

GLEN GOLF CLUB
North Berwick East Links

ANNUAL REPORTS

FOR THE YEAR ENDED 30TH NOVEMBER 2023





Notice of Meeting
The 117th Annual General Meeting
of the
Glen Golf Club
will be held in the Club House
on Thursday 22nd February 2024 at 7.30pm

Agenda

1. Welcome and Apologies
 2. Introduction of the Top Table
 3. Approval of minutes of 116th Annual General Meeting of 23rd February 2023
 4. Matters Arising
 5. Captain's Report
 6. Finance Convenor's Report
 - a. Financial Statement for year ending 30-Nov-2023
 - b. Adoption of accounts
 - c. Reappointment of reporting accountants
 - 7 Greens Convenor/Course Managers' Report
 - 8 Match Secretary's Report
 9. Juniors Convenor's Report
 10. Ladies Section Report
 11. Seniors Section Report
 12. Election of Office Bearers
 13. Members' Motions
 14. Any other Competent Business
-

Note that Seven-Day Members, Honorary Members and Life Members only have any jurisdiction in the administration of the Club and are entitled to vote at the AGM.

Other members may attend the AGM but may not speak or vote.



Management Committee Ballot			
		Proposed By	Seconded By
Vice Captain	Colin Fairgrieve	George Gordon	Anne Littlefair
Committee Member	George Gordon	David Dixon	Elliot Chisholm
Committee Member	Fraser McNeill	Rich Clemens	Alan Nisbet
Committee Member	Elliot Chisholm	George Gordon	Graham Noble
Committee Member	Christian Blake	Anne Littlefair	David Dixon

Returning Committee Members	
Captain	Alan Nisbet
Finance Convenor (co-opted by Management Committee)	Alan West
Committee Member	Duncan Charles



Captain's Report

My first year as Captain of our great club has flown past and I look forward to progressing the projects we have embarked on in the next 12 months. I have tabled my report as follows:

Course - We have made good progress with our programme of work on the course as our Greens Convenor, George Gordon, will highlight in his report. The investment on the putting surfaces is beginning to show and provides a good platform to progress this in season 2024. The investment in new machinery allows us to work more efficiently, is a good moral boost to our team and allows cutting to be carried out at the optimum time. I would like to thank Des, our course manager, and his team for all their hard work in the previous 12 months and for presenting both members and our visitors with a course that we can be proud of.

Staff - In common with other courses in East Lothian and beyond, we have found the recruitment of trained staff a challenge. We have been fortunate in finding Liam, and more recently Finn, to join us and who continue to progress well with their part-time green-keeping courses at college. We have been able to cover for staff absences and illness by recruiting two part-time staff from within the club and thank Bill McFarlane and Andy Cole for their help in maintaining the course. We have adopted Croner/Bright HR to help manage the administration of staffing matters and have also taken on their Health & Safety programmes in addition. A staffing situation developed in the spring of 2023 which resulted in a legal dispute and following legal advice a settlement was reached and a contract of termination was agreed.

Starters – We said goodbye to Sonia Livesey during the year and welcomed Jim McCall to our team of starters.

Intelligent Golf – we have now moved our software and website to “Intelligent Golf” and my thanks go to Tom, Karen and the Starters for assisting in this process. It is now up to us, as members, to embrace this new booking system and the App to make it work for us. Thank you all for your patience as we work through this.

Clubhouse Fabric – one of my priorities for the coming year is to ensure that the fantastic asset which our club owns is maintained internally and externally. The installation of solar panels is due to take place in Spring 2024 as is the work to replace the timber facias, repair the ren-



der and repaint the exterior of the clubhouse. Internally we have repainted in November/December 2023 and we plan a schedule of interior refurbishment in the year ahead

Finance – I will leave it to the Finance Convenor to talk you through the Annual Accounts in detail, but suffice to say that we have enjoyed another good year for visitor income, have a healthy waiting list of prospective new members and have been able to further pay down some of the loan taken out to construct the clubhouse in 2006. This on top of Clubhouse repairs and investment in the course points to a good year in 2024. That said we cannot be complacent against a backdrop of rising costs, rising interest rates and weather challenges. This will necessitate an inflationary increase in subscription fees for 2024 which I hope members will understand.

Management Committee – I have been very fortunate in working with a group of our members who have given of their time and talents to help our club by serving a term of office on the Management Committee. The time and energy they have put into our club cannot be underestimated and I thank them on your behalf. Rich Clemens, Steve Albiston and Alan West retire at this AGM after 3 years in post. A huge thanks to them. I look forward to welcoming the new members on board in due course. I would like to record thanks also to our new Match and Handicap Secretary, Andy Flood, who has had to deal with the ongoing challenges of Scottish Golf and now getting to grips with the IG systems. A special mention and thanks must also go to Past Captain, Colin Fairgrieve, who has been a stalwart for the club and has contributed so much both in his 2 years as Captain but also his wise counsel during his term as “ex-officio” this past year on the committee.

Some highlights of 2022/23 – New members nights for both ladies and gents; our Winter League Team setting out with a new branded look; American Kids Golf week being a fantastic showcase for our Club and East Lothian; Long-service award and staff lunch when Stuart Hancock was congratulated on his 32 years of service to our club and our Junior section – encouragement for new members.

Obituaries – sadly I have to report the passing of three of our members in the past 12 months: David Stewart, Michael Togher and Alex Lafferty. Our thoughts and prayers are with their families.

Alan Nisbet

Glen Golf Club Captain



	<p><i>In memoriam</i></p> <p>We remember members David Stewart, Michael Togher and Alex Lafferty who passed away this year</p> <p><i>Alan Nisbet</i> <i>Club Captain</i></p>
--	--



Finance Convenor's Report

For the year ended 30th November 2023, the Club generated a pre-tax surplus of £85,000 from total revenue of £960,000. Whilst the latter was down from last year, this was largely due to the slight drop-off in visitors income which you'll recall produced exceptional figures during the summer of 2022. It will be no surprise to anyone that the club continues to be heavily reliant on visitors to help contain members subscription rates at a reasonable level. Consequently, volatility in the visitor market remains high on our risk register.

As noted, our surplus was some £200,000 down from last year, primarily because of a significant increase in course costs (+£120,000), admin costs up by £24,000 and the aforementioned fall in revenue of c. £50,000. To add some flavour to this picture, the following table outlines comparative figures from the last four years (including 2019 the most recent pre Covid year).

<u>£000's</u>	<u>Nov 2019</u>	<u>Nov 2021</u>	<u>Nov 2022</u>	<u>Nov 2023</u>
Subscriptions	318	398	423	438
Green Fees	343	305	497	455
Bar/catering surplus	46	16	41	44
Shop Surplus	16	8	31	2
Other income	<u>15</u>	<u>12</u>	<u>24</u>	<u>21</u>
Total Revenue	738	739	1,016	960
Clubhouse expenditure	109	83	97	97
Course expenditure	327	329	377	489
Admin/Office expenditure	<u>199</u>	<u>176</u>	<u>210</u>	<u>244</u>
Pre Tax Surplus	48	171	285	85

The bank balance started the year at £284,000 and after paying down a further £100,000 in debt during the year ended at £256,000. The term loan stood at £199,000 at the year end.

In the circumstances in the face of rising costs, this should be regarded

as a good performance which maintains the recent trend of healthy revenues keeping pace with costs whilst allowing the club to continue investing in its assets. Maybe a couple under par for the round would best describe it!

So in a little more detail:

Income

Subscription income was up 3.5% to £438,000 primarily from our loyal membership but also from those coming off the waiting list (which currently stands at c.120). Bar/catering income for the club was up 10% despite the increasing pressure from staff and food costs.

