



**THE FEDERATION OF EUROPEAN GOLF GREENKEEPERS ASSOCIATIONS
MINUTES OF THE 23RD ANNUAL GENERAL MEETING HELD AT THE
GALWAY BAY HOTEL, GALWAY, REP OF IRELAND, 19TH FEBRUARY 2020**

1. Opening of the Annual General Meeting:

Joel Nunes (Vice Chairman) opened the meeting and welcomed everyone to the 23rd AGM and thanked them for their attendance. Joel Nunes recorded the apologies of Paul Worster (Chairman) who had returned home because his wife, Hazel had taken ill.

2. Identifying the Member Associations present:

18 Member Associations and their representatives were identified as follows:

Austria:	Andreas Leutgeb
Belgium:	Philippe Mallaