



**Bendigo Umpires Association
Annual General Meeting
9th December, 2015**





Chairman, Treasurer, Secretary/General Manager and Coach

YEAR	President/ Chairman	Treasurer/ Finance Director	Director of Coaching	Secretary/ General Manager
1993	J. CADZOW.	M. HOCKLEY	Rod THRELFELL	R. WILSON
1994	M. CHAKLKEY	M. HOCKLEY	Rod THRELFELL	R. WILSON
1995	M. CHAKLKEY	M. HOCKLEY	Rod THRELFELL	R. WILSON
1996	G. MARSHALL	M. HOCKLEY	C. FINDLAY	R. WILSON
1997	G. MARSHALL.	M. HOCKLEY	C. FINDLAY	J. MILNE / T. McNAMARA
1998	G. MARSHALL	M. HOCKLEY	C. FINDLAY	T. McNAMARA
1999	Ron THRELFELL	M. HOCKLEY	C. FINDLAY	T. McNAMARA
2000	Ron THRELFELL	M. HOCKLEY	C. FINDLAY	T. McNAMARA
2001	Ron THRELFELL	M. HOCKLEY	G. MILLAR	T. McNAMARA
2002	Ron THRELFELL	M. HOCKLEY	G. MILLAR	B. WALSH
2003	Ron THRELFELL	M. HOCKLEY	G. MILLAR	B. WALSH
2004	K. MONK	J. SEIPOLT	C. GREEN	B. WALSH
2005	K. MONK	J. SEIPOLT	C. GREEN	Ron THRELFALL
2006	G. MILLAR	J. SEIPOLT	C. GREEN/G. MILLAR	Ron THRELFALL
2007	G. MILLAR	J. SEIPOLT	G. MILLAR	Ron THRELFALL
2008	G. MILLAR	J. SEIPOLT	G. MILLAR	L. WILD
2009	G. MILLAR	J. SEIPOLT	G. MILLAR	L. WILD
2010	J. SEIPOLT	J. SEIPOLT	P. HILSON	R. McGIBBON
2011	G. CARTER	J. NORTON	P. HILSON	R. McGIBBON
2012	J. NORTON	J. NORTON	D. GOODRIDGE	P. CLEARY
2013	J. NORTON	J. NORTON	D. GOODRIDGE	P. CLEARY
2014	J. NORTON	J. SEIPOLT	D. GOODRIDGE	P. CLEARY
2015	J. NORTON	J. SEIPOLT	D. GOODRIDGE	P. CLEARY /S. McCOLL



Bendigo Umpires Association Annual General Meeting December 3rd 2014

6:40pm
Weeroona Pavilion Bendigo

Type of meeting:	Annual General Meeting
Board Members Present:	John Norton (Chairman), Craig Findlay(Director), Jason Seipolt (Director), Russell Brodie (Director), Mitchell Pitt (Director), Dean Goodridge (Director) and Peter Cleary (General Manager)
Members in Attendance:	Kevin Monk, Damian Nolan, Dale Caldwell, Cameron Nolan, Russell Brodie, Rod Threlfall, Luke Hartland, John Pallotta, Aaron Valente, Mitchell Pitt, John Prentice, Simon Hay, Paul Hamilton
Apologies:	Troy Nowland, Leon Holt, Barry Murton, Les Varker, Ian Self and Gary Russell

AGENDA ITEMS

- 1.0 Adoption of Previous Annual General Meeting minutes
25th November, 2013.
Moved: *John Pallotta*
Seconded: *Dale Caldwell*
- 2.0 Annual Reports
- 2.1 Chairman's Report (John Norton)
Moved: *Simon Hay*
Seconded: *Damian Nolan*
- 2.2 Treasurer's Report (Jason Seipolt)
Moved: *Cameron Nolan*
Seconded: *John Pallotta*
- 2.3 General Manager's Report (Peter Cleary)
Moved: *Simon Hay*
Seconded: *John Prentice*
- 2.4 The following Board Portfolios were tabled:
Dean Goodridge - Director of Coaching
Craig Findlay – League Liason
Russell Brodie – Building & Amenities
Mitchell Pitt – Social Media & Website
Moved: *Kevin Monk*
Seconded: *Dale Caldwell*

3.0

The following members were nominated for vacant board positions:

John Norton – vacating position.- standing for re-election

Mitchell Pitt – vacating position due to work commitments.

Damian Nolan nominated for a Board position and was elected. John Norton nominated and was relected.

4.0

Appointment of Auditor

A motion that Richmond Sinnott Delahunty be appointed as the Association’s auditor for 2014/2015.

Moved: *John Norton*

Seconded: *Russell Brodie*

5.0

General Business (There are no General Business Items)

6.0

AGM closed at 7.17pm



Bendigo Umpires Association Annual General Meeting December 9th 2015 6:30pm

Type of meeting:	Annual General Meeting
Board Members Present:	John Norton (Chairman), Sharon McColl (General Manager), Craig Findlay (Director), Damian Nolan (Director), Dean Goodridge (Director), Jason Seipolt (Treasurer) & Paula Shay (Director)
Members in Attendance:	
Apologies:	Darcy Hunter, Stewart Luckman, Graeme Wild, Ben Lemmens, Kevin Gunn, Geoff Millar, Craig Bramley, Stephen Christensen, John Howorth, Dion Prang, Robert Mason, Rex Nancarrow, Jason Maher

	AGENDA ITEMS
1.0	Adoption of Previous AGM minutes 03/12/2014 Moved: Seconded:
2.0	<u>Annual Reports</u>
2.1	Chairman's Report Moved: Seconded:
2.2	Treasurer's Report Moved: Seconded:
2.3	General Manager's Report Moved: Seconded:
2.4	Board Portfolio Reports Moved: Seconded:
3.0	Appointment of Auditor A motion that Richmond Sinnott Delahunty be appointed as the Company's auditor. Moved: Seconded:

4.0

Board Vacancies

Craig Findlay – standing for re-election

Simon Hay – standing for election

Paul Lefevre – standing for election

Mark Lennox – standing for election

Paula Shay – standing for re-election

Jason Seipolt – standing for re-election

Members to tick boxes
of their preferred
nominations.

4.1

Members to vote for Chairman & Treasurer roles
(If more than one nominee from elected board)

5.0

General Business (There are no General
Business Items)

6.0

AGM closed



CHAIRMAN'S REPORT

John Norton

2015 was definitely another pivotal and challenging year for our umpiring body. This also presented the Board and I with some defining decisions, but with very solid foundations that we had been building since 2012, I was very confident that I could again guide the group with strong passion and commitment to achieve goals that would shape the BUA for a healthy future. After winning the AFLVIC Umpiring Group of the Year in 2014, we felt well rewarded for all our efforts, but wanted to continue the success into 2015 and beyond.

Our Coaching led by Dean Goodridge's professional and knowledgeable approach again gave members a strong sense of direction and confidence in their ability; Dean's positive reputation amongst the Central Victoria Football community had several coaches requesting him to come out to deliver coaching sessions. This ably assisted our Board build even stronger relationships with leagues, which is at an all time high. Dean was well supported by Craig Findlay as Chairman of Selectors with both guys putting in numerous hours coaching and observing members and giving them outstanding guidance, coaching and support on and off the field. Kevin Monk made a return as Goal Umpire Coach and did a sterling job, whilst Craig Burnett and Phil Mason combined really well to guide the boundary umpires.

One of the keys goals we delivered on this year was joining our General Manager role into the Central Victorian Australian Football Commission and making the role a shared resource. This proved to be invaluable and we were able to appoint Sharon McColl into the role, which gave us not only the opportunity to utilize the services of Commissioners who have valuable expertise in areas like legal services, it improved our overall operations and relationships with Leagues, by being able to work through issues ASAP and face to face with operations staff from all leagues we service. I would like to thank Peter Cleary for his dedication and hard work in the role for the previous three seasons.

Umpiring is exciting and through our strong marketing initiatives with help from our sponsors, local newspapers, advertising at Universities, Bendigo workplaces and the Internet we were able to gain lots of new members with a variety of backgrounds.

It was great to see ex footballers joining up as umpires, as well as 5 Indian professionals who became boundary umpires and had a fantastic time.

The fantastic publicity we gained from these initiatives from the media was immeasurable and helped us promote umpiring to an even more diverse background.

We also further promoted our new members scheme which helped introduced family members into our umpiring body and have made the place even more enjoyable. We have also spent time increasing our female numbers and with thanks to Bronte, Sharon and Paula in particular, our female members are finding it easier than ever before to transition into umpiring.

Thanks to Damian and his hard work in making the place a more social environment & updating the facebook page and website and also assisting me with some media activities ensuring we kept the message turning that we are normal people who are passionate about football.

Dale Caldwell's appointment as our Chaplain was a great move and he provided members with confidential specialised support and guidance throughout the season.

Thanks to Craig Findlay in his league liaison portfolio and Paula Shay coming onto the Board mid year with great enthusiasm and providing the board with great support in a variety of different roles.

Jason Seipolt again provided solid support as Treasurer and always provided our board with detailed information around his financial portfolio.

I also would like to thank Steve Martin who again gave up large amounts of his time to run the bar and also Tim Donnelly in kitchen was fantastic. I think we as an association are blessed to have such fantastic volunteers.

We achieved almost 100% of appointments in BFL, LVFL & NCFL and will continue to develop strategies in other leagues to provide as many appointments as possible. I would like to thank my wife Janele and children Tascha & Bailey, as without their support over the past four years, I would had been unable to fulfill the demands of the Chairman role. It is now time for me to spend more time with my family so I will be stepping down as Chairman, I have certainly given the role my full dedication it deserves and are extremely proud of lots of achievements in the role, including leading the group when we won our first ever 'Umpiring Group of the Year' award in 2014.

Finally but without doubt our greatest asset, to you the members who build and make this association such a great place, week in and week out I thank you for your support, and look forward to see you all on the track again next year.

Regards,

John Norton



TREASURER'S REPORT

Jason Seipolt

At last year's Annual General Meeting we presented a budget where we anticipated a loss of \$2,761. I am pleased to say that we bettered this by only losing \$2,155. Whilst it is not great to be sustaining losses, we as a board need to develop a strategic plan around the level of cash reserves we hold and the reasons why. This year we took the first steps in implementing Deans coaching structure and becoming even more professional in trying to deliver the best service we can for our members. I believe all concerned are better for the learnings and experience gained from 2015. The lessons learnt will ensure that we implement these structures more efficiently next season. Over 260 observation reports were delivered to umpires giving them unprecedented feedback. Dean and all the coaching staff are to be commended on their efforts. The move to rewarding coaches and observers is paying dividends and I would argue that the reason for our being is to provide the best possible environment for our umpires to succeed. If this means that we lose money, then we need to ensure that it is an investment well spent.

We have also invested in our relationship with the AFL Central Victorian Administration Hub. Whilst some see this as a loss of independence it is far from the case. Sharon has taken on the role with aplomb and has fitted in superbly. She manages the role admirably. The costs are only marginally higher than we were paying our General Manager and we get a dedicated 18 hours a week, 12 months a year and the synergies that come being based closely with our competing leagues. I know there are people suggesting, what is there to do in the off season? There is only two months to go after tonight and we are back into full scale training. In that time finalising league agreements, working on our new member introductory paperwork, working on improving our internal documentation and reviewing systems will be a high priority. Trust me plenty to keep someone busy. All these tasks will give us a head start for 2016 and a great relief to our volunteer board.

Our cash decreased by \$5,959 to \$51,857 during 2015 and this was attributable to uniform stock increasing by \$6,358 and our outstanding accounts increasing by \$1,179 during the year. Our balance owing to the ATO for GST increased on 2014 by \$2,486. The net impact of these changes to our balance sheet is \$5,698. These assets and liabilities will become a net positive impact to our cash in 2016, neutralising the 2015 cash decrease.

In 2015 we gained some significant new sponsorship with Mark Prince – Eye Care Plus, Inglewood and District Community Bank and the Bendigo Advertiser coming on Board. The Bendigo Bank continued on as a major sponsor. With this came an increase in sponsorship income and a corresponding increase in marketing costs due to the production of all the wonderful signage that we have at our home base. We acknowledged the Inglewood and District Community Bank with a sign at the Bridgewater Recreation reserve where we base our LVUG and NCUG monthly training sessions. We will gain in 2016 as there are not the significant start up signage costs to incur.

We also invested funds into a Sandhurst Select Mortgage account to leverage off a higher rate of return whilst monies build up during the umpiring season. We increased interest income by \$709. This could have been improved with the more timely collection of accounts from the Bendigo Football League, something that will be rectified in 2016 under the astute leadership of Carol Cathcart.

Whilst Hall Hire income was down by \$933 we decreased our power costs by \$3,267. This is due to the implementation of the Weeroona Management agreement with the Sandhurst Cricket club where they take full responsibility for the hiring and costs of the hall during our off season. I am happy to report that this relationship is working extremely well and we are not bearing unnecessary costs.

In line with last year's report we cut back our sponsorship to the Bendigo Braves and I seriously question our continued involvement. Whilst we get some exposure I am unsure whether it is bringing new umpires to our association. We also invested significant monies into Advertising in the North central region and whilst we had to have a go, I believe that we need to formulate a more targeted approach to our marketing. Our current approach is at times scattered and reactionary. We have already identified this as a key objective for our board in 2016. Licences and permits were up \$758 on last year and was mainly due to funding Dale Caldwell's chaplaincy training and some ongoing costs in sorting out our liquor licence. Equipment expenditure was higher than last year but this was offset by our 2014 prize for being AFL Vic Country umpiring group of the year. Our subscriptions were up on last year by \$1,364, this was due to the fact our software supplier failed to bill us our yearly Maintenance charge last year. Subsequently we were billed 2 years in one go.

In the past we have lumped deductions for Uniform, Membership, Social Functions and also payment for recruitment incentives into umpire fees. In 2015 I have itemised these in the profit and loss and extracted these figures out of Umpire payment. Unfortunately it is extremely hard to extract this data to realign the comparative figures in 2014 and you will notice some disparity from one year to the next. The clothing expense line has been realigned to Uniforms: Purchases to provide a true overall cost of our uniform program. We basically recover costs on our uniform and wear the loss of providing new members with complimentary Shirt, Shorts and socks. I have produced a budget for the coming season, but am reluctant to disclose its contents until it is ratified by the new board.

I would like to thank our dedicated board for their ongoing support. I also need to reflect and thank my beautiful wife and family. Luckily in my role I am able to much of my work from home. It still means sitting on the couch for hours and being absent from the household discussions at times. Their patience and understanding is greatly appreciated. Lastly I would like to thank you the members, your tireless efforts each weekend drive the association forward and you are our greatest asset.

Looking forward to season 2016.

Detailed Profit and Loss Statement – for financial period
1st November 2014 to 31st October 2015

	<u>Nov 14 - Oct 15</u>	<u>Nov 13 - Oct 14</u>
Ordinary Income/Expense		
Income		
Blue Boys Back to Bendigo	750	0
John Hagley Donation	400	0
AFL Vic Umpire Group of the Year	1,000	0
Contribution NCFUG Wind Up	3,316	0
AFL Elevation Fee	0	2,000
Bar and Kitchen Income		
Raffle	964	898
Takings - Bar	828	2,314
Total Bar and Kitchen Income	1,791	3,212
Function Income	10,778	5,168
Grants	150	1,000
Hall Hire	2,360	3,293
Interest Income	2,012	1,303
Lights	350	453
Membership Fees	7,710	0
Sponsorship Income		
Major Raffle	0	(87)
Sponsorship Receipts	14,500	10,000
Total Sponsorship Income	14,500	9,913
Trophy Donation	240	120
Umpires Fees		
Bendigo Youth Women's	4,695	4,502
BFL	182,412	178,600
BJFL	51,924	57,372
NCFL	70,669	69,840
LVFL	84,679	81,648
Practice Matches	6,910	7,378
VFL	4,914	4,548
Total Umpires Fees	406,202	403,888
Uniforms		
Uniform Sales	12,690	0
Purchases	(20,724)	0
Closing Stock	6,358	0
Total Uniforms	(1,676)	0
VCFL Incentive Rebate	0	642
Total Income	449,883	430,991

Expense		
Memorabilia	640	512
Accreditation	4,352	6,107
Advertising	2,224	1,407
Bank Service Charges	618	630
Bar		
Liquor Licence	0	215
Repairs & Maintenance	0	15
Opening Stock	90	86
Kitchen Purchases	261	1,585
Stock	91	588
Stock Drinks	555	405
Closing Stock	0	(90)
Total Bar	997	2,804
BUA Scholarship	1,500	1,750
Cleaning	997	2,042
Clothing	0	15,633
Depreciation Expense	1,418	1,391
Donations	650	950
Equipment	1,670	66
Functions		
Major Raffle Prizes	0	1,061
Function Costs	12,000	11,675
Total Functions	12,000	12,736
Ground Hire	2,600	1,758
Insurance		
Building and Contents Insurance	346	348
Total Insurance	346	348
Kitchen		
Drinks Purchases	62	0
Total Kitchen	62	0
Licenses and Permits	1,252	494
Office Supplies	700	1,374
Postage and Delivery	204	1,023
Printing and Reproduction	215	719
Professional Fees		
Accounting	810	785
Total Professional Fees	810	785
Sponsorship		
Bendigo Braves	1,500	2,500
Total Sponsorship	1,500	2,500
Subscriptions	1,364	141
Supplies		
Marketing	2,518	45
Total Supplies	2,518	45

Telephone	2,751	2,904
Trainer	1,634	2,753
Travel & Ent		
Meals	0	156
Travel & Ent - Other	0	2,257
Total Travel & Ent	0	2,413
Trophies	2,679	2,325
Umpire Payment		
Recruitment Incentive	2,100	0
Observations	6,244	0
Coaching Structure	18,450	0
Hub Position	7,000	0
*Umpire Payment	343,133	327,495
Honorarium	13,375	29,200
Practice Matches	6,865	6,793
Total Umpire Payment	397,167	363,488
Utilities		
Gas and Electric	2,990	6,157
Total Utilities	2,990	6,157
Video	3,000	3,000
Work cover	3,603	4,521
Total Expense	452,461	442,777
Net Ordinary Income	(2,578)	(11,786)
Other Income/Expense		
Other Income		
Other Income	82	0
Total Other Income	82	0
Other Expense		
Impairment of receivable	(400)	(175)
Other Expenses	60	128
Total Other Expense	(340)	(47)
Net Other Income	422	47
Net Income	(2,155)	(11,739)

Balance Sheet as at 31st October 2015

	<u>Oct 31, 15</u>	<u>Oct 31, 14</u>
ASSETS		
Current Assets		
Chequing/Savings		
Community Sector Account	8,693	34,241
Sandhurst Select Mortgage	40,433	0
Bendigo Bank Term Deposit	0	17,164
Social Club Account	1,180	4,860
Banksia -Term Deposit		
Provision for Impairment	(3,453)	(3,453)
Banksia -Term Deposit - Other	4,604	4,604
Total Banksia -Term Deposit	<u>1,151</u>	<u>1,151</u>
Banksia - Emergency Fund		
Provision of Impairment	(388)	(388)
Banksia - Emergency Fund – Other	518	518
Total Banksia - Emergency Fund	<u>129</u>	<u>129</u>
Total Chequing/Savings	51,587	57,546
Accounts Receivable		
Accounts Receivable		
Provision for Doubtful Debts	(14,705)	(14,930)
Accounts Receivable - Other	16,531	15,577
Total Accounts Receivable	<u>1,826</u>	<u>647</u>
Total Accounts Receivable	1,826	647
Other Current Assets		
Cash On Hand Bar	39	57
Stock on Hand Bar	0	90
Total Other Current Assets	<u>39</u>	<u>147</u>
Total Current Assets	53,452	58,340
Fixed Assets		
Assets Acquired	34,744	34,465
Less Accumulated Depreciation	(26,873)	(25,455)
Building at Cost	114,091	114,091
Total Fixed Assets	<u>121,962</u>	<u>123,101</u>
Other Assets		
Stock on Hand Uniform	6,358	0
Total Other Assets	<u>6,358</u>	<u>0</u>
TOTAL ASSETS	<u>181,771</u>	<u>181,441</u>



GENERAL MANAGER'S REPORT

Sharon McColl

After joining the Association in June this year, my children and I have certainly embraced the Bendigo Umpires Association and enjoy every aspect of being part of it. Thank you to all who have made me feel very welcomed, I am certainly enjoying the role and all that it has to offer.

The events run this season have all been well attended and enjoyed by those at the BUA and the Clubs and Leagues that we support.

- The “What’s Your Decision” evening was a huge success and a special thank you must go to Steve and Nickie Martin who donated their time to ensure that everyone who attended had plenty to eat and drink.
- The Junior Parent Umpiring Night held in July was an event that we hope to continue for many years. We had around 30 Under 12 parents come along and Dean Goodridge commenced the evening by asking parents to list what they wanted and need to know when umpiring junior football. Discussion on controlling situations, rule interpretation, voting, aggressive tackles and bumps, setting the standard early in the game all made for some interesting discussion. From an Umpires perspective, we have many parents who are doing a great job umpiring Junior Football in our region.
- Our Chairman’s Dinner was one of the highlights of the season personally for me. With 205 people in attendance with all enjoying a fabulous meal and being able to have David Parkin as our guest speaker, it was a spectacular finish to our season.
- The BUA involvement in the Male Bag Foundation Charity event, showed much good will on our behalf. Our profile was certainly lifted with much media attention and television advertising. Being involved with the past Carlton Football Club players gave us great exposure. And being involved in raising \$4,360 for the research and support of prostate cancer was a great effort by all of those involved.

Going forward, we want to grow the Association and encourage all those interested in football, to come and give umpiring a try. Parents, past footballers both senior and junior, females we offer a great place to come along and keep up fitness levels, enjoy various social activities and be part of our big umpiring family. In 2016 we will be working closely with the leagues to identify individuals who have dropped away from football, but would be great at an umpiring level. We encourage our umpires to do the same. Take advantage of our introduction bonuses and get those involved who you know would benefit our association, but also find it beneficial personally.

I take this opportunity to thank Jason Seipolt, Craig Findlay, Damian Nolan, Dean Goodridge and Paula Shay, you are all exceptional in your roles and your passion for umpiring and our Association is inspiring. To John Norton in your role as Chairman, you have been a great mentor.

To Gary Russell, Craig Burnett, Braedyn Lennox, Phil Mason and Kevin Monk you all made my transition into umpiring smoother and greatly assisted me as we worked on those appointments each week.

Best wishes to you all and your families for Christmas and 2016. I look forward to working with you all again next season.

Sharon McColl
General Manager



WOMEN OF THE BUA - PAULA SHAY

My position on the board was enjoyable but short lived, filling a vacancy from 1 July with “Building Maintenance” the portfolio. Board members were open to me trying new things so I took the opportunity to connect to our female members holding a workshop on their membership below.

The amount of administration required behind the scenes of the Association is ever expanding, so I put my hand up to assist in the coordination of the Accreditation of our umpires. Teaching myself on the fly brought about some challenges but has provided Sharon and myself some key points to improve the process for next season.

In my final weeks on the board I have been proposing future improvements to key areas of importance: Business Planning, Model Rules, Policy, Communication with our Members and Transparency of our Practices.

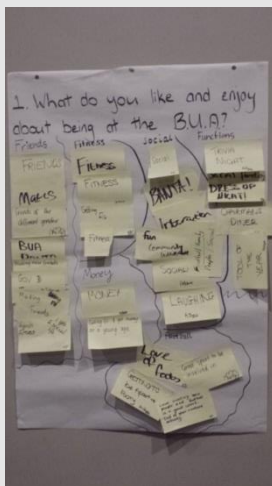
Women of the BUA

On Thursday 30 July 2015, Sharon McColl and I, Paula Shay hosted a workshop with the female umpires of the BUA.

The women then took part in a cocktail party (without the cocktails). In this setting the ladies were to be standing (no chairs and tables), they were given an introduction to how it worked: There were five questions on butchers paper, there was no discussion on the questions and they were only revealed as the cocktail party began. This way the ladies cannot be lead on any angle or tangent with their answers and as I was facilitating the workshop, I took no part in it.

