



**Minutes of the Annual General Meeting of the English Bridge Union Limited
held via Zoom
on Tuesday 30th November 2021**

Present:

Ian Payn (IP)	Chair	Gordon Rainsford (GR)	Company Secretary
Jerry Cope (JC)	Treasurer	Tony Parks (TP)	Auditor
Adrian Darnell	Board Member	Sam Kelly (SK)	Communications Officer
Cath Fox (CF)	Board Member	Jonathan Lillycrop (JL)	Club Liaison Officer
Rob Lawy (RL)	Board Member	Karen Durrell (KD)	Office Manager
Ron Millet (RM)	Board Member	Kay Carter (KC)	Office Administrator
Kay Preddy (KP)	Board Member	Lee Guy (LG)	EBED Chair
Patrick Shields (PS)	Board Member	Giorgio Provenza (GP)	EBED Chief Executive
Gayle Webb (GW)	Board Member	Geoff Smith	Disciplinary Panel

Apologies:

Gillian Fawcett (GF)	Vice Chair
Anthony Golding (AG)	Board Member

	Shareholders		Proxy		Shareholders		Proxy
	Present	Apologies			Present	Apologies	
Avon	Mrs S O'Hara			London	Mr D Flint	Mrs C Duckworth	
Bedfordshire	Mr C O'Hara				Mr J Smith		
Berks & Bucks	Ms D Dillon	Mr M Green		Manchester	Mr A Mould	Mr J Morris	Mr A Wiseberg
Cambs & Hunts	Mr P Grice	Mr A Bowden		Mersey/Cheshire	Mr A Smalley		
Channel Isles	Mrs P Panter				Dr C Raymond		
Cornwall	Mr C Bickerdike			Middlesex	Mr P Roberts		
Cumbria		Mrs W Owen	Mr I Smith	Norfolk	Mrs L Fry		
Derbyshire	Mr J Parker	Mr A McCance	Mr J Parker	Norhampton	Mr R Hasenson	Mr Chris Mallon	
Devon	Mr M Hamon	Mr D Andrews Mr G Clements	-	Northampton	Mr T Thrower	-	-
Dorset	Mr M D Wiles	Mr M Hooper	Mr M Wiles	North East	Mr N Durie		
Essex	-	Ms L Fleet Mr K Thompson	-	Nottinghamshire	Mr K Spencer		
Gloucs	Mr I Sidgwick			Oxfordshire	Mrs S Wright		
Hants & IoW	Mr K Bennett Mr R Ray	Mrs M Gale		Somerset	Mr A Wilson	Mrs S Claridge	Mr A Wilson
Hereford	Mr C Chowney			Staffs & Shrops	Mr T Russ		
Hertfordshire	Mr P Littlewood Mr R Teesdale Mr A Woof			Suffolk	Mr P Hackett	Mrs P Booth-Jones	Mr P Hackett
Isle of Man	Mrs L Kelly			Surrey	Mr C Carey Mr M Pryor		
Kent	Mr P Gibbons	Mr S Brown Mr M Lewis	Mr N Innis Mr N Innis	Sussex	Mr J Allerton	Mr T Hobson	Mr T Warren
Lancashire	Mr B Brelsford Mr J Smith			Warwickshire	Miss S Pritchard		
Leicestershire	Mr D Benton Mr D Pollard			Westmorland	Mr P Clinch		
Lincolnshire	Mrs C Platt			Wiltshire	Mrs J Mayall		
				Worcestershire	Mr R Wheeler		
				Yorkshire	Mr C Lang Mrs M Scott	Mr D Evetts	Mrs M Scott
					Mr M Rothwell		
					Mrs S Phillips	Mr A Parkes	Mrs S Phillips
					Mr M Gill		
					Mr P Hammond		
					Mr D Guild		
					Mrs L Millet		
					Ms P Stout		
					Mr N Woolven		

Ian Payn (IP), Chairman, opened the meeting by welcoming all those present and thanking them for attending. IP explained what format the meeting would take.

1. Apologies for absence

Apologies were received from Gillian Fawcett (GF) and Anthony Golding (AG).

2. Announcement of Awards

The following award winners were announced. As the meeting was held via Zoom, the awards were not presented in person.

SILVER AWARD - given in recognition of long service and an outstanding contribution to the administration of the game of bridge.

Robert Procter (Oxfordshire)

Robert Procter has contributed a huge amount to the development of bridge in Oxfordshire and surrounding counties. His infectious enthusiasm has resulted in an increased uptake of bridge in the county at all levels. He has been a hard-working member of the Association's management team for at least ten years and was active behind the scenes for many years before that. Robert became OBA Chairman in 2011 and continued until 2018. Robert continues on the committee to this day, heading the Promotions team. He also is an active and effective participant in the Midland Counties Working group.

Robert has given a huge proportion of his time to encouraging newcomers. He introduced new events for newcomers and improvers and strongly encouraged participation. These events included festivals, "High Fives", Nine and Under and similar grade-limited events. He continues to raise the profile of bridge throughout the county and was instrumental in setting up the OBA Facebook page. His passion for the game has not been daunted by successive Lockdowns; when he has been a vital force for good in the continuance of the online game.

Robert is forward-thinking and creative. Currently, much of his energy is given to imagining how the game can continue to grow and flourish.

TONY PRIDAY AWARD – given in recognition of an outstanding contribution to the game of bridge

RealBridge

When the Covid-19 pandemic started and people were flooding onto the existing online bridge platforms, Graham Hazel and Shireen Mohandes recognised the shortcomings of what was then on offer and they used their extensive backgrounds in technology and gaming to provide something that not only addressed those shortcomings but also went far beyond most of our expectations, allowing us in the EBU to run our congresses in ways that are as close as possible to their live equivalents. In doing so they have also played a real role in helping people to play social bridge, often with those in different parts of the world, and in this way they have helped them survive the worst effects of the pandemic.

This award is made in recognition of the pivotal role RealBridge has played in providing a really social aspect to online bridge as well as providing serious online bridge events with greatly improved security.

DIMMIE FLEMING AWARD - Worked hard for bridge as volunteers in administration at county level, typically giving 10/15 years or more service:

Sarah Mathews (Herefordshire)

Sarah Matthews has been closely involved with bridge in Herefordshire for the last 25 years as a county player and director; a teacher of hundreds of new bridge players; founder of The Birches Bridge Club and as the organiser and administrator of many significant county events from the early 1990's into the 2010's.

Herefordshire Green Point - Sarah ran this event, which welcomed 80-90 pairs annually, virtually single-handed both when it was a single county event and then when it became the Gloucestershire and Herefordshire Green Point, having assisted with the transition.

Tollemache - Sarah took care of virtually all of the team's background activities providing the essential, but often un-noticed, support which allowed the players to focus solely upon the bridge. Sarah provided this support until the role became less necessary with the arrival of computers and the internet.

Open Swiss Teams - Sarah initiated, organised, directed and led the scoring team at this county wide event for more than a decade and a half.

Teaching - Over 20 years ago, Sarah recognised the need to bring more players into the game. She created her own training programme, initially teaching one small group in a room at her local village hall for them to practice playing hands for an hour or two each week. This training was very well received, demand grew quickly, expanded to two groups totalling 30 to 40 new and improving bridge players. Sarah insisted that her pupils became members of the EBU and as she saw them develop into better, committed players she actively encouraged them to play at other clubs in the county.

Sarah provided a way into the game for people looking for a new challenge, many approaching retirement age and at the same time they made many new, life-long friends. She truly changed people's lives and over the years has introduced hundreds of people to the game.

Having now decided to retire from bridge we wish the EBU to recognise the immense contribution Sarah Matthews has made to the game, its players and the County Association in Herefordshire and to the EBU itself by promoting membership. She has played a major part in both the development and administration of bridge within our county.

Dick Pathan (Leicestershire)

Dick joined the Committee in 1978 directly as Secretary. Dick held this office for 7 years. He then had a break until 1996 when he re-joined and is still on the Committee (another 25 years).

During this period, he has been Chairman for two periods 1998-2000 and 2006-8 and has been running the County teams for the past 12 years but also organising teams for the National events such as the Tollemache and this year the Pachabo. Dick acts as a non playing Captain for events such as the Tollemache.

So 32 years in total with being a County TD and together with his outstanding playing career must be well worth a Dimmie nomination.

John Wilcox (Leicestershire)

John was first on the Committee in 1993. He has fulfilled many various functions including Chairman 2003-4 and 2011-13. He has been minute Secretary for 8 years in two separate spells.

He has been League Secretary since 2017. He had two years as Fixture Secretary in the 1990s and 10 years as a EBU shareholder.

Over the years he has probably been best known as a County TD.

That makes 26 years on the Committee and is well worth the Dimmie nomination.

Malcolm Carey (Suffolk)

Malcolm was a founding member of the Suffolk Contract Bridge Association in 1979. He has been on the Executive Committee ever since then, and is now completing 42 years' service to the county. Between 1979 and 1987 he held various posts, at various times being the county's General Secretary and then the county's Competitions Secretary. For 32 years, from 1987 to 2019, Malcolm was Suffolk's Chief Tournament Director, and in that role directed literally hundreds of SCBA events. He is currently one of Suffolk's two EBU shareholders, and has been for many years. He was Suffolk's Chairman from 1993 to 1994. Malcolm has been a driving force behind the development of Suffolk bridge from the county's foundation in 1979 through to the present day and the County owes him a huge debt of gratitude for his many years of dedicated service.

Youth Bridge Award

William Clennell (Surrey)

This year a special award has been given to William Clennell, in recognition of his outstanding contribution to Youth Bridge during 2020/21.

William has organised a weekly duplicate exclusively for Juniors between January and July of this year, with more than 150 people signing up from across the country and beyond.

William is President of Cambridge University Bridge Club and he organised the Cambridge University Summer Online League in 2020, although this was not restricted to Cambridge University, and had 11 teams taking place which was a hugely successful junior event.

Tom Bradley Award, is given for services to Education, this award recognizes those who have made a significant contribution to Youth Bridge, and will be presented to:

Holly Kilpatrick (Oxfordshire)

Holly started teaching children at the Dragon School in Oxford some 10 years ago, but quickly expanded to run the Oxford Junior Bridge Club on Sunday afternoons. Her first pupils were youngsters from the Dragon School including Henry Rose, now a junior international, but it soon turned into a family event with parents joining their several children in the church hall. Holly was ably assisted by other volunteers from OBC, but as with most activities, the bulk of the work falls on the organiser. She organised larger Sunday events including children from outside both her area and county, which were both fun (worth travelling for) and well run (plenty of cake). When lock down closed all bridge Holly and Kathy Talbot started monthly online events for children. These became very popular with the August 2020 event having children all turning up on time across many time zones (write up in English Bridge). Undaunted, Holly trawled the Covid legislation and reopened her junior bridge club, now based at OBC, face to face, since she could tick all the required boxes (hard work though). She has taken many groups of children to the Schools Cup, and last year, when the

Schools Cup was held online, it was won by Eton for the first time in 55 years, containing two of Holly's ex-students. Many of her youngsters have become members of Giorgio's U16 squad, and all these come from non-bridge playing families. A remarkable achievement.

3. Minutes of the AGM 25th November 2020

3.1 Accuracy

Richard Ray requested that he and Keith Bennett (Hants & IoW) could be included in the minutes from the 2020 AGM. There were no other matters of accuracy. The minutes were approved.

3.2 Matters Arising

There were no other matters arising.

4. Chair's Annual Report

IP discussed a number of points from the Chair's annual report following prior circulation to shareholders.

IP noted that it was another difficult year. Online bridge continues to flourish, although at a steadier pace than earlier in the year. Face to face bridge is coming back but slowly, with people still reluctant to play, especially with the news this week of the omicron variant of covid.

The EBU has had to cancel the remaining competitions for the year and move them online. The Summer Meeting was held face-to-face at Eastbourne in August and while it was enjoyed by those in attendance, it did lose money due to lack of numbers. There was no indication that the following 2021 congresses would be well attended if held face to face. Therefore, regrettably we made the decision to move all EBU congresses online until the end of the year. As soon as it is safe to do so and our members are happy to attend, we are looking forward to returning to face-to-face congresses, hopefully in the spring.

The online international European Qualifier took place earlier this year and our teams qualified for the Bermuda Bowl and Venice Cup, despite logistical problems. IP noted that teams in this competition refused to play against the Italian team, and that the England teams' decision to do so was a team decision, not influenced by the Board. IP confirmed the Board notified the team that they would be supported by the Board either way. IP wished both teams the best of luck in the upcoming competitions.

IP asked the shareholders to thank all the staff and volunteers at national, county and club level for their herculean efforts over the past year, and the shareholders willingly complied.

5. Disciplinary Procedure Presentation by Geoff Smith

IP invited Geoff Smith (GS) to introduce his presentation on the Disciplinary Procedure.

GS talked through the disciplinary process. He noted that the process is different to anything a TD would rule on at the bridge table. The laws of bridge do not provide framework for dealing members beyond the table, this is dealt with by each National Bridge Organisation in their constitution. In the case of the EBU, this is the Bylaws, which have been voted on by the shareholders.

GS confirmed the matters covered by the disciplinary policy and who is covered. GS then noted that the number of cases has increased from 1 to 2 cases per year to well over 30 cases in the past 18 months.

GS talked through the process for what happens upon receiving a complaint. Details can be seen in the appendix.

GS highlighted the different sections of the process, including the Laws & Ethics Committee, Prosecution Panel, Online Ethics Investigation Group and Disciplinary Panel. He also noted the EBU's pro bono advisor who will help to provide information about the process and situation.

GS answered questions from shareholders on the process.

IP thanked GS for his contribution.

5.1 Middlesex Motion

IP noted that Middlesex had submitted one motion, but that it would be more practical to treat it as four separate motions.

Motion 2: "That this AGM amends the Bye-Laws as necessary so that no publication of suspended members can take place until all appeals including legal challenges are exhausted." IP confirmed that a proposed amendment to the byelaws under item 6 on the agenda has already been made, which covers motion 2. Therefore, no discussion or vote was required for this motion.

Similarly for item 1, IP confirmed he was prepared to suspend the IPS and changes to the byelaws would be presented by the Board.

The representative from Middlesex, Lynn Fry (LF) spoke on motion's 1, 3 & 4. LF spoke about two individual cases as part of the argument for the following motions to be passed:

Motion 1: "1. That this AGM reverses the decision of the previous AGM which would allow suspension of a member who has been accused of cheating/fraud before a hearing, and amends the Bye-Laws accordingly."

Motion 3: "This AGM has no confidence in the Online Ethics Investigation Group or the Prosecution Panel and dissolves both bodies with immediate effect and amends the Bye-Laws to give effect to that. All current cases will be passed back to the L&E for evaluation."

Motion 4: "All allegations of dishonest or unfair play in bridge will henceforth be made to the secretary of the Laws and Ethics Committee and that Committee will decide on each case."

Sandra Nicholson (SN) gave the following comments in writing prior to the meeting:

1. All aspects of the disciplinary process, including the detailed procedure and clear time limits for each stage that may be involved, should be communicated as early and as clearly as possible to any accused player. For those cases which proceed to a hearing, adequate time needs to be allowed to prepare a defence once the actual charges are known: two weeks seems derisory. Changes to stated time limits should be avoided wherever possible but if required, should be communicated as soon as known.
2. All investigations and prosecutions should take account of the player's level of experience and not automatically assume that expert bidding and play are "normal". If necessary, players of a similar level of experience should be polled.
3. To avoid errors (e.g. in the choice of data sets), all statistical evidence should be checked by a second qualified person before it is submitted as part of a prosecution.
4. The chair of a hearing panel needs to be completely impartial and cannot be seen in any way to favour either the prosecution or the defence.
5. In particular, there must be NO instances where two people who are closely associated with each other - for example as life partners, or as regular bridge partners -

are both directly involved in dealing with the same case, either at the same stage or at different stages of the process.

6. Every effort must be made to minimise the effect on those players who are investigated but not subsequently charged (which appears to be about half of the total number dealt with since the establishment of the OEIG).

Joy Mayall (JM) spoke briefly about her role as a pro bono advisor for cases and clarified details of the process and the specific cases detailed, correcting inaccuracies in circulated documents referring to her office (*pro bono* advisor).

The motions were discussed by Shareholders. IP defended of the OEIG and their hard work during the last 18 months.

Motions 3 & 4 were voted upon.

Motion 3: For (5) Against (46) Abstain (6)

Motion 4: For (2) Against (47) Abstain (6)

IP said that the OEIG will likely become less active as time progresses and the need for it becomes less pressing. He felt that that all volunteer members of the OEIG deserved better than merely “surviving a vote of no confidence”. He requested that a shareholder proposed the following “This meeting would like to record its thanks to members of the OEIG led by Steve Green and Sarah Bell, to the Laws & Ethics Committee led previously by Heather Dhondy and Frances Hinden currently led by David Burn and Tim Rees, to the Prosecution Panel, to the Disciplinary Panel led by Geoff Smith and Sally Bugden and to all those outside of those groups who have served on appeals committees, all of them spending inordinate amounts of time over the last year trying to help.”

The motion was proposed by Tim Warren (Surrey), seconded by Sue Phillips (Wiltshire). The motion passed. For (44) Against (3) Abstain (12).

IP thank ed all for voting and advised he would write to the various bodies involved.

6. Resolutions Byelaws (Ordinary Resolutions)

6.1 Explanatory Notes

6.2 Byelaws – Marked-up version

6.3 Byelaws – Clean version incorporating changes

IP noted that all the changes were previously sent out, he opened the meeting to questions. Alan Mould (AM) (Manchester) asked about further changes to the byelaws in order to dispense with the ISPs. IP confirmed the Board would meet to discuss the change in wording before putting it to the shareholders for a further vote. In the interim, the suspension orders will be halted.

A vote was held and all byelaws’ changes were passed.

7. Directors Report and Accounts year ending 31st March 2021

JC sent out the report prior to the meeting. JC asked if there were any questions about the report.

JC highlighted the main points of the report, he noted it was a very satisfactory results given the previous year. In particular, he highlighted the amount of support received from the government through the pandemic, which was essential.

AM asked what the effect of no government support will make to next year's account. JC confirm this will leave a huge hole; JC advised he would talk about this later in the agenda.

A proposal to endorse the accounts was made by Rob Richardson and seconded by Dean (Leicestershire). The accounts were endorsed.

8. Treasurers Report year to date

JC sent out a report prior to the meeting. He noted that we are showing a small surplus at the moment and it was hoped we would finish in the black or around break-even but this may not happen due to a smaller than anticipated recovery to Universal Membership (UM), which was trending to finish below the baseline assumed for next year's UM price proposal. The Bridge Warehouse is showing a small uplift in sales.

JC noted three areas Sims, Bridge Warehouse and Competitions are all important sources of income that are not producing the same net income that they were 2-3 years ago. He also noted the margins for the Bridge Warehouse have been squeezed due to competition from amongst others Amazon.

There were no questions and the Treasurer's report was noted.

9. Appointment of Auditors

JC thanked Tony Parks (TP) for all his help during this difficult. TP expressed his thanks to JC and GR and to all the staff at Aylesbury and all their help during this period.

Paul Roberts (PR) (Merseyside) proposed the re-election of the auditor. Tony Russ (TR) (Somerset) seconded. There were no votes against. The auditor was re-appointed.

