

Berkshire, Buckinghamshire & Oxfordshire Golf Ltd

Minutes of Annual General Meeting dated: 26th March 2024

Location: The Oxfordshire Golf Club

Present:

The Chairman – Alistair Booth, The President – David Cowap, The Secretary – John Kennedy (JK), BBO – Millie Anderson (MA), BBO – Shelley Sudborough (SS), Ashley Brewer BB&O & Denham, Mike Partridge BB&O & Frilford Heath, David Westlake – BBO & Maidenhead, David Hart – BBO & The Lambourne, David Harvey – BB&O & East Berkshire (DH), George Wilson – BB&O & Calcot Park, Max Kaye & Terry Jackson – East Berkshire, Alan Sweet – Maidenhead, David Doodson – Temple, David Hanken – Chesham & Ley Hill, Ian Perryman – Farnham Park, Debbie Webb & Malcolm Palmer – Winter Hill, Steve Inwood – Harleyford, David Lane, David Shaw & Steve Bennett – Goring & Streatley, Michael Rogers – Bletchley, Tom Devine & Dave Wade – Abbey Hill, Ian bishop – Burford, Eric King – The Springs, Geoff Aitken – Waterstock, Nigel Balchin – Wokefield Park, Jack Clegg & John Meikle – Calcot Park, Dean Montgomery – Bearwood Lakes, Keith Adderley – Temple, Steve Moran – Chiltern Forest, Steve Clarke & Greg Hannah – Buckingham, Alan Boswell – Studley Wood, Gary Quainton – Kirtlington, Steffan Jones – The Berkshire, Alistair Thatcher – Oakland Park, Steve Greenwood – Oxford

The Chairman welcomed everyone.

1. Apologies for Absence -

Simon Hopkins – Heythrop Park,
Karen Bradbrook (Defence Academy) – Has made John Kennedy her proxy.
Andrew Dart (Hadden Hill) – Has made John Kennedy his proxy.
Andrew Madigan (Thames Valley) – Has made John Kennedy his proxy.
Gemma Sutherland (Flackwell Heath) – Has made John Kennedy her proxy.
Steve Coles (Maidenhead)
Rod Crisp (Ellesborough)
Alison Hall (East Berkshire)
Sandra Ing (Weston Turville)
Russell Neil (Mill Ride)
John Stringer (The Downshire)
Peter York (Harewood Downs)

2. Minutes of Previous Meeting dated 25th March 2024:

The minutes were agreed to be a true record by the many hands raised around the room. They were signed by the Chairman, Alistair Booth.

3. Matter Arising from the Minutes -

There were no matters arising.

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4. Presidents Annual Report –	Action
<p>The President delivered his speech as below:</p> <p>“It is my pleasure to address you as The President of the BB&O. I am exactly at the middle of my two- year tenure, one down one to go. Needless to say, it is a great honour to be your President.</p> <p>My involvement with the County started almost 47 years ago as a junior golfer at East Berks. Our then Club Pro, was John Cooke and he would invite the county’s Elite Juniors over to East Berks for coaching. I was not one of them but desperately wanted to be. I could only imagine what advantages these ‘chosen ones’ must be getting over us mere mortals. As it transpired, actually not that much – a county shirt and jumper and a few hours with John Cooke telling them he knew Gary Player.</p> <p>Fast forward to 2025 and things have got considerably better for our ‘chosen ones’. Firstly, we provide tournaments and training programs that give our very best golfers the opportunity to compete against their peers, but so much more, we create an environment that allows young, talented athletes to chase their sporting dreams.</p> <p>In England we have no equivalent system to the US College Program (which now provides a direct route onto the PGA Tour), this means that the county and national set up must provide that pathway. Without this competitive environment, the number of English players ending up on the various world professional golf tours would be greatly diminished and watching golf at the highest level would be much less enjoyable.</p> <p>It is regional and national programs that allow Danes, Swedes, Italians, French and English players to develop to a level that allows our Ryder Cup team to compete so effectively. In the last Ryder Cup, the Captain - Luke Donald, has been a product of the BB&O county system, as has Tyrrell Hatton.</p> <p>We work tirelessly to identify talent, support the development of that talent, and create an outlet for that talent to shine. We support individual players and squads from under 12 years of age all the way through to 18 years old, where, hopefully, their ability makes them valuable to the US Colleges and their journey can continue.</p> <p>By providing coaching, statistical support, strength and conditioning sessions, injury treatment, sports psychology advice and competitive team relationships, we look to help youngsters every step of the way. Along the way, we simply hope to win matches and national championships with these young BB&O ambassadors. This year we topped our section of the league at Under 14, with Alan Sweet as the Manager and Under 16 Level, with David Doodson as Manager. Josh Waldegrave from Beaconsfield was joint winner of the National U15 Championship and our Seniors narrowly missed out on becoming the National Champions.</p> <p>Apart from Luke Donald and Tyrrell Hatton, Eddie Pepperell also benefitted from BB&O support. On the Challenge Tour, John Gough cuts his teeth this year. We are very proud of our involvement with John’s golfing career which saw him win the Lytham Trophy, The English</p>	

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Amateur, The Spanish Amateur, The Portuguese Amateur, The Australian Masters and represent GB&I in the Walker Cup at St. Andrews. Also, on the Challenge Tour Ollie Huggins will continue to build on his career as a previous Home Nations player and BB&O Amateur Champion. We currently have 12 BB&O County players on scholarships in America with a further 4 players playing full time amateur golf here in the UK.

More recently we have organised ourselves to fulfil three very difficult roles and we've been careful not to spend time and resources on areas of competitive golf that are governed or covered by other organisations such as the PGA Tour.

Of course, we also support and govern amateur club golf throughout Berkshire, Buckinghamshire and Oxfordshire. We run teams of Course Raters who are responsible for rating our 102 clubs and making the various changes and adjustments year in year out. Our lead course rater is David Harvey, who will be delivering a talk after this meeting. We are responsible for educating club committees and Handicap Secretaries on WHS. This often takes the form of individual club visits where John and Millie will answer any questions that clubs have, as well as ensuring that volunteers know where their responsibilities start and end. Every day, they deal with individual queries via email and telephone. They also arrange workshops and seminars like the one delivered by England Golf at Gerrards Cross Golf Club last month.

Although the R&A oversee the rules, BB&O Golf will help clubs with competition administration by giving rules education – Millie arranged and delivered a Level 3 Golf School just a couple of weeks ago. We also give advice on terms of competition, tournament set up and competition governance. In short, BB&O govern the integrity of amateur golf throughout the county and are happy to help any of our clubs at any time.

Finally, we try to help clubs promote junior golf with a view to creating not just the champions, but the casual golfers of the future. Over the last two years we've financially supported junior programs within our clubs that have coincided with a 25% increase in boy's junior membership with the BB&O. In the next 12 months, we will help England Golf roll out a Junior Organisers Guidance Manual and then set up a grant system to help finance junior programs throughout the county.

Finally, I would like to thank a few people.

Our Championship Director Mr. Michael Partridge. Mike is the friendly face of BB&O at almost every tournament we host throughout the year, and he does an amazing job. David Westlake is ever present at our events along with Mike. They help to ensure the events go as smoothly as possible, but they also make them enjoyable. The players love them both. Our President Elect – Ashley Brewer has been a great support to me this past year, as has the Board of Directors, thank you all. Finally, behind everything we do we have our professional team of John Kennedy, Millie Anderson and Shelley Sudborough. These three individuals make us the envy of every other county."

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	<u>Action</u>
<p>5. Finance : John Kennedy</p> <p>i) Annual Accounts - year ending 31st December 2024.</p> <p>JK reported that affiliated member numbers held firm in 2024. He had thought that social and economic pressures would lead to a 5% reduction, but clubs have generally outperformed predictions again. Currently there are 38,256 members. He noted that the BB&O affiliation fee for 2025 remains the same and has only reduced in price over the last 8 years.</p> <p>JK followed with the Annual Accounts Reports:</p> <p>ANNUAL ACCOUNTS : JK highlighted that in 2024 BB&O recorded a £35,964 deficit. Back in 2023 it was agreed to use some of our reserves to promote junior golf at grass roots level and last year saw the second year of that project. Although the loss wasn't as great as forecast (because of the higher income) it has reduced the surplus and given us the opportunity to increase our efforts this year.</p> <p>INCOME: JK confirmed that our 2024 income was as expected, except as mentioned, affiliation numbers were better than predicted. The amount shown in subscriptions also includes the England Golf Fee which is then passed on and that fee had increased by 75p per member which is why the income has increased.</p> <p>EXPENDITURE: JK pointed out that the only real significant differences for this year compared to previous years appear in three areas.</p> <p>1 – Coaching costs are down a little because some of the support costs that we provide for our First Team and Under 18s has been moved across to travel and kit.</p> <p>2 – County Team Match expenditure went up. We qualified for two regional finals this year and one national final – which add to accommodation costs. We also changed the way in which we book accommodation meaning that some of this year's expenditure fell into the 2024 accounts.</p> <p>3 – Funds were used to host a Centenary Dinner, a Centenary Club Event, and various additional promotions. These were one-off costs and won't be repeated for another hundred years.</p> <p>ii) Appointment of Accountants – John Kennedy</p> <p>JK proposed to use RGM again and there were no objections.</p>	

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iii) **BB&O Affiliation Fees – John Kennedy**

JK confirmed that the Affiliation fee would remain at £10 for 2026

6. **Chief Executive Officers Report – John Kennedy**

JK said that as The President had given a full overview of the year and what we do so he would not repeat the information. He then introduced George Wilson – Performance Director, to give a little background on the work we do behind the scenes in this area.

George Wilson:

GW reported that the mission and vision of BB&O is to have the best performance program in the country, and he felt that we are 90% of the way there. A competitive product is provided through the Development Tours, Futures Tours, U14, U16, U18, First Team and Seniors Team. However, the programme is aimed at the U16 and U18 age groups. This is because children develop at different ages and someone who is better than their peers at age 14 may no longer be so by age 16. For U16's we will work on an individual plan including injury prevention advice and where specific help is needed it is provided. The players are selected on previous year's performance, and we choose 12 to represent BB&O. We have a player centric approach where the player is at the centre of what we do. We look at the individuals and provide the assistance they need, rather than a one size fits all training program. They can use their home coach or the county coach to develop their skills and overcome their shortfalls. We help with awareness and strategy as well as mental resilience plus strength and conditioning. Our program is aligned with England Golf and their 5 Pillars although we have changed it slightly where we felt there was a tiny bit of repetition. Coaches are now testing player results, and we collect stats from course play. We are constantly re-measuring to check for improvement with the aim to reduce misses on the golf course.

We have made sure players know where they sit in within the county and nationally so that they are aware of how good they need to be to be successful. Millie is benchmarking all scores and so we have an evidence-based approach. We also use Uptime, to record data which identifies standards and areas of weakness. This is also used by England Golf and players will therefore be able to transition more smoothly if they progress to national level. Players have been encouraged to use the Tiger5 mental scorecard so they can identify when they had a bad shot or what went wrong in their game.

We use England Golf's top coach – Rob Watts (Castle Royle) and Matt Woods (Goring & Streatley) who is the England Golf regional coach, along with 4 other top coaches. We aim to make a team environment which is a key part of performance. We have also appointed a Player Support Manager this year to help with player engagement and resilience.

Our mantra is: Dream Big, Dare to Win, Always Learn, Never Give Up.

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JK thanked GW and went on to explain that the role of the county, as well as developing young talent, is to host tournaments worthy of testing out the very best amateur talent in the county. The better the events are, the more likely they will attract the best golfers. We must make sure that our events provide them with opportunities to compete against their peers without spending a fortune and travelling nationally. He commented that it is easy to forget that so much of the competitive golf available to club members is more suitable for mid and high handicap golfers, as it should be because the majority of club members fall into this category. Club golf needs to be inclusive and enjoyable, and competition needs to inspire all golfers to improve. The county fit in by providing events for the small number of members at every club who want to compete and test themselves in scratch competition. BB&O are particularly proud of our Junior Tours and to give everybody an idea of what we've created for 2025, he then introduced Millie Anderson, who oversees the tournament organization.

Millie Anderson:

MA explained that over the winter we have been working hard on improving our Development and Futures Tours so they can be stand-alone junior tours that attract the very best junior talent. The aim was to create a series of events that compete with the likes of the British Junior Golf Tour, Robert Rock Golf Tour and the Faldo Series.

Our Development Tour has been modelled on the success of the Kids Tours in America. We have therefore created a passbook that each player will receive on their first event. This will be their official guide to the Futures Tour. The passbook will be brought to each event, where a competitor sticker and record of their score will be entered. There will be three collectable pin badges for players to aim towards; Top 5 Finisher, Top 3 Finisher and Qualification into the Grand Final at Frilford Heath in October.

Once the player's handicap has reduced below 24.4, this will be signed off in the passbook and they will be eligible to compete in their first Futures Tour event. As a graduate from the Development Tour, they will be awarded with a limited-edition Futures Tour pin flag which they will be given at the Futures Tour Grand Final already mentioned. This is a similar process to qualification for The Open. We believe this will strengthen the start of the performance pathway and will attract more players to our Junior Tours.

There is a Futures Tour event every month from April to October and we will focus on these seven events so we can make them as professional as possible and hope this competitive environment will attract more players.

MA announced that our junior tours, both the Development and Futures Tour, have been recognised as a DP World Tour Approved Program. BB&O are the first county in the country to achieve this accolade and these events will be the first step in the performance pathway for players wanting to compete at the highest level.

JK thanked MA and finished by summarizing with some more detail:

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He reported on a WHS Workshop that was arranged in conjunction with England Golf, as well as a Level 2 Rules School that was equally as popular. Our research indicates that where there is strong leadership within a club in the form of a junior organiser, junior activity flourishes so last year BB&O funded 16 clubs and paid influential PGA Professionals at each club to effectively act as junior organisers. This resulted in over a hundred BB&O juniors attaining their first handicap via our 2024 program. This year we will support England Golf and help rollout their Junior Organiser's Guide in May and there are plans to arrange networking events and importantly, make a grant available to clubs who demonstrate a real willingness to promote junior activity.

He concluded by reminding everyone that our office is always available to help and support clubs deliver handicap competitions and they are always welcome to contact us either by telephone or email.

7. Nomination and Election of Directors becoming due.

- a. In accordance with the Notice sent to all Affiliated Clubs in February 2023 advising of the vacancies on the Board of Directors and under the terms of the Articles of Association, the following retire from the Board but are available for re- election.
 - i. George Wilson (Calcot Park) - Standing for re-election
 - ii. David Westlake (Maidenhead) – Standing for re-election
 - iii. Simon Hopkins (Heythrop Park) – Standing for re-election
- b. Nominations for the vacant position were made available to all Voting Members in advance of the General Meeting and there were no other nominations.

The Chairman confirmed the three candidates for Board election who had been nominated were George Wilson nominated by Jack Clegg and seconded by Tim Newton, David Westlake nominated by Steve Coles and seconded by Marcus Lovelock and Simon Hopkins nominated by Jack Brockington and seconded by Jamie Cook. As there were three positions available for three places, the Chairman asked for the room to ratify the nominees with a show of hands, and they did so in each case.

8. In accordance with the Notice sent to all Affiliated Clubs in February 2025, two votes will take place with regards to making changes to the BB&O Articles of Association.

- 1) The first proposal is to change the status of President of the BB&O from a Board member to a non-Board member entitled to attend meetings.
- 2) The second proposal is to change the percentage of representatives that is required to form a quorum at BB&O AGMs from 20% to 10%

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The Chairman asked for a show of hands in favour and against point 1 – it was unanimously voted in favour and then for point 2 which was also unanimously voted in favour.

9. Any Other Business.

Alan Sweet (Maidenhead) asked who would be measuring the “pace of play” in the Futures Tours. MA confirmed that both herself and JK would be doing this.

Keith Adderley (Temple) asked if there are any updates on merger with the Ladies Associations JK confirmed that nothing had changed yet, but the three Ladies Associations had met for a second time at our office, and we had suggested that they collaborate initially for competitions. He also mentioned that the BB&O Development Tour, Golf Sixes and U25’s Championship were already open to girls and the office currently collect affiliation fees, process DBS checks and offer the office space for meetings to all three Ladies Associations. He confirmed that they would need to come together as one before BB&O could merge properly.

The Chairman commented that Lancashire were the last county to merge, and he felt this was good for golf and should be encouraged.

9. Date of next meeting – TBC March/April 2025

Meeting Closed at 10.25