Green fees from visitors continues to amaze me! I did say last year that I doubted we could come anywhere near the previous years record of £500,000, however the budget of £390,000 was yet again surpassed by some distance. Hitting £455,000 reflects well on the growing popularity of The Glen for visitors and we should be very grateful to Tom, the Starters and the whole marketing machine for their commendable efforts once again. Whilst we can never be complacent, your Management Committee took the bold step of upping the green fees across the board by around 8% for the forthcoming golfing season. The primary aim naturally is to balance course usage between members and visitors whilst sustaining revenue. By way of example in 2022 c. 8,500 rounds were played by visitors to our course (29.5% of total) which generated £500,000 of revenue equating to an average of £58.50 per round. In 2023 the equivalent was 7,000 rounds (27.2% of total) producing £455,000, an average of £65 per round; a favourable trend which we would like to see continue. Albeit still early, advance bookings for next year look very positive and are well ahead of last year.

Clubhouse

Cleaning costs are broadly the same as last year and both repairs and maintenance and water charges were down on the year all leading to a slight decrease in total clubhouse costs.

Course

Payroll costs were up substantially during the year net of exceptional costs (see Captains comment) as we recruited to cover long term absences and bolster the numbers up to full compliment. Whilst course supplies (chemicals, sand, seed, fertilisers, fuel etc.) were up £20,000,

this included a few one-offs this year namely the new pathway leading to the 1st tee and drilling boreholes searching for a new water source. Water usage/cost thankfully came down over year as plenty dropped freely from the sky! Finally, machine hire and leasing costs have grown again as we continue to improve the quality of machinery for the greens staff. Typically, your Management Committee prefer to finance these assets through leases rather than buying outright as the impact on our capital would be significant.

Admin and Customer Services

Payroll was up 7.3%, insurances up 20%, interest rates are higher (although this should fall next year following the debt reduction), Golf Union subs were up and IT/computer running costs remained broadly neutral. The exceptional item this year were professional fees, principally legal advice taken around the settlement of a staffing issue as above.

The non-recoverable input VAT is what it is and reflects the ratio of vatable revenues (bar, catering, sponsorship) to non-vatable revenues (visitor income and subscriptions) which are variable and a common cash outlay for clubs of our nature. Having such strong visitor income unfortunately dilutes the proportion of input VAT the club can recover. Better news on the Corporation Tax front is that we have been successful in lowering the bill following advice from Greaves West & Ayre. For reasons I won't bore you with here, we decided to change our accounting methodology to more accurately reflect the apportionment of the *number of rounds* played by members and visitors (as opposed to *revenues*). This approach saved us around £10,000 on last years CT bill leading to a credit balance showing through this years accounts following over provision.

In summary, whilst our surplus is lower than the last two years (both had exceptionals), £85,000 is commendable in the circumstances and boosts our reserves nicely.

Outlook for 2024

What do we expect from the year ahead? As ever the biggest variable and hardest to predict will be visitor footfall. Whilst we do seem to have healthy advance bookings, weather, household budgets and significant world events have the potential to derail any plan. Managing cash effectively to mitigate any unforeseen risks is crucial and to this end a prudent but realistic budget has been agreed with your Management Committee.

In this regard, you will be aware of the planned 6% increase on members subscription rates from April and whilst this is around current inflation, your Management Committee believe the rise to be fair and nec-

essary to support the plans for the year. By way of comparison, we have increased green fees to visitors by an average of 8% which is forecast to generate upwards of £400,000 for the year.

With regard to bar and catering, as most of you will be aware, the hospitality industry has been finding it hard going since the pandemic. Clint and his team at Redcoll are no different and we meet regularly to explore ways of encouraging the membership/visitors to make greater use of the clubhouse and enhance the members/dining experience. Staffing and rising food costs remain a challenge and against this backdrop, we are budgeting a lower contribution to the club accounts in this respect.

Inflation remains stubborn and it is a fact that our core costs continue their upward trajectory. As a club we have invested quite heavily in the course in recent years, principally in renewing/upgrading our equipment to help free up more time for Des and the team to maintain and improve the course. This year we plan to turn our attention towards much needed clubhouse investment both internally and externally on which the Captain has provided some detail within his report. The budget set aside for this is quite considerable.

Otherwise, the budget assumes a broad increase of around inflation in most of our other running costs including course supplies, energy and payroll all of which leads to a forecast small cash deficit over the year. All other things being equal and save for any major bumps in the road, Management Committee will be aiming for a break-even position by the year end at worst. Margins really are tight in this business!

Alan F West

Finance Convenor



Course Manager's Report

It was very much a season of two halves with a sunny spring and early summer followed by extreme wet weather this presented enormous challenges and all things considered the course has stood up well.

At the beginning of 2023 we set ourselves targets to improve the course from an agronomic and visual perspective. To avoid a mid-season dip in performance we worked closely with our agronomist to collect as much scientific data as possible to allow us to formulate a plan for 2024 and beyond.

Greens

The focus was very much on the performance of the greens so a comprehensive maintenance plan was put in place focusing on creating the right conditions to allow the finer grass to thrive. Organic matter levels are of paramount importance in this regard and I am delighted to say that the trend is heading in the right direction- lower. There can be no complacency however and the intensive sanding must continue utilising injection and coring methods.

Graminicide Trails on Greens

Whilst the trials have highlighted ryegrasses in the greens it's also highlighted how little fescue grass, we have in some areas so we must endeavour to increase this.

This year we will put more emphasis in overseeding of fescue grass to take advantage of the lower organic matter levels. To this end a dedicated 'dimple' seeder is on our shopping list to be used in partnership with the disc seeder we have arranged to borrow from the North Berwick Golf Club. Nematode activity remains a concern on the greens, with this continual issue, lab testing will be done on a regular basis and nematicide applied when appropriate.

Bunkers

The winter programme has been a challenge, the weather hasn't exactly played ball. We are behind with some tasks such as air aeration and sanding but a break in the weather should see us catch up. Bunker construction work is almost complete, the bunker at the 9th has been redeveloped to give it more character.

Fairways

Graminicide Trails Fairways

These Trials have been very effective, they highlight the work needed to gain better sustainable grass cover on the surfaces. Interestingly it has



taken out the rye grasses and by the looks of it a little of the coarser bent grasses. This is a good indication as to what can be achieved.

The Graminicide could however be used on the tees and green-surrounds to clean up and refine areas if it's combined with a very robust overseeding plan; perhaps now that we are possibly starting to save money on sand injection we could use this on over seeding surrounds with fescue and tees with an ultrafine dwarf ryegrass and fescue mix.

We are going to be overseeding the fairways to increase the finer grasses this season and further define fairways, first cut and the rough.

General

No doubt you will have seen the intensive tree removal and scrub control around the course. Non-native species, -primarily lodgepole pine, have been removed to be replaced with more visually and environmentally better indigenous species. We are still trying to clear the damaged caused by Storm Arwin and it is a slow process so please bear with the team.

A dedicated path for walkers has been carved out to the side of the 10th tee to the back of the 12th green and through the buckthorn to the right of the 14th tee to try and keep walkers safe.

We are liaising with Scottish Water regarding proposed pipework that may cross the course. Updates will be issued when there is more information.

I am delighted we continue to invest in new machinery. In the past 12 months we took delivery of 3 hand machines for greens mowing, a rough cutter and a new tractor.

On behalf of the green staff thank you for your support.

Des Kerr, Course Manager

George Gordon, Greens Convenor

Match Secretary's Report

2023 initially proved challenging on the competition front due to the issues encountered with the Dot.golf and Scottish Golf platforms; however most of the issues were eventually overcome and the competition schedule ran relatively smoothly for the second half of the season. I am indebted to Marion Currie & Margaret Ross who produced an excellent guidance document for the SGU app without which that would not have been the case and we would have continued to struggle to top up our competition accounts, enter medals or events or submit a score. I am also grateful to Tom and the starters for their help in running competitions in 2023 and for providing one to one coaching for all the technophobes in our ranks.

The coming season will see a couple of major changes as (1) we will now be using the Intelligent Golf platform for all our competition management, and (2) there will be a change in the method of calculating a player's course handicap under WHS with the introduction of a 'Course rating minus Par' adjustment. More details will follow shortly but no doubt there will be a learning curve for us all again.

Both the Gents' medals and combined competitions continued to be well supported and the fact that the silverware was well spread is testament to the level of competition that exists in the Club. There was a hard core of ladies who participated in competitions come rain or shine but despite the previously reported increase in membership numbers and the extension of the weekly roll ups this has not yet translated into an increase in those playing in competitions.

The unpredictable weather saw the number of qualifying rounds for the Club Championship reduced but the match play rounds in June nevertheless produced some great golf and worthy winners in each of the divisions. Although Championship week is the pinnacle of the season it again proved difficult to get 16 players for the match play rounds in the Ladies and the Gents C Championships. Accordingly, it has been agreed that only 8 ladies in each section will qualify for the knock out rounds this year and if obtaining numbers for the Gents C section remains an issue then a similar reduction will be recommended for 2025.

Our Open competitions continued to be popular with visitors from all over the country and congratulations are due to Willie Halliday for beating a field of 131 players to win the Haldane Cup in July.

Reasonable numbers signed up for both the winter and summer match play competitions and it is great to see that nearly all the ties were played within the stipulated time limits. I would encourage all members who have a handicap to consider playing in these events as it is a fantas-



tic way to test your mettle against your peers and get to know other people within the Club.

The 2024 fixture list will be available shortly with two additional weekend stableford competitions being added in October & November. **This year's Championship week will also run from 16th to 23rd June 2024.**

I appreciate competitive golf may not be for all but as a Club we would like to encourage as many members as possible to participate across the full range of competitions this year. If any member feels that there are barriers to their entering competitions or has any suggestions around competitions in general, please let me know.

Finally I would like to thank everyone for their forbearance over the past year as I found my feet in the role and I hope that with the move to IG things will run smoothly in 2024.

Andy Flood

Match Secretary



Junior Convenor's Report

We had another successful 'Sixes' year with the team collecting the runner's up spot this year again. We have a good crop of youngsters available for this starter league which hopefully will help support us in the East Lothian Junior League going forward, where we have struggled for numbers at times throughout the season.

The Club Championships began in Autumn and due to the bad weather, we are still waiting for a few ties to complete. I will add the results once they have all come in. The plan is to start earlier this year to avoid a re-occurrence of this delay.

We have begun a new winter initiative specifically aimed at getting more junior girls into golf, with coaching and on course sessions. We have also made provision for 9 hole rounds to be completed by younger juniors to enable them to achieve a first handicap. Packages for this were offered to member and non members and the non members have all subsequently joined the club.

We are also looking at expanding our Junior convenor's team, with full member David Brady already on board helping out. One priority for the year ahead is a plan to ignite interest in Junior Medals again and increase participation.

Lynne Malcolm

Junior Convenor



Lady Captain's Report

The number of Ladies in the Club continues to go from strength to strength. The section is recognised for the welcome and integration of lady members that we have fostered. We have been working hard to promote and develop participation in the Club events and recognise that the social side of being a member of the Club is as important as developing players who are competitive and able to represent the Club in the county.

We have very good feedback about our regular newsletters intimating events and encouraging participation at all levels of golf. We have kept working within the Club to support staff and our main committee to develop future planning to keep the Glen course and clubhouse on a sustainable footing.