10. Election of 4 Directors for the year 2021/2022

There were four nominations for four board member positions.

The votes received were as follows: Elected for a three-year term of office expiring in 2024: Kay Preddy, Tony Russ & Cathryn Fox. Elected for a one-year term of office expiring in 2022: Ron Millet.

10.1 Election of Treasurer

Kay Preddy was elected a treasurer.

11. Election of 4 Members of the Laws & Ethics Committee for the year 2021/2022

There were four nominees for four positions.

The votes were as follows: Elected for a three-year term of office expiring in 2024: David Bakhshi & Stephen Green. Elected for a two-year term expiring in 2023: Peter Hasenson. Elected for a one-year term of office expiring in 2022: William Clennell.

IP noted that there is a further vacancy available on the committee. IP asked if there were any nominations from the members. Peter Hasenson (PH) proposed Mike Clack (MC) from Middlesex. PH gave a brief endorsement for MC. IP also gave a personal note of endorsement for MC.

Peter Clinch (PC) (Sussex) noted that the appointment of MC would leave the L&E Committee entirely composed of men. He asked if there were any alternatives. Following a discussion, it was

agreed that the Board would accept the nomination of MC but postpone the vote until the EGM held to vote on the bye-law changes regarding the IPS.

12. Election of 3 members to the Selection Committee for the year 2021/2022

There are three nominations for three positions.

The votes were as follows: Elected for a three-year term of office expiring in 2024: Mike Bell & David Burn. Elected for a one-year term expiring in 2022: Alan Wilson.

13. Appointment of Company Secretary

Gordon Rainsford was re-appointed as Company Secretary.

14. EBU Fees 2022-23

14.1 Approval of UM Price Increase

JC then moved on to the motions to vote on proposed increases to UM. There were three proposals submitted, the Yorkshire motion, the Hertfordshire motion, and the Treasurer motion. JC noted if the Yorkshire motion passes then the UM increase will have been decided and there will be no further votes. Similarly for the Hertfordshire motion and his own motion.

14.2 Proposal from Yorkshire

JC invited the shareholders from Yorkshire to introduce their paper. David Guild (DG) noted that a lot of clubs are still struggling. He stated that counties depend on the clubs and Yorkshire have looked at how they can help the clubs through this time and have dipped into their reserves to help struggling clubs with grants. Yorkshire have so far assisted 15 clubs (spending nearly £6k) and are looking to reduce their reserves by over 20%.

DG noted that the forecast by the Treasurer assumes the current member numbers will remain stable. DG stated that Yorkshire believe that the numbers of people playing duplicate bridge will increase in the next year, and a 10% increase in numbers will meet the financial target. He said that without an increase in membership numbers the EBU will likely fail even if UM prices are increased and that the current level of reserves held by the EBU should be lowered.

DG set out that Yorkshire's position is that now is not the time to increase UM and that any UM increase should be deferred until a later date.

JC noted DG's proposal and reasoning and asked if any other shareholders would like to comment. There was some debate about the proposal from a number of shareholders. Norman Innis (NI) (Kent) stated that we should focus on the survivability of the EBU.

JC responded to the proposal from Yorkshire. He noted that his proposal was prudent. He does not believe that Covid will be over by March and that it is unlikely that face to face bridge will return to pre-covid levels in the coming months or early next year. He also noted that while the number of people playing is down, the number of games being played is not down as much as the numbers would suggest. This shows that people playing online are playing more than they would in person. Yorkshire' analysis was confusing Membership and playing sessions, which did not move in equal amounts.

JC noted that he was not trying to keep the EBU reserves at the same level and they the EBU is trying to help clubs that are struggling. He noted that in the upcoming budget it is likely the EBU will make

a noticeable loss. He noted if the motion passes, we will need to look again at expenditure, which will harm the long-term future of the EBU and possibly result in a larger increase in UM in coming years.

A vote was held. Following the checking of votes, the motion failed.

14.3 Proposal from Hertfordshire

Robert Teasdale (RT) (Hertfordshire) was asked to speak about the Hertfordshire motion. RT set out the Hertfordshire motion. Hertfordshire opposed the increase to green pointed competitions. RT instead proposed that UM should increase by 3p to 43p. RT stated that whilst the EBU board's desire to encourage face-to-face bridge is laudable, that to do that by penalising County green point events by imposing a 100% increase is proportionately unfair.

There was a discussion about the Hertfordshire motion.

AM noted that the EBU are encouraging face to face bridge, however the experience in Manchester is that members are not interested in playing face to face bridge in the current climate. He said there was a worry that increasing online green pointed events people may stop playing in online green pointed events as well as face to face, which leaves a net loss of players.

Rob Lawy (RL) (EBU Board) noted that the increase in green pointed licence fees only applies to online events. This will not massively increase the price of online bridge and will hopefully encourage face to face bridge play.

Peter Hasenson (PH) noted that his county would not be prepared to pay higher fees for online events.

DG noted one rationale for the increase would be to avoid clashes with other county events. He proposed that the EBU should make decision about whether to grant licences with these clashes. GR stated that there is no suggestion that counties should be allowed to run more county events than they are currently. Currently all counties are given two green pointed county events each year. The current proposal is to avoid online clashes, which are not such a problem when events are run face-to-face due to geography. The proposal is to help create a balanced calendar.

Ron Millet (RM) stated that only approx. 3,500 people played in green pointed events. We should instead focus on the larger number of members that don't play in green pointed events.

JC reminded the shareholders that voting for this motion would be voting for a 3p UM increase. A key USP for Bridge was its social element which helped to attract new players. S, JC added, for bridge and indeed the EBU to prosper, face to face bridge needs to be supported and we need to make the face-to-face game as attractive as possible.

A vote was held.

Following a short break and checking of votes, the motion failed.

The Board's proposal was then discussed. JC had outlined this proposal in his treasurer's report which was sent via email for perusal prior to the meeting. This proposal included an increase in licence fee for county One-Day Green-Pointed events held online and the limit of one such an event online per year.

JC recognised from the debate the difficulties that doubling some fees would produce and noted it was an issue for the Board to discuss but that he would advise that they listen to the points raised during discussion of the Hertfordshire motion. IP seconded this point.

A vote was held for the treasurer's motion. Following a vote, the motion passed, and UM would be increased by 2p from April 2022.

15. EBED Report

The report to the Shareholders was made by Lee Guy (LG), EBED Chair, and Giorgio Provenza (GP) (EBED Chief Executive Officer).

LG highlighted the following:

- EBED's focus continues to be on their mission statement "to get more bridge players into duplicate clubs and to get more young people playing bridge"
- EBED are delivering both face to face and online
- There have been significant financial challenges over the past year
- EBED continue to train teachers both online and face to face, and helping develop existing teachers to teach online
- TD training continues online and face to face
- Transition course, free to all EBU clubs, to help clubs transition social bridge players to playing at a bridge club
- EBS relaxed games run online by EBED, designed for novice players to develop play before joining duplicate clubs
- Smart Bridge Initiative, a new rapid course aimed at teaching people bridge, currently in pilot with a view to rolling out nationally
- Youth Bridge now has three different competitions: Inter-Schools League, Grand Prix, and Schools Cup
- Last year EBED were running at a loss, this year they are so far breaking even, this was achieved by reducing full time employees, income from charitable donations (EBU and others), using Amazon Smile and charging for services

Norman Innis (NI) asked if free teaching place could be extended to counties as well as clubs. LG said EBED would investigate developing this suggestion.

GP noted that England is ahead of the other home nations for online learning and teaching and EBED are in communication with Scotland, Wales and Northern Ireland aiding in these areas.

16. Membership Strategy

KP talked through the EBU membership strategy, the full presentation can be seen in Appendix 2.

KP started with the EBU marketing strategy and noted that club and county collaboration is key to any marketing strategy. In October a new communication strategy was launched, with monthly emails now being sent to all clubs and counties, and available to view on the EBU website.

New tools are being developed to increase the number of teachers and the number of new players. The new developing a new leaflet, poster, and postcard to be used by clubs and counties. KP discussed the breakdown of actions for the EBU, clubs and counties.

KP handed over to Gayle Webb (GW) to discuss the details of the leaflets, postcards and posters. GW confirmed the marketing strategy should have a joined-up approach, with the same iconography used nationally. The hope is that these documents will be distributed around the counties in social

places, such as libraries, reception areas for dentists and GPs etc. The leaflets will have a space for personalise for each county to add contact details.

KP thanked GW for the presentation. She welcomed any feedback from members to be sent via email.

Cath Fox (CF) talked through the initiatives for general promotion of the game of bridge. She showed the new EBU blog that was launched in September. CF encouraged clubs and counties to share any news items with the EBU that we can promote via the blog.

CF noted that the new marketing products will have wrappers which can be used on social media. These will be available for all clubs and counties to use once available.

KP returned to talked about the importance of masterpoints and increasing their visibility. As part of this all clubs and counties will be sent regular emails to advise them of masterpoint promotions, which we hope will be used to celebrate members' achievements locally.

Ron Millet (RM) talked about the importance of the retention of members. Clubs are slowly regaining confidence in meeting in person again. There are still approx. 7k players that prior to covid used to play regularly but are no longer playing. RM cautioned that the longer people do not play, the less likely they are to return. The EBU will work closely with clubs to help retain players. RM confirmed clubs will be sent lists of dormant members and encourage them to contact these members. These lists can also be downloaded via each clubs My EBU account.

KP discussed the offer recently made available to non-affiliated clubs. She encouraged counties to discuss this offer with any non-affiliated clubs in their area.

KP asked for any feedback to be sent via email following the meeting.

17. Competitions Strategy

Rob Lawy (RL) gave a brief presentation about the EBU competitions strategy, the presentation can be seen in Appendix 3.

RL noted that tournament income is currently in decline. The EBU have completed a full review of all competitions. The initial plan was to return to face to face bridge following the Summer Meeting.

RL talked through the main principles and goals of the competitions' strategy. The first is to restructure tournaments and competitions in a way that safeguards the future of the EBU while continuing to provide a basis for the game to grow locally, regionally, and nationally. RL confirmed that prices for congresses will be held at 2019/20 prices. The second principle is to ensure that any changes to the competitions calendar supports and protects clubs and counties. The third principle is to encourage the development and growth of the game by attracting new players at local, county and national play.

GR talked through the competitions programme for 2022, details can be seen in Appendix 4. He confirmed the idea is to produce a balanced calendar, with a mix of holiday congress events and county events. GR confirmed that members have been and will continue to be consulted on whether events will be run online or face-to-face.

IP asked for any questions for be answered in the chat function or via email following the meeting.

18. Minutes of the meetings of the Board of Directors of EBU Ltd

18.1 4th November 2020

18.2 12th January 2021

18.3 23rd March 2021

18.4 9th June 2021

18.5 9th September 2021

18.6 20th October 2021

The meeting considered the minutes of these meetings. There were no questions. Minutes approved.

19. Minutes of the meetings of the Laws & Ethics Committee

19.1 8th April 2021

19.2 19th July 2021

19.3 25th October 2021

The meeting considered the minutes of these meetings. There were no questions. Minutes approved.

20. Minutes of the meetings of the Selection Committee

20.1 9th November 2020

20.2 16th December 2020

20.3 22nd February 2021

20.4 15th July 2021

20.5 28th October 2021

The meeting considered the minutes of these meetings. There were no questions. Minutes approved.

18. Dates for 2022 Chair's Meeting & AGM

IP advised that the 2022 AGM is set to be Wednesday 30th November. The County Chairs meeting is set to be Thursday 26th May.

20. Any Other Notified Business

IP thanked the EBU Board, EBU staff and all EBU shareholders and members for attending.

Additional Item

The draw took place for the prize winners in the Simultaneous Pairs competitions. 2 clubs were drawn from those which entered the EBED Sims and 6 from those entering the other sims. Each receives £200. The winning clubs were:

Club names	County
Caterham Bridge Club	Surrey
Woodberry Bridge Club	London
Aylesbury Aces Bridge Club	Oxfordshire
Abingdon Bridge Club	Oxfordshire

Horley Bridge Club	Surrey
Northfield Bridge Club	Warwickshire
New Hertford Bridge Club	Hertfordshire
Bromley North Bridge Club	Kent

All prize winners, including runners up, are listed on the website <https://www.ebu.co.uk/article/2021-sim-pairs-prize-winners-drawn>

Closing the meeting, the Chairman thanked Shareholders for their attendance. The meeting closed at 17:05.





ANNUAL REPORT OF THE ENGLISH BRIDGE UNION

1 September 2020 - 31 August 2021

The English Bridge Union is the governing body for duplicate bridge in England, representing communities of bridge players at club, county and national level, playing face-to-face and online. It is funded by members for members and provides the infrastructure and development of the game in England. It is a not-for-profit organisation and all surplus is invested in our national game.

This report reports on the work that we do to support our clubs, counties and members.

In addition to the dedicated team of staff led by Chief Executive, Gordon Rainsford, we would like to thank all the volunteers that make up our national team - the Directors of the Board and all the members of its committees. Volunteers are a particularly valued sector of our community and without them organised bridge at all levels would be unable to function

The five-year strategic aims document entitled "Raising our Game 2018-2023" was overtaken by events and set aside, since when we have concentrated on clarifying the services offered by, and the priorities of, the EBU in a world of online bridge alongside face-to-face bridge, developing a strategy for the period up to 2025.

The statutory annual report and accounts will be able to be viewed on our website www.ebu.co.uk shortly after the EBU's Annual General Meeting on 30th November 2021.

The Board

The Board is made up of eight directors elected by the shareholders, who are the representatives of our counties, and two further ones appointed by the Board, renewable annually, as well as an appointee director who was elected at the shareholders' behest to represent their interests, by a vote among our member clubs. That position is filled by Gayle Webb. The directors receive no remuneration for the work they undertake. They have legal and financial responsibilities as set out in the Companies 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 2020-21 the responsibilities were as follows:

Chairman: Ian Payn

Vice-Chairman: Gillian Fawcett

Treasurer: Jerry Cope

Board director responsibilities

Board Member	Responsibilities
Jerry Cope Treasurer	Financial Strategy; Staff Development; Editorial Board Chairman
Adrian Darnell	EBED; Education
Gillian Fawcett Vice-Chair	Selection & Internationals; Sponsorship & Fundraising
Cath Fox from Feb 2021	IT; Communications
Anthony Golding	County and club constitutions; Bye laws; Articles; Legal matters; Eastern CWG
Kiat Huang until Feb 2021	Technology; Executive Working Groups
Rob Lawy	Education; Volunteering; Competitions; South Western CWG
Ron Millet	Membership project; Awards; All Party Parliamentary Group; Mini Bridge Visits; Northern CWG
Ian Payn Chair	Tournaments and competitions Board member: Selection; L&E; Tournament Panel
Kay Preddy from Jan 2021	Finance; competitions; Communications
Bev Purvis until Jan 2021	Club Liaison; Legal matters
Patrick Shields	Future Strategic Plan; County Working Groups (CWG)
Gayle Webb from Jan 2021	Clubs and counties; communications; competitions

Finance

Financially, 2020/21 has been a volatile and difficult-to-predict year. That we showed a surplus of £18.6k against a small, budgeted deficit is therefore pleasing, and is due partly to success in providing online competitions for Members and Clubs, alongside tight cost control.

However, we should not let this headline figure disguise the seriousness of our underlying finances. We relied on, amongst other one-offs, over £100k of government support in various forms, halving our investment in bridge education, a temporary reduction in our fees to the WBF/EBF and a lack of face-to-face international events. 2021/22 has started reasonably as many of these factors continue for the first half-year but will now start to unwind. EBU organised competitions, face-to-face, will, with potentially lower attendances, do well to break even. So we will need to rely on the surplus achievable from running blue ribbon online events and Universal Membership generally to underpin our finances. This in turn will support our Clubs flourishing in a tough environment and enable our services to Members to continue to improve.

Clubs and Club Services

At the start of the year all bridge was online, with a few different platforms for clubs to choose from. There was considerable interest from clubs in the option of using RealBridge for an experience closer to that of being face-to-face. The majority continued to play on BBO as that was what their members were used to. The CLO continued to be heavily involved in all aspects of helping clubs run their sessions online.

Once a return to face-to-face started to look possible two club restart seminars were held, these were well attended and well received. Clubs started to think about whether their membership wished to continue to play online, return to face-to-face or a mixture of the two. Hybrid games as a compromise option was one of the topics covered in the restart seminars.

The EBU held the Eastbourne congress face-to-face which was encouraging for clubs to see that it was possible to play bridge face-to-face and without overly restrictive precautions.

Some clubs restarted in July (and a few even earlier) but it has been a very gradual process as clubs explore what format of session makes sense for them. Heading now into winter it will be harder to attract players back to face-to-face sessions particularly in the evenings.

At the time of writing (9 November) 546 out of 625 affiliated clubs have submitted a session since 1 April 2020. Of those 546 clubs 200 were inactive throughout Covid but have submitted a session since the relaxation of restrictions in July.

The EBU is currently offering a trial affiliation offer so clubs that have not been affiliated since 2010 can affiliate but pay nothing until September 2022. This is a great offer and will hopefully work well to show the benefits of EBU affiliation to clubs which have previously been unaffiliated. It is early days, but a handful of unaffiliated clubs have already signed up.

To help players who have taken up the game during Covid and so have never played in a club setting EBED has designed a transition course for use by EBU clubs. The materials are being made freely available to affiliated clubs so the clubs can run courses in the way that most suits them. Again, this is a recent initiative but we have received a number of requests for the materials.

Membership Retention

These notes deal with the issue of retaining existing members as part of member recruitment and development.

It is obvious that as we come to terms with Covid, the EBU, Counties and Clubs will be facing a range of challenges. Reopening face-to-face, incorporating online play with traditional forms of Bridge and reviving recruitment & teaching are some of the obvious areas to tackle.

In the years before Covid struck we would acquire an average of 4,000 new members every year. Until 2019 that was just enough to keep pace with the annual losses through aging and retirement. There are now additional pressures: for at least a year very little recruitment has taken place. In addition, there is a growing tendency among newcomers to accentuate the social content of their Bridge activity and increasingly to regard it as just one of many alternative pastime activities.

The internet has been found to be a double-edged sword. It has made play and teaching more accessible. It has also meant that where, when and how to play have developed a whole range of new options. As has been remarked “clubs no longer have walls” or for some players they do not exist at all.

Much of this is a strategic threat but not everything. For example, in the last year we lost 5 clubs that used to meet face-to-face but we also gained 28 clubs that meet virtually. This will be a developing situation. Can we help more clubs from failing? Will we retain those virtual clubs in the coming years?

During the pandemic our membership held up quite well. It actually increased by 260 to 55545. As we all know the picture is not as simple as that. For nearly two years Tim Anderson, our Membership Development Officer has analysed the levels of Bridge played derived from the monthly UM figures. In recent months the number of active players has been remarkably stable. The figures for that part of this year are as follows:

March	20,702	May	20,003	July	19,586	Sept	24,943
April	20,239	June	18,930	August	21,834	Oct	26,162

This stability is to be welcomed. Yet despite the growth in the last 2 months the low level of numbers compared with total membership underlines the huge difficulty we face. This stark picture can be seen in the data attached to the end of the draft accounts to be submitted to the AGM. In 2019-20, our core regular and active players numbered 34,371. For the year just gone they have collapsed to less than half at 16,245.

Looked at from the position of UM0, (those who have never played for at least a year) we see a mirror of the situation for active players. Dormant players jumped from 9,159 in 2019 - 20 to 29,888 last year - an increase of 20,729: that was more than three times the previous year's figure.

At county and club levels there are significant variations with some doing quite well and a few threatened with disappearance. It also seems that some members are playing more frequently than when only club and congress play was available.

We all understand that these are the effects of the Pandemic. The figures will be distorted by some omissions, by movements between different categories and not least by EBU members playing outside their club on BBO, BCL etc. That makes the challenge we face complex as well as severe.

Apart from recruitment and membership growth as normally understood there is a new task which is the "reclaiming" of the 20,000+ who have not played on an EBU virtual club site for a year or more. The problem of dormant members is not new: it was recognised as a stubborn and growing problem as far back as 2015. Now it is a matter that is far more fundamental than just clubs reopening face-to-face and welcoming old members back.

We need work on retaining as many of our existing members as possible and there is serious work to be done to minimise these huge losses, so that the current levels of active membership are temporary and do not become permanent through dormant members not returning.

The EBU intends to be active in encouraging and advising counties in this work to re-energise clubs and their membership.

Executive Working Groups

The Technology Executive Working Group comprises Gordon Rainsford, Cath Fox and Kiat Huang, incorporating business and IT leadership. It has resulted in significant well managed strides in the use of Technology during and since Lockdown. It has introduced prioritisation, order and method, allowing sensible responses to demands for EBU IT resource. It can quickly organise and build solutions to requirements such as new on-line competitions including the Lockdown League. Significant cost savings have been achieved through negotiation with suppliers. Working with staff,

including via face-to-face workshops held in Aylesbury this summer, a roadmap of improvements is being developed and delivered.

We would still be interested in forming a Marketing and a Commercial EWG if suitable volunteers were to be found – up to three people with appropriate experience to form each group.

Media coverage

Media coverage of duplicate bridge has increased slightly in the past year. Most coverage in the national press has continued to be through the regular bridge columns, with the occasional additional article.

There have been additional bridge articles in the national papers (both in print and online), in addition to the usual bridge columns. These have focused on the increase in bridge play online, for example in the Daily Telegraph, the Times and the Sunday Express. Janet de Botton wrote an article for the Spectator in June about the return of face-to-face bridge for the Premier League. There has also been increased regional news coverage, with articles and radio interviews on BBC radio 4, BBC radio York and BBC Radio Sheffield.

The high number of cheating cases made the news, with an article the Times. There was also media coverage about the European Bridge League's qualifying tournament for the 2021 World National Team Championship, in August, including the boycott of the Italian team. This story was covered as far afield as the New York Times website, the New Yorker.

Local news sites across the country covered some of the bridge clubs re-opening or open days. For example, Billericay BC, Stamford BC and Bury Athenaeum BC. The Summer Meeting returning to Eastbourne made the local news.

Overall online media coverage has remained similar to previous years. However, the type of coverage has shifted due to the increase in online play and the slow return of face-to-face bridge.

International Performances

With BBO considered unsuitable for trials and international representative events, the first such events since the start of the pandemic took place on RealBridge in December 2020. Our pairs trials for the Camrose and Teltscher Trophy proved popular, and our juniors performed respectably in the Channel Trophy, with the U16s (playing the inaugural event in that category) the pick of the bunch, pushing the winners, France, all the way. England were victorious in the Camrose, Lady Milne, Junior Camrose and Peggy Bayer.

With travelling all but impossible, 2021's major championships were cancelled, just as 2020's had been, but in August an unprecedented event was held – a European Qualifier for the 2022 World Bridge Team Championships, played on RealBridge, but with each country's players meeting at a central venue where they could be monitored by impartial observers. The arrangements worked well, and it wouldn't surprise me to see similar events take place in future. The event wasn't short of drama – it appeared in the national press as a result of a "controversial" selection by the Italians and the subsequent failure of all thirty of their opponents to turn up to play against them! Our Women's team recovered from a slow start to qualify for the Venice Cup and our Open team qualified for the Bermuda Bowl after gaining a huge net swing on the last board. Our Seniors narrowly missed out after they finished with an unlucky slam swing out, although they may still get an invite to the D'Orsi Bowl should not all teams be able to take their places.

One major responsibility for this year was to plan for the next "cycle" – the 2022 Europeans and 2023 World Championships. We decided to return to holding face-to-face trials (it is our policy that

trials should replicate the conditions of the event itself where possible), but, based partly on the popularity of the pairs trials earlier in the year, we decided to use that approach in all categories.

As with the adult categories, the major junior championships were cancelled, so our U16 squad leader, Giorgio Provenza, organised the “Europa Trophy”, a de facto online Europeans. The England team finished third, having won the round-robin. Also worthy of note is the U26 team’s semi-final appearance in Sweden’s premier event, the Chairman’s Cup.

Regulation

The Laws and Ethics Committee (L&E) is made up of seven elected individual members of the EBU and two appointed Board members. For most of the year the chairman has been Heather Dhondy. It is responsible for the regulation of the game in England.

It produces two annual publications, the White Book (primarily information and guidance for Tournament Directors) and the Blue Book (primarily information for players). Both publications are available free from the website. In addition, the Sky-Blue Book has provided regulations for online bridge to cover the interim period before they can be assimilated into the existing main regulations.

There is also a series of videos relating to The Laws of Duplicate Bridge (2017) and a group of forums for various English Bridge Union interests.

The L&E hears cases of both a technical and disciplinary nature. 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 the L&E meetings.

The committee has been very taken up with the large number of cheating allegations brought to the it for investigation. The Online Ethics Investigation Group has undertaken extensive analysis of these allegations to prepare evidence for the L&E’s prosecution panel.

A pro bono adviser, Joy Mayall, is available to anyone who is subject to disciplinary action by the L&E.

The committee provides advice on model disciplinary procedures for clubs and counties and has also produced a set of model regulations for League Competitions. In addition, the committee has produced a set of guidelines for disciplinary committees.

A panel of referees is appointed by the L&E who hear appeals at tournaments and act as telephone referees in knock out events.

Tournaments and Competitions

We had expected to be further along the path back to holding face-to-face congresses by now, but having run the Summer Meeting at Eastbourne to a small, though very appreciative audience, and seen the slow return of players to bricks-and-mortar clubs, the decision was taken to wait until the new year before trying to run any further such events, although all our trials for international events are running live. In the meantime, we are continuing to hold most of our events on RealBridge, which ensures they continue without the financial risk of trying to run them live too early. We hope the Easter Congress will provide us with an opportunity to run a large event to signal the return to something like our previous schedule of events.

We have a sub-group of board members who have been meeting regularly to consider all matters relating to the return to live bridge and its balance with online bridge, recognising that it is clearly here to stay. The group has been trying to develop a strategy that will allow both to co-exist without either having an unreasonable advantage over the other, and to consider which events are best suited to being run online.

We continue to run seven daily 12-board games on BBO, two of which are limited to less-experienced players. We expect to continue running these for as long as there is demand for them.

As well as our regular daily Funbridge robot games programme and our daily 12-board robot game on BBO, we now also have a daily 12-board robot game on Funbridge, with a monthly ladder combining the results of the two 12-board robot games. We hope in this way to be providing a varied offering to suit the many different groups of players who comprise our membership.

Our new arrangements with *First for Bridge* (Arena travel) to take over from *Bridge Overseas* in running our overseas holidays and finding playing accommodation for us in England for our congresses and other competitions, were held back a great deal by the pandemic. However, they have made arrangements for us for some events that have taken place, such as the Crockfords finals, and in addition to our regular overseas congresses next year, the spring one in Malta and the autumn in Turkey, they will also be arranging a new river cruise for us in early summer, travelling through the Netherlands and Belgium.

Tournament Directors Development Group

The Tournament Directors Development Group (TDDG) is a subcommittee of the Board which deals with the development and management of the EBU's active tournament directors. It was chaired by Heather Dhondy for most of the year. There have been no new additions to the panel, but the explosion of online bridge has kept those of our TDs who have been involved in it very busy indeed, learning new skills as they have gone along.

Parliamentary Activity

The All-Party Parliamentary Group for Bridge (APPG) continues to be chaired by Bob Blackman MP, with Baroness Henig acting as the primary point of contact for the EBU and the coordinator of the majority of the group's events. For the last 18 months, due to Covid-19, the group has not held any meetings.

The annual Lords v Commons match was organised by the EBU as usual, taking place on 28th October after a gap last year. After a very close first half, the Lords stormed ahead after the team break and beat the Commons convincingly to retain the trophy.

The County Working Groups (CWG)

Only one of the two County Working Groups mentioned last year continues to meet. There are about 16 counties who get involved in the Midlands CWG and (another 8 in the dormant Northern CWG), which means that a significant number of County Associations are missing out on the chance to confer with their peers. Meetings happen across the internet (using Zoom) and occur monthly for the MCWG and normally quarterly for the NCWG. Any County Association which would like to engage just has to ask. The minutes of meetings of both are found on the EBU website.

The key topics covered in the MCWG have been the experiences of online bridge, and of the transition back to face-to-face bridge. Over this year we have arranged visits to the group from Giorgio Provenza of EBED, Shireen Mohandes of RealBridge, and David Guild from the Yorkshire teaching initiative - to all of whom we are grateful for informative sessions. The MCWG also oversees the Midlands Counties League and has been organising restricted NGS Swiss Teams events bi-monthly through 2021.

The NCWG has not met during 2021 but intends to start up again in Spring 2022.

EBU Headquarters at Aylesbury

We now have a full-time staff equivalent of around twelve, a reduction of 20% over the last two years. They serve over 55000 members through the provision of tournaments, regulation, international support, club and membership support services including the Bridge Warehouse providing bridge books and supplies, and communications including Club Management Focus to affiliated clubs, and Events Focus to 'tournament players'.

We also support the charity English Bridge Education and Development, with whom we share offices and some administrative systems. EBED has a Chief Executive, Giorgio Provenza, as well as four part-time staff.

IT and Data matters

This year saw the launch of our updated website, which was necessary because the Drupal 7 software on which it was based went out of support at the end of last year.

The EBU Tech Group, comprising Cath Fox, Kiat Huang, Tim Anderson, Harry Watson, Charlie Bucknell, Jonathan Lillycrop, have regular weekly virtual meetings and have been very active in rationalising our IT provision and checking our agreements for value for money. We expect Tim Anderson to be extending his time working for us to four days a week, with his extra hours devoted to IT.

Staff

A number of our staff were on furlough after the scheme started in March 2020, but this is coming to an end and most are now back working their usual hours, though a number of them are working from home more than before. All staff have shown a willingness to be flexible and expand their roles in the light of the varying circumstances caused by the Covid pandemic.

Annual General Meeting 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. This report will be presented to the shareholders for discussion at the Annual General Meeting on 30th November 2021.

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



Ian Payn
Chairman

For and on behalf of the Board of the English Bridge Union

Staff members and national volunteers 1 September 2020 – 31 August 2021

Details of the directors, committee members and staff can be found at <http://www.ebu.co.uk/biographies/ebu>. We are also grateful for the assistance of:

Honorary Counsel

David Ewart QC

Pro Bono Advisor

Joy Mayall

Disciplinary Panel (a committee drawn from this group hears and decides on cases that are prosecuted by the Prosecution Panel named below)

Sally Bugden, Brian Callaghan, Frances Connell, Jerry Cope, Jim Grant, John Hayton, Andy Hughes, Norman Inniss, Christopher Jago, Adrian la Chapelle, Liliias Lamont, Alan Mould, Kath Nelson, Paul Roberts, Paddy Seligman, Geoff Smith, Jeff Smith, John Williams, John Wilmott.

Prosecution Panel (members drawn from this group conduct prosecutions on behalf of the EBU)

David Bakhshi, Simon Cocheme, John Dean, Heather Dhondy, Jeremy Dhondy, Richard Fedrick, Tony Forrester, Mike Graham, Stephen Green, Mike Huggins, Simon Husband, Jane Jensen, Richard Johnson, Fiona Littlewood, Jim Mason, Shirley Pritchard, Neil Rosen, Tom Slater, Andrew Southwell, Nick Woolven.

Appendix A

EBU Pie Charts of income and expenditure 2020-21

	INCOME £k's	EXPENDITURE £k's
Membership, Nat Org, Admin	440.4	-539.6
English Bridge Magazine	28.1	-136.6
EBED *	24.4	-21.6
Comps, Licensing, MPs, Sims	394.6	-218.4
Internationals	10.9	-31.1
Bridge Warehouse	33.0	-49.4
Government Support	111.6	0
Laws & Ethics	0.0	-27.7
	1,043.0	-1,024.4

* English Bridge Education and Development Charity