Everyone was given a pad of Post-it notes and a marker. One answer per note and everyone is welcome to put up multiple answers. They were informed not to be discouraged if someone else had already put up the same response, as it gives depth to the item/topic/issue. Afterward everyone to come together.

As a group, the post-its were gathered into clusters resulting in key areas. Here is what was found:



About 90% of the women joined the BUA because a family member was already there.

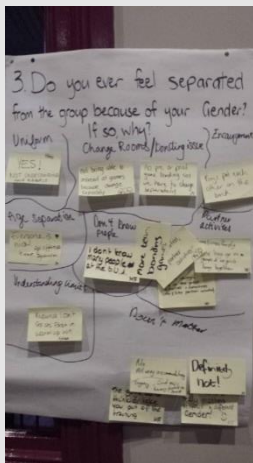
All females agreed they enjoy being a part of the BUA for reasons of friendship, social interaction and the functions on offer to attend. The females agreed they get **“the most fun”** from the dress up night. The females also enjoyed the opportunity to dress up for the Chairman’s dinner.

Lesser comments but agreed important was fitness, being paid and the love of footy. One of the umpires shared with the group that she “..had not enjoyed her first year, had not enjoyed her second year, but in her third year started to make friends and now in her fourth year looks forward to coming to training..”.

In looking at suggested areas of improvement, there were two main areas of request: Change rooms for the females and shorts specifically for females. There was also the idea of hoodies instead of jackets.

A request in training and fitness was also on the wall, wanting to know what to do during pre-season in the form of an exercise program.

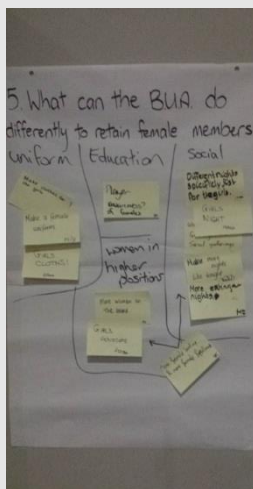
The topic discussed in greater depth in the next question but mentioned here was the request for more team encounters.



Although not feeling specifically segregated, this question brought the most discussion and the females were able to identify areas where they felt the connections across the group were perhaps lacking. As a minority, many requested more opportunities to get to know other females for friendship, connection and support. Similarly, within the group as a whole they felt it took a long time to get to know people across the Association.

It was felt that game day also brings separation from team members at pre and post-game interaction, because of the standard of the change rooms and procedures in place by the BUA for the wellbeing of the female members. They also felt segregation at training as their fitness level didn't always match up to those around them.

When asked what the BUA could do differently there were four key areas:



The uniform issue was the same as earlier, the running females felt they needed shorts they were comfortable in

A member asked for player awareness of females in the group.

Many comments were made about having a future connection with the females of the group.

Request for a female advocate and more women on the board.

Closure:

There has been a survey submitted to the females since the workshop and of the responses received, they stated they enjoyed the workshop, were grateful for the opportunity to have their say, and to feel like they have been heard.

Paula Shay



DIRECTOR OF COACHING REPORT

Dean Goodridge

The 2015 season has once again been a busy year with numerous highlights.

- I. During pre season the coaching structure was established with all members being appointed to a two year tenure. All positions were advertised and formal interviews were conducted at the Weeroona Oval clubrooms. Position descriptions were documented to ensure role clarity.
 - a) Field Umpiring : Chairman of Selectors – Craig Findlay, Match Day Observers – Jason Seipolt (BFNL), Troy Rowland (LVFNL, NCFL)
 - b) Boundary Umpiring : Craig Burnett – Discipline Coach & Match Day Observer, Phil Mason – Assistant Coach & Match Day Observer, Russell Brodie – Appointments Officer, replaced by Braedyn Lennox mid-season, Sam Stagg – Match Day Observer.
 - c) Goal Umpiring : Kevin Monk – Discipline Coach, Les Varker – Assistant Coach, John Prentice – Appointments Officer (resigned mid season, replaced by Kevin Monk).
 - d) Junior Development : Garry Russell – Appointments Officer.
 - e) Training : David Perris – Fitness Advisor.

I would like to congratulate all members of our coaching team for a job well done. Their commitment to the position, reliability and work ethic was outstanding, which helped enable the BUA to operate effectively and efficiently. It is very easy to sit back and be critical of people who have the courage to put their hand up and be leaders in an organisation such as the BUA. In all cases our leaders are wanting to give something back to the umpiring organisation that has been good to them. What drives them to be involved is an eagerness to help and support others for the betterment of the BUA. I am in the process of confirming coaching positions for the 2016 season and hope to have all positions finalised early in the new year.

- II. The feedback model that I introduced when I commenced my tenure in 2012 has continued to develop with umpires from all disciplines receiving regular feedback from discipline coaches and match day observers.
- III. The annual “What’s Your Decision” was once again a successful night, with the highlight being David Parkin as our guest speaker. David shared his insights during his involvement with the AFL umpires in between coaching stints at Fitzroy and Carlton. Once again the local footage shared from BFNL senior matches created a platform for some healthy discussion and debate around the room.
- IV. This year we introduced a “Umpires Information Session” with club umpires from the Bendigo Junior Football League. We had 15 enthusiastic members in attendance and we plan to build on this concept with the support of the Bendigo Junior Football League in 2016.
- V. The vision of all Bendigo Football League senior matches has been an extremely effective tool used extensively at coaching sessions. A number of our umpires have also used the vision to reflect on their umpiring and identify areas of their own performance to focus on. The vision is also extremely helpful at tribunal hearings, where the vision helps to paint a clear picture as to what took place. The days of dodgy player evidence are a thing of the past as the vision is clear cut.
- VI. I have continued to facilitate monthly training sessions with the North Central and Loddon Valley based umpires at Bridgewater on the first Wednesday of each month.

