP.

## **International Success**

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. It's been a very good year for England at international level:

- **Open**

The Open team qualified for the Bermuda Bowl for the first time in a number of years, finishing a very creditable 4th in the European Championships

They also won the Camrose

- **Women**

The Women won Gold at the European Championships and also won Gold at the World Mind sports Olympiad. Through their European win they qualified for the Venice Cup.

- **Juniors**

The Juniors teams completed the double at the Home Internationals this year, winning both the Junior Camrose and the Peggy Bayer trophies.

## **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, is responsible for the regulation of the game in England.

The main work over the past year has been a significant overhaul to our regulations, the first major review since 2006. That has led to a new Blue Book – which will replace the Orange and Tangerine Books - and White Book which will be published in our next financial year on August 1<sup>st</sup> 2013. These publications are both significantly slimmer than their predecessors and written in plainer English. The Blue Book includes the relatively few accepted applications received this year for new methods. Both publications are available electronically, free, from the website and will be updated annually.

The L&E have dealt with a significant number of disciplinary problems in the past year which have started in our clubs. In some cases these would be more easily resolved if the clubs concerned had a proper constitution and had applied it correctly. There is a model constitution provided by the EBU on which affiliated clubs can base their version if they wish. It is particularly important to have correct disciplinary processes even if the hope is not to have to use them very often. A behaviour code such as Best Behaviour at Bridge can be useful at all levels in determining expectations. The committee has produced a table of suggested standard penalties to help ensure consistency of decision. Whilst this is primarily intended for tournaments it can be adopted in whole or part by clubs and counties if they wish. The L&E will offer advice, if requested, to members and clubs on disciplinary matters. Occasionally disputes can be resolved by mediation and the EBU offers such a service.

Appeals from tournaments are reviewed by the L&E so that they can offer advice and ensure the consistency of decisions. An annual booklet of the major decisions is published and is available electronically from the EBU website. Appeals are reviewed and comments published in the minutes of their meetings.

There is a panel of referees appointed by the L&E who hear appeals at tournaments and act as telephone referees in knock out events, on a voluntary basis. They are also called upon from time to time to give rulings from club and county events.



## **Tournament Committee**

The Tournament Committee, made up of seven elected individual members of the EBU under the chairmanship of 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.

2012-13 has seen a great deal of change. Max Bavin retired as Chief Tournament Director, and Gordon Rainsford took over. Max's experience remains only a phone call away, and Gordon has taken to his new post with a will. Working closely with the staff at Aylesbury, the Tournament Directors and Tournament Committee, he has also involved himself in negotiations with Bridge Overseas, leading the EBU's drive to get better value for members by securing improved venue accommodation for our congresses and our tournament players.

We have faced a decline in entries over the past few years. We have researched this issue and are implementing actions which we hope will result in a steady increase over the coming years. A lot of work has gone into adapting this year's Brighton Congress to suit a changing world. This will be followed by a similar approach to other events. Attendances at events are monitored and analysed, and demographic information recorded and acted upon. It can't be stressed often enough that this group of national volunteers is a listening committee, in place not to preserve hidebound tradition, but to provide what's wanted by EBU members.

More sophisticated and targeted feedback forms are being introduced, and, in 2014, EBU Blue-Pointed holidays will be introduced in some very nice-looking venues around the country. This is in a response for a need for services from players who want to step outside the club world but are a little daunted by what they perceive as the "hothouse" world of tournament bridge. It's a further example of opening things up so that there are more services for every level of members.

A new format of presentation of our tournaments income and expenditure can be found in the appendix to our audited accounts which will appear on our website after our Annual General Meeting held on 2<sup>nd</sup> October 2013.

## **Tournament Directors Development Group**

This subcommittee of the Board deals with the appraisal, promotion, development and management of the EBU's active tournament directors. It is chaired by Board Director, Heather Dhondy. This year has seen the retirement of several tournament directors, whom we thank for their work over the years. The group continues its work of recruiting, training and mentoring new tournament directors to continue the excellent service provided at our national tournaments and competitions.

## **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. During 2012-13 the rising costs of production and specifically postage has provided challenges to the Editorial Board. We have spent the year working on developments which we hope will enhance the important service that we provide to our members during the coming years.

## **EBU Headquarters at Aylesbury**

We have a full time staff equivalent of just over seventeen, serving over 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. It has been a particularly busy year with the following developments:

- **Office refurbishment**

The Board determined that the EBU's premises at Aylesbury would be our headquarters for the foreseeable future.

After many years of neglect, money was spent on improving the fabric of the office to improve the staff working environment and to protect our investment in the building we own.

- **Solar Panels**

We took advantage of the Government's substantial incentives for installing Solar Panels. We now have 96 solar panels on our flat roof which are totally invisible except from the sky! As well as being environmentally friendly, this is estimated to provide a return on investment in excess of 12% - very much better than is available from any savings account and which will be used for membership services and development. We will also have a much decreased electricity bill.

- **National Grading Scheme**

The National Grading System went live during this year. It has added a layer of "fun" to our games which is liked by many. It also allows our clubs and counties to take a player's current playing ability into account when seeding or handicapping events.

- **New Website**

After much hard work, this went live in March and continues to be upgraded. We have had many compliments on the new site and the ease of the changeover.

- **Success in the Media**

Our women's team's success in both the European and World Mind Sports Games in the summer resulted in some very good national media coverage for the event and our "Lavender Girls" in the Sunday Telegraph, the Sunday Times, the Daily Mail and on Sky News.

## **Public Honours**

Two bridge players have received public honours and we send them our heartiest congratulations:

Andrew Robson was awarded an OBE for services to bridge and charity in the 2013 New Year's Honours list.

Although it falls slightly outside of our remit for reporting in this year, Janet de Botton was made a Dame in the Queen's birthday honours list in 2013 for services to the arts.

## **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 2<sup>nd</sup> October 2013.

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.

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

## **Staff Members and National Volunteers 1 April 2012 – 31 March 2013**

### ***Board***

Sally Bugden, Jeremy Dhondy, Andrew Petrie, Jerry Cope, Heather Dhondy, Darren Evetts, Val Gibson, Mike Hill, Graham Jepson, Ron Millet, 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, Andy Bowles, David Burn, Heather Bakhshi, Peter Baxter, Paul Hackett, Nick Smith, Tom Townsend

### ***Tournament Committee***

Ian Payn, Brian Crack, Margaret Curtis, Gillian Fawcett, Paul Hackett, Philip Mason, Addis Page

### ***English Bridge Editorial Board***

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

### ***National Club Committee***

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

### ***Tournament Directors Development Group***

Heather Dhondy, Jeremy Dhondy, Joy Mayall, Martin Pool, Pat Davies, Gordon Rainsford

### ***National Grading Scheme Working Group***

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

### ***Honorary Counsel***

David Ewart QC, David Harris.

### ***Pro Bono Advisor***

Stephen Barnfield, Gerard Faulkner

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

### ***National Awards Panel***

Margaret Curtis, Philip Mason, Jeff Morris

### ***Staff***

General Manager	Barry Capal
English Bridge Editor	Elena Jeronimidis
Tournaments Manager/ Chief TD	Max Bavin to 31.10.12
Tournaments Manager/Chief TD	Gordon Rainsford from 1.11.12
Tournaments Administrator	Peter Jordan
Tournaments Administrator	Dawn Mertens

Tournaments Assistant	Gill Pain
Accounts Manager	Gail Nancarrow
Press & Communications Officer	Matt Betts
Club Liaison Officer	Andrew Urbanski
Bridge Shop Manager	Sue Humphris
Trading Assistant	Liz Goodchild
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 Burnage
Receptionist/Office Assistant	Julie Murray
Support Officer / Webmaster	Michael Clark
IT Support/ Masterpoints	Ian Mitchell
IT Assistant	Adam Lugmayer

**THE ENGLISH BRIDGE UNION LIMITED****NUMBER OF MEMBERS BY COUNTY AS AT 31ST MARCH 2013**

NB The numbers below include anyone on the EBU database at 31 March of the year in question.

