



**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF THE EBU LIMITED
AT YOUNG CHELSEA BRIDGE CLUB, GOLDHAWK ROAD, LONDON, W12 8HA
ON WEDNESDAY 25th JANUARY 2017**

Present: Jeremy Dhondy (Chairman) (JD)
Ian Payn (Vice Chairman) (IP)
Jerry Cope (Treasurer) (JC)
Heather Dhondy (HD)
Darren Evetts (DE)
Anthony Golding (AG)
Robert Lawy (RL)
Graham Smith (GS)
Barry Capal (General Manager) (BC)
Peter Stockdale (Minuting the meeting) (PS)

1. Apologies for Absence

Ron Millet (RM)

2. Minutes of the meeting of 26th October 2016

2.1 Accuracy

The minutes were approved as accurate.

2.2 Matters arising

6 – BC had received no further information regarding Bridge+more so further progress was on hold.

9. It was noted that the Board were not yet aware of whether EBED's advert in the Daily Telegraph last August had been successful in generating pupils for bridge lessons. BC would ask Sue Maxwell to report at the next EBED meeting and this could then be relayed to the Board. **Action: BC**

3. General Manager's report

BC had circulated his report prior to the meeting. He advised that he still hoped that Workbooks would go live in February, adding that another 'migration test' was taking place that day. The last test had produced a variance of only 58p – a good result as this was most likely due to 'rounding'. There were some aspects which were waiting for input from a third party, and then it would probably be ready to implement. He anticipated a 'down time' of three to five working days.

BC was pleased to report that four clubs either had affiliated, or were expected to affiliate in the coming months.

It was agreed that a list of clubs which had achieved charitable status should be made available on the website. BC would ask Bev Purvis to put such a list together. **Action: BC**

It was noted that there had been very little coverage of the appeal hearing in the media. PS had been contacted by only one media outlet, although the Associated Press had released an article which had been run in a few dozen local newspapers.

4. Financial Matters

4.1 Treasurer's report & November Management Accounts

JC had circulated the accounts prior to the meeting. He highlighted an £1.4K improvement on performance against budget when compared with the last report, and explained that this was in part due to the delay in the implementation of Workbooks which was resulting in a saving on licence fees. He advised, however, that the improvement would likely flatten out, and that the year could end with a deficit of up to £10K against budget. He also highlighted that the exchange rates were adversely affecting both the top line and bottom line.

JC emphasised areas of concern, citing the EBU Shop and Tournaments. The Shop had seen a worsening in performance by £1.8K, and it was agreed that the Shop would be discussed at greater length during the March meeting once GS had met with the shop staff in Aylesbury. The Overseas Congress, whilst still being profitable, had been significantly down on previous years.

4.2 2017/18 Budget

JC advised that Gail Nancarrow would soon be putting together the first draft of the 2017/18 budget. He explained that in some areas there may need to be cuts made which could cause disappointment to some people, and difficult decisions would need to be made in some areas.

It was noted that expenditure on internationals may be affected by exchange rate pressures which, irrespective of any other cost saving measures, may necessitate a reduction in spending. The exchange rates would also affect affiliation costs with the EBL and WBF. The Board also discussed its donation to EBED for the 2017/18 financial year.

JC would make specific budgeting proposals at the March meeting. No budgets would be approved prior to that meeting.

5. Disciplinary Panel 2017-18

The Panel was approved.

DE raised a perceived disparity in the penalties given for different infractions. It was agreed that the Disciplinary Panel ought to receive some detail on penalties to seek to ensure greater consistency – it would be requested that the Laws & Ethics Committee seek to address this matter. **Action: JD**

6. Prosecution Panel

The formation of a Prosecution Panel had been raised at the AGM, and volunteers had been requested, and possible candidates had been approached. JD had processed a number of applications, and had sought input from Tim Rees, Chairman of the Laws & Ethics Committee and Martin Pool who will be the Chairman of the Panel. A Panel was proposed to the Board, which they approved. Ian Mitchell would be asked to write to the accepted and rejected applicants. The Panel would be reviewed each year.

7. Article Changes May 2017: re: Proxy Votes and Director applications

The Board discussed putting forward at the Shareholders' Meeting in May a proposal to change the notice period to appoint a proxy voter from 5 minutes to 48 hours. This would modernise the articles, and bring them in line with accepted company practice. The extent to which the proxy could contribute to the meeting was also raised, and BC would seek to establish what was 'the norm' in this respect before the formal proposal was finalised at the March meeting.