We want to thank all those who freely give their time to help us enjoy being members of this Club.

Next season our Captain Elect is Christian Blake and we all wish her well in leading the Ladies Section. We have the East Lothian Centenary Spring meeting in April and the finals of the county singles to look forward to welcoming to our course. I know the Ladies will be working to develop their golf, get to grips with the new app and are looking forward to the Club refurbishment over the coming months.

On a personal note, I want to thank all who have helped me in my Captaincy. I hope I have contributed, and I look forward to many restful months walking the course.

Anne Littlefair

Lady Captain

Seniors Section Report

The popularity of the Senior Section continues to be strong, reflected in the support for the thrice weekly roll-ups and inter-Club matches.

I'd like to express my personal thanks to David Cragg who is standing down as Match Secretary, David approached the role with genuine enthusiasm and in an inclusive manner. As has been the case in the past, Members who support "Home" inter-Club matches will be given priority when it comes to selection for "away" fixtures.

I was disappointed to miss the match with our Lady Members due to being on holiday but received very enthusiastic feedback from players on both teams, the Ladies/Gents being the victors on the day.

The weather Gods didn't shine favourably on our "away day" to the Hirsell, Gordon Norman coped with the very wet conditions to triumph as a worth winner, the winning team was, Grant Roden, Linda Tulloch, Robert Whittock and Chris Gay, congratulations to them all.

In the ever popular Christmas Scramble my team carried me to a winning score, they were, Andrew Pendleton, Andy Cole and Pam Chisholm, Clint and his team did a fantastic job of looking after us as always, my thanks to them.

The Seniors Dinner attracted over 50 Members and their partners for what turned out to be a wonderful occasion, my old friend Bert Diagostini did a great job in delivering the after dinner speech.

I'd like to finish up with a few words of thanks, firstly to the Starters and Tom for their help and support throughout the season, I would also like to thank our Club Captain, Alan Nisbet for his help and support of our Senior Section. I wish to say a special thanks to all the Senior Section Committee Members for their unwavering support, especially 2 long standing Committee Members, John and Rich who ensured my time as Captain was made easier and more enjoyable thanks to their guidance and hard work.



Finally, I would like to thank everybody in the Section who supported our fundraising through the Captain's bunker, putting competition and raffle which meant we were able to present Muirfield Riding Therapy with a cheque for £500 which was gratefully received.

I have thoroughly enjoyed my year as Captain and wish my successor all the best for their time in office.

Dennis Rourke

Senior Section Captain



Postal Voting Slip

Note that Seven Day Members, Honorary Members and Life Members only have any jurisdiction in the administration of the Club and are entitled to vote at the AGM.

If you are unable to attend the meeting, please complete and return this slip to The Scrutineers at the Club either by mail or by hand. Votes may also be emailed to secretary@glengolfclub.co.uk

Agenda Item	Yes	No
3 Approval of minutes of 116th Annual General Meeting of 23rd February 2023		
6.b Adoption of accounts		
6.c Reappointment of reporting accountants		
12 <i>Appointment of Vice Captain: Colin Fairgrieve</i>		
12 <i>Appointment of Committee Member: George Gordon</i>		
12 <i>Appointment of Committee Member: Fraser McNeill</i>		
12 <i>Appointment of Committee Member: Elliot Chisholm</i>		
12 <i>Appointment of Committee Member: Christian Blake</i>		

Member's Name (please print)

Date

Signature

Please note that your postal vote will remain anonymous. At the AGM, a statistical summary only is produced for inclusion in the ballot process. A random selection of ballot papers will be checked and verified by a Club Member independent of the officers or potential officers of the Club





The Glen Golf Club—North Berwick East Links
Tantallon Terrace
North Berwick EH39 4LE
Starter/Office: 01620 892726, Clubhouse: 01620 892221
Email: secretary@glengolfclub.co.uk
Website: <http://www.glengolfclub.co.uk>