County	31 <sup>st</sup> March 2013								31 <sup>st</sup> March 2012						
	P2P(1)	P2P(2)	Direct	Jun.	BFA	Total	Clubs		P2P(1)	P2P(2)	Direct	Jun.	BFA	Total	Clubs
Avon	336	603	19	3	18	979	5	-1	321	621	16	3	15	976	6
Bedfordshire	90	271	21	0	4	386	7	-1	84	288	16	0	6	394	8
Berks & Bucks	809	1883	65	31	70	2858	34	+1	731	1877	56	19	66	2749	33
Cambs & Hunts	181	519	12	42	8	762	15		168	509	12	1	4	694	15
Channel Islands	122	226	6	1	27	382	7		132	215	4	1	28	380	7
Cornwall	146	424	6	5	0	581	13	-1	165	426	5	3	0	599	14
Cumbria	113	372	9	0	19	513	5		104	383	10	0	12	509	5
Derbyshire	223	565	3	1	36	828	14	+1	218	547	2	0	26	793	13
Devon	356	975	28	2	64	1425	19		295	997	22	1	25	1340	19
Dorset	165	419	38	0	1	623	6		144	444	30	0	0	618	6
Essex	540	1369	42	1	116	2068	28		487	1373	34	1	62	1957	28
Gloucestershire	340	563	20	1	0	924	14		280	569	21	0	0	870	14
Hants & IOW	481	1039	42	1	90	1653	23	+1	465	995	36	1	56	1553	22
Herefordshire	122	373	9	1	7	512	10		120	380	12	1	6	519	10
Hertfordshire	486	1330	59	2	156	2033	20		478	1362	48	2	84	1974	20
Isle of Man	27	85	8	0	28	148	2		31	81	4	0	30	146	2
Kent	650	1763	46	5	51	2515	30		636	1738	41	1	35	2451	30
Lancashire	412	1375	60	1	118	1966	10		422	1284	59	1	103	1869	10
Leicestershire	229	636	47	4	21	937	12	-2	177	658	24	2	43	904	14
Lincolnshire	227	487	8	0	0	722	11		209	468	7	0	0	684	11
London	591	585	163	36	63	1438	11	+2	478	576	138	19	46	1257	9
Manchester	526	804	85	40	33	1488	10		469	895	64	19	3	1450	10
Merseyside & Cheshire	312	725	30	7	7	1081	8		299	749	25	7	5	1085	8
Middlesex	449	885	136	13	160	1643	12	+1	410	889	103	11	119	1532	11
Norfolk	246	791	18	0	38	1093	20		277	815	13	1	44	1150	20
Northants	257	608	6	1	31	903	9		212	553	3	1	10	779	9
North East	343	1153	17	2	53	1568	24		342	1168	13	2	43	1568	24
Nottinghamshire	171	520	20	4	42	757	11		133	532	17	3	11	696	11
Oxfordshire	434	924	28	56	101	1543	18	-1	368	892	22	19	98	1399	19
Somerset	187	573	30	1	51	842	14	-1	158	593	25	1	68	845	15
Staffs & Shrops	186	714	40	1	52	993	12		200	711	37	0	24	972	12
Suffolk	236	653	20	3	73	985	18	+1	228	672	15	2	58	975	17
Surrey	1615	3305	114	5	294	5333	47	-1	1385	3289	93	2	214	4983	48
Sussex	739	2187	31	10	74	3041	29	-1	722	2186	27	5	83	3023	30
Warwickshire	773	1695	18	2	126	2614	13	+1	794	1609	17	0	77	2497	12
Westmorland	92	140	4	0	37	273	2		88	128	2	0	29	247	2
Wiltshire	140	596	18	2	59	815	13		143	559	12	2	31	747	13
Worcestershire	140	518	23	0	16	697	14		101	514	22	0	30	667	14
Yorkshire	1045	2686	33	25	88	3877	34	-2	1133	2723	29	25	70	3980	36
Non County Members *	49	18	419	18	0	504			37	0	284	15	0	336	
	14586	35357	1801	327	2232	54303	604		13644	35268	1420	171	1664	52167	607

P2P (1) denotes members who have played fewer than 12 club sessions in the financial year

P2P (2) denotes members who have played 12 or more club sessions in the financial year

\* these include direct overseas members and members who have expressed a desire not to be affiliated to a county