- VII. I have continued to strive to build stronger relationships with our football clubs attending coaching sessions this year at Kangaroo Flat and Castlemaine, responding to emails and requests for clarification from the Hub and reviewing video footage for several Bendigo, Loddon Valley, North Central and BJFL football clubs. With the recent appointment of Sharon McColl and her working at the Hub three days a week, umpiring issues have been dealt with more efficiently and thoroughly, communication lines have been clear, administrative tasks have been completed and relationships are extremely healthy.
- VIII. Umpire accreditation – A huge thank you to Paula Shay and Sharon McColl who have managed the processing of Level 1 and 2 accreditation. As you know it is compulsory that all umpires have a level of accreditation, there are several online modules that can be completed by umpires in their own time as well as a variety of coaching modules that are completed during coaching sessions. Our accreditation records are close to 100%, largely due to the thorough work of Paula and Sharon following up on accreditation certificates from umpires.

In closing I would especially like to thank Chairman, John Norton who I have worked extremely closely with since my appointment as Director of Coaching with the BUA. I understand that John will not be re-nominating as Chairman. Personally I would like to thank his support over the past four years. He has had a very positive impact on the BUA, and has overseen a number of excellent initiatives during his tenure as Chairman. He is passionate about what he does and the number of hours of work that he puts in to our association is commendable. Huge thanks to Craig Findlay who goes about his business quietly but effectively. Craig and I have worked closely for the past four years and his support is greatly appreciated. I would also like to thank fellow board members Jason Seipolt, Paula Shay and Damian Nolan for their hard work over the 2015 season. Special thanks to Sharon McColl, whose appointment to the BUA as General Manager earlier in the season has been a massive boost.

In closing I wish everyone at the BUA and our football family a safe and enjoyable festive season and I look forward to working with you all again in 2016.

Dean Goodridge

Director of Coaching



LEAGUE LIAISON REPORT

Craig Findlay

Season 2015 has seen an enormous growth in the numbers and the standard and quality of umpiring that we are able to provide to the four leagues. In my role as Chairman of Selectors the willingness that members have shown to assist with the filling of games, travel which includes a change of venues without complaint ensures that we are able to meet our weekly obligations to supply umpires across Central Victoria.

My Board Portfolio as League Liaison, I meet regularly with the four leagues to discuss a range of issues:

Bendigo Football Netball League (Carol Cathcart)

Firstly, I would like to welcome Carol Cathcart, she has brought a different approach to the relationship between the BUA and the BFNL. There were a number of issues throughout the season which were professionally handled and resolved quickly. Going forward it is anticipated that this working relationship will continue to grow. The work of the BFNL Staff and Volunteers towards the umpires throughout the final series and especially Grand Final Day was of the highest quality and very much appreciated.

Loddon Valley Football Netball League (Laura Naughton)

To Colleen Rogers and her Board congratulations on a successful season.

The one major issue that kept being raised between the BUA and LVFNL was the use of yellow cards and reporting of players. This is still an ongoing issue that will be worked on and resolution sought over the summer break.

Thank you much go to Laura Naughton for her work with the LV umpires and the LVFNL.

North Central Football League (Lance Stanfield)

After another season working with the NCFL, which was managed by Lance Stanfield, this was both successful and fruitful from an umpiring perspective, your communication between the BUA and the NCFL umpiring group was of great assistance. The biggest issue we face is travel distances for our members (which incurs great cost to the league). This will only be heightened in Season 2016 with the introduction of Sea Lake into this competition. I am sure that with the assistance of our members sharing the load, this should not be a burden. However it is an issue that will need to be successfully negotiated and resolved with the NCFL.

To the former NCFL Umpiring Group in my Chairman of Selectors role, I wish to thank you for your contribution to the BUA which in turn is of great benefit to the NCFL.

Looking forward to working with you all again in Season 2016 and I wish everyone a Merry Christmas and Happy New Year.

CRAIG FINDLAY



PUBLIC RELATIONS AND SOCIAL MEDIA

Damian Nolan

Season 2015 has certainly been a very interesting and challenging year.

This year, I took on the role of managing the social media aspects of the organisation and while some aspects have been stressful, I have enjoyed the challenge this has presented me.

This role has included keeping the Facebook and Twitter feeds up to date, and maintaining the website by putting up news stories and other content.

This year I have also looked after some of the social events for the Association, including the Zone night, 10-pin bowling challenge, organisation of the footy trip and the ever popular trivia night. Again, very challenging roles to take on, but also very rewarding when people walk away saying that they've enjoyed themselves on the day or night. For me, this is the best feeling I could get out of the role.

Finally, I have a few thank yous:

My wife Alisha for putting up with me and my mania in organising these events; the board with whom I have worked with this year; and lastly, the members of the Association. Without them, the Association wouldn't be the great place it is to be a part of year after year.

I look forward to coming back and facing whatever challenges 2016 throws at us.

Regards

Damian



BUILDING AND AMENITIES

John Norton and Paula Shay

During the past 12 months, there has been quite a few changes that took place in the Building & Amenities portfolio, mainly in relation to the Weeroona Pavilion User Group.

We found out in late 2014 that the South Bendigo Junior Football club would be relocating to Harry Trott Oval, in a three way shift this meant that the Marist Dockers Junior Football Club would be moving to Weeroona Oval and becoming part of our User group, relocating from Ewing Park.

The lack of timely communication from the COGB to our User Group was a major concern and created some early challenges.

Once we had flushed out concerns around training dates and when the Dockers could utilise the oval, Phil Whiting the Dockers President commented that our user group was much easier to work with than the group experienced at Ewing Park.

There were also some challenges and teething issues mainly to do with storage and housing of memorabilia in the rooms, but after we all sat down together and spoke about the issue in full we came up with a solution that suited all parties.

Phil Whiting from the Dockers joined the User Group, whilst Scott Mills was the main representative from the Sandhurst Cricket Club and Barry Doye from the Combined Fire Brigades Committee. Our user group had meetings on a bi-monthly basis.

In March 2015 Weeroona Oval again hosted the State Urban Fire Brigade Championships over the March Long weekend, all users worked well together with our cleaners were used again to help assist with the event. The Combined Fire Brigade commented that it is such a pleasant experience being able to run these major events with great support from the user group.