The Board agreed that a proposal would be put forward at the Shareholders' Meeting that applications for Director positions should be made no later than eight weeks prior to the AGM, rather than the four weeks in the current articles. This would ensure that the relevant paperwork could be circulated with the other papers, thus saving time and effort for the office staff, and removing the cost of posting the second set of papers.

8. NGS

As it has been more than five years since the introduction of the National Grading Scheme, the board agreed to consult with clubs regarding possible changes, particularly in reference to permitting one pair to exempt themselves from grading. The board noted that the NGS had been extremely successful, was very popular with a large percentage of the membership, and was envied by many other NBOs.

BC would ask Michael Clark and Mike Christie about including individual and point-a-board competitions in the NGS. **Action: BC**

Update: Subsequent to the meeting Mike Christie had responded and the likelihood is that point-a-board events would be included using already available player scores but individual events would not be included due to the large amount of programming involved compared to the likely benefit given the infrequency with which such sessions are played.

BC advised that a submission code had been reinstated thereby allowing clubs to submit sessions for which a UM subscription should be charged, but the results should not be processed for Master Points or NGS

9. EBED report

RL reported that he had not attended the last meeting, but had spoken to some of the Trustees and staff to ascertain what progress had been made since his last report.

He explained that EBED had established a 'Youth Advisory Group' and an 'Education Advisory Group', both of which would report to the Trustees at future meetings. In reference to the latter he explained that it was being led by David Waxman and was focusing on the core areas of EBTA activity. The aim is to produce a report for the June meeting of the Trustees. Whilst the remit of the group is wide it has clear focus on change and improvement. One target, for example, is to produce a more comprehensive and accurate database of teachers, and a more user-friendly way for pupils to locate their nearest teachers.

RL and JD gave an update on the progress of Fast Track Bridge, and advised that it was still on target to be launched in September, following the Teachers Convention. There would likely be a number of regional events to introduce & promote the material. RL also gave his approval to the 'revamp' of the Bridge For All material, and added that a new BFA system file would soon be available. He also praised recent newsletters which had been distributed to EBTA members.

The EBU and EBED websites were discussed, and the need for greater exposure, and ease of movement between the two sites, was identified.

10. BGB Representative 2017/18 & Report

HD was happy to continue as the Board's representative to BGB, and this was approved.

JD explained the issues which had arisen regarding the eligibility of players for the Camrose Trophy and Lady Milne. The Board agreed that HD should seek clarification of the rules and regulations, and how BGB would implement them in future. **Action: HD**

11. Gender Identity

In light of a recent enquiry from a member, the Board discussed a 'Gender Identity' policy. It was agreed that the EBU would not seek proof of gender as standard, however in instances when proof would be required the EBU would accept a Gender Recognition Certificate, or a Passport. It is believed that this is in line with the policy suggested by the government. JD would be attending an EBL event in the near future, so would seek to establish their position relating to gender identity and eligibility for Women's and Mixed events. Following this a policy would be written and made available on the international page of the website. **Action: JD**

12. Tournament Panel

The Board approved the new Tournament Panel – Gordon Rainsford, Ian Payn, Terry Hewett, Peter Clinch, Joe Fawcett & Frances Hinden.

13. EBL/WBF matters

JD confirmed that he would probably be attending an EBL event to celebrate the organisation's 70th anniversary. As Great Britain was one of the founder members, the EBU's attendance had been particularly requested.

JD advised that the EBL would likely announce a decision in March regarding the potential reassignment of medals from previous events. It was likely that no changes would be made to the medal winners of any events prior to the European Championships in 2014. There were, however, still appeals which need to be heard, and accusations which may need to be addressed.

14. Any Other Business

IP reported on the hearing at which leave to appeal was sought, and subsequently denied. Whilst it was surprising that the judge gave her ruling at the time, IP was satisfied that she had given due consideration to the arguments. In rejecting the application she stated her belief that there was insufficient evidence that an appeal would be successful. IP gave an appraisal of the situation with regards to costs. The board formally confirmed their previous agreement that this would be the last action taken. IP was thanked for all his hard work in the matter.

The date of the VAT case at the European Court in Luxembourg was confirmed as being 2nd March. IP would accompany the representative from the legal team.

IP gave an update on an L&E Case which would be heard on 26th April.

The Board expressed its disappointment at the number of international players who were not wearing the team kit, particularly when appearing in team photographs. It was agreed that the Chair of the Selection Committee would be asked to find methods to ensure that in future players wore the team kit at appropriate times. Team photographs would not be published online or in the magazine for any team not abiding by this.

In RM's absence the discussion on 'membership matters' scheduled for the meeting was deferred to the March meeting.