- Other business that was covered off on during the season were: Council for the ground to be widened and was to be completed for the start of the Cricket season, unfortunately that work has not started.
- An undercover multi-use facility was proposed, this would have been made available to all tenants of Weeroona Oval but unfortunately Council did not allow for investment in the budget for 2016.
- COGB reviewing whether 'Step Into Life' Personal Trainer should be part of the User Group and reviewing what access he should have to the change rooms.
- COGB saying there was no budgets for a water allocation to be given to the grass areas surrounding the pavilion to assist the cricket club and Combined Fire Brigade with additional seating option.
- An application for an electronic scoreboard by the Sandhurst Cricket Club was also knocked back by the COGB
- There were a few maintenance issues with the toilets and phone line that were fixed and sorted by the COGB in a timely manner and also assisted us in upgrading our telecommunications in the General Managers Office
- Working together we were able to pick up a couple of junior players from the Marist Dockers JFC who became boundary umpires and we also umpired an intra club match for the Dockers during a training session. I think this was a great initiative and something we should look at further developing next year in regards to umpire recruitment

Overall we have formed great working relationships with all users at our ground and can now look forward to developing and improving the ground/facilities as one big cohesive user group when we need funding or support from COGB.

Regards,

John Norton & Paula Shay



CHAPLAIN REPORT

Dale Caldwell

Thank you for the privilege of being chaplain to the Bendigo Umpires Association.

Sports Chaplaincy Australia (SCA) is the national umbrella sports network for chaplains serving clubs and communities around Australia in sporting codes like AFL, cricket, netball, soccer, V8 Supercars, NRL and many other sports.

A motto of SCA is "Standing with you during the tough times."

In April this year I gained Level Two accreditation with SCA. This involved three days of training at Etihad stadium in Melbourne. Topics studied included, Greif and Loss, Suicide awareness and Pastoral Care skills.

I meet with local football Sports Chaplains on a regular basis (every 4 – 6 weeks). This group is overseen by SCA regional coordinator, Bruce Claridge. Bruce is also chaplain of the Golden Square Football and Netball Club. Other local football clubs to have a Sports Chaplain are Strathfieldsaye, South Bendigo, Gisborne, Castlemaine, Maryborough and the Pioneers.

AFL Central Victoria is very supportive of chaplaincy in football clubs.

Since being appointed as chaplain with the BUA, I have been encouraged by the support from the board and members. A number of members have sought my services relating to some welfare issues.

To ensure that members are comfortable to continue to seek me out in the future I do not discuss issues that I believe were told to me in confidence but I would notify the Board if I felt their issue could have a negative effect on their umpiring or the BUA.

I keep in contact with members in a variety of ways. A chat at training, electronic media such as email, Facebook or text message, meeting at a local coffee shop, home visits and occasionally hospital visits.

In July one of the main tasks that I was involved in was with the Heathcote football club following the death of a junior netballer – Georgia French. Georgia was tragically killed in a car accident in Northern Queensland. Two of her siblings had serious but non-life threatening injuries. Georgia's whole family played an active role in both the football and netball.

The day of Georgia's death the Heathcote Football and Netball club contacted SCA to ask if they could have a presence at the ground the following day, which was Saturday.

I was umpiring on the Sunday that weekend so I was able to attend along with South Bendigo's chaplain, Pastor Dave Lovell.

On a very emotional day, Dave and I met with club leaders offering support and advice on how to deal with what was happening. We also addressed a large group of under 18 football players, netballers and friends prior to their matches. We later addressed just Georgia's netball team.

We were asked by the club to return on the following Wednesday night to spend time with the Heathcote junior football and netball teams. Again we spoke to the group as a whole and to individual leaders within the club.

We also had the disappointing incident where Ben O'Brien reported a player and the player wiped blood on his shirt. This would have been disheartening for a seasoned umpire let alone such a young umpire. I contacted Ben that evening and went to support him in his junior game the following day at White Hills. It was an incident free game and I heard no umpire abuse. It was pleasing to see the support shown to Ben from many members of the BUA.

Recently I attended an AFL Central Victoria event to promote Responsible Gambling. Former Hawthorn premiership player Brent Guerra spoke about his gambling addiction that cost him about \$400,000. There is free Responsible Gambling education available to sporting clubs and professional assistance available to those who recognize they have a problem

It was a privilege to be involved in two religious ceremonies during the year. The scattering of John Hagley's ashes on Weeroona Oval and the confirmation of Tascha Norton at St Killian's Church.

Congratulations to the board on creating a chaplain position and being a leader in this area not only in the area of umpiring but sport in general in Central Victoria.

Melbourne Storm coach Craig Bellamy recently stated in an article he wrote, "I can't stress how vital I think SCA can be. Although some NRL clubs have chaplains, I feel all clubs should seriously think about appointing one."

Adelaide Crows would also agree with this statement as their chaplain Mark Purser was actively involved in a pastoral care role with the club following the death of coach Phil Walsh.

Dale Caldwell



AWARD WINNERS 2015



BENDIGO BANK UMPIRE OF THE YEAR

FIELD – Dale Caldwell
GOAL – John Varker
BOUNDARY – James Brown



MARK PRINCE EYECARE PLUS BEST 1ST YEAR UMPIRE

FIELD – Cameron Davie
GOAL – Bryan Davey
BOUNDARY – Stephen Crouch



INGLEWOOD & DISTRICT COMMUNITY BANK MOST IMPROVED UMPIRE

FIELD – Jason Maher
GOAL – Samantha Bramley
BOUNDARY – Adrian Dingfelder

**IAN TUDDENHAM
MEMORIAL CLUBMAN
AWARD – Martyn Nadort**



**JOHN HAGLEY
PATHWAYS AWARD
- Jeremy Ford**



**IAN COATES
ENCOURAGEMENT AWARD
- Geoff Annand**



**BEST 1ST YEAR JUNIOR
UMPIRE – Sophie Keating**



**LIFE MEMBER SCHOLARSHIP
- Francis Gallagher**



GOLDEN WHISTLE AWARD – James Brown

TOOL OF THE YEAR AWARD – Geoff Williamson



BUA HISTORY

Umpire of the Year

YEAR	CENTRAL	GOAL	BOUNDARY
1981	FLETCHER, J.		
1982	THRELFALL, Rod	MANLEY, R.	RUFF, M.
1983	THRELFALL, Rod	MILLER, J.	NOLAN, L.
1984	THRELFALL, Ron	MILLER, J.	McDONALD, N.
1985	THRELFALL, Ron	MURTON, B.	GARLICK, C.
1986	GIBSON, N.	CUE, S.	BRODIE, R.
1987	THRELFALL, Rod	MASON, R.	WHEATHLAND, R.
1988	THRELFALL, Rod	OVEREND, I.	BELLESINI, W.
1989	THRELFALL, Ron	HAGLEY, J.	VITIRITTI, M.
1990	MILLAR, G.	PARISH, R.	VITIRITTI, M.
1991	GOUDGE, G.	CUE, S.	GUNN, A.
1992	WILLIAMSON, G.	CUE, S.	GUNN, A.
1993	THRELFALL, Ron	CUE, S.	MITCHELL, T.
1994	FITCH, B.	CUE, S.	BULLOW, S.
1995	WILLIAMSON, G.	CUE, S.	PARKER, D.
1996	WILLIAMSON, G.	STOCKWELL, E.	TREMBATH, B.
1997	McQUILLAN, G.	HAGLEY, J.	HARVEY, R.
1998	WALSH, B.	CUE, S.	HORAN, M.
1999	FINDLAY, C.	HAGLEY, J.	PARKER, T.
2000	GOUDGE, G.	WELLARD, Peter	HUNTER, A.
2001	WILLIAMSON, G and BREEWELL, M.	CUE, S. and HAGLEY, J	HOURIGAN, A.and WHEELHOUSE, K.
2002	WILLIAMSON, G.	MONK, K.	THOMPSON, E.
2003	BREEWEL, M.	BRAMLEY, C.	BURGESS, T.
2004	WILLIAMSON, G.	CLARK, J..	THRELFALL, Brady
2005	FITCH, B.	BRAMLEY, C.	LOUGOON, T.
2006	RANKIN, B.	ROGERS, N.	LOUGOON, T.
2007	SEIPOLT J.	BRAMLEY, C.	LOUGOON, T.
2008	MASON, P.	BATEMAN, K.	VALENTE, A.
2009	THOMPSON, S.	VARKER, L.	VALENTE, A.
2010	CALDWELL, D.	GUNN, K.	PEARCE, C.
2011	CALDWELL, D.	BRAMLEY, C.	PEARCE, C.
2012	BULLOW, S.	VARKER, L.	HOCKING, M.
2013	HOWARTH, J.	EVANS, C.	STAGG, S.
2014	HUTCHINSON, P.	FORD, W.	BROWN, J.
2015	CALDWELL, D.	VARKER, J.	BROWN, J.



BUA HISTORY

BENDIGO UMPIRES 300 CLUB

ELLERTON, J.
 MURTON, B.
 CUE, S.
 SMITH, A.
 THRELFALL, Ron
 MILLAR, G.
 MASON, R.
 GOUDGE, G.
 FINDLAY, C.
 HAGLEY, J.
 WILLIAMSON, G.
 FITCH, B.
 WILD, G.
 WEATHERITT, C.
 BARKER, A.
 MONK, K.
 STOCKWELL, E.
 COURT, R.

BEST CLUBMAN

1985	SMITH, A.	2011	HAGLEY, J.
1986	DONNELLY, T.	2012	MONK, K.
1987	STONE, N.	2013	MONK, K.
1988	ELLERTSON, J.	2014	NOLAN, D.
1989	THRELFALL, Ron	2015	NADORT, M.
1990	MILLAR, G.		
1991	MONK, K.		
1992	GOUDGE, M.		
1993	CONNELL, R.		
1994	FINDLAY, C.		
1995	MONK, K.		
1996	CUE, B.		
1997	MONK, K.		
1998	CUE, B.		
1999	MONK, K.		
2000	TOBIAS, M.		
2001	MURTON, B.		
2002	WALSH, H.		
2003	WHATLEY, A.		
2004	BREEWEL, M.		
2005	FITCH, B.		
2006	SEIPOLT, J.		
2007	WILD, L.		
2008	JACKMAN, K.		
2009	VAN DYK, P.		
2010	MARTIN, S.		



LIFE MEMBERS

1961	JAMES, W	1996	MURTON, B.
1962	PRICE, F.	1996	DONNELLY, T.
1962	BOUCHER, W.	1997	GOUDGE, G.
1964	HART, J.	1998	MARSHALL, G.
1965	BOLITHO, A.	1998	FINDLAY, C.
1967	MILLS, G..	2001	HOCKLEY, M.
1968	RAYNER, P.	2002	MONK, K.
1970	WHITE, W.	2002	FITCH, B.
1973	TREWARNE, D.	2004	MASON, R.
1973	BOYD, N.	2004	WILLIAMSON, G.
1975	HARRIES, D.	2006	HAGLEY, J.
1976	GRENFELL, N.	2007	WEATHERITT, C.
1976	COAD, M.	2007	BARKER, A.
1977	WILKINSON, L.	2008	BARKER, E.
1977	THIES, K.	2008	ROWLAND, T.
1978	CHAFER, T.	2011	SEIPOLT, J.
1979	BURNS, S.	2011	MARTIN, S.
1981	ELLERTON, J.		
1981	NANCARROW, R.		
1985	DONALDSON, A.		
1985	FLETCHER, J.		
1985	McCASKILL, P.		
1987	SMITH, A.		
1987	WILD, G.		
1979	CAMPBELL, L.		
1979	O'BRIEN, L.		
1982	LANE, T.		
1984	ARNOLD, K.		
1989	CADZOW, J.		
1990	WATERSON, J.		
1991	CUE, S.		
1992	THRELFALL, Ron		
1993	MILLAR, G.		
1994	THRELFALL, Rod		



Vale

THE BENDIGO UMPIRES
ASSOCIATION
ACKNOWLEDGES THE
PASSING OF THE
FOLLOWING LIFE
MEMBERS WHO HAVE
PASSED AWAY
IN 2015:

Barry Murton

Graeme Mills

Arthur Hibert

**THE BENDIGO UMPIRES ASSOCIATION
WOULD LIKE TO THANK THE FOLLOWING
SPONSORS – 2015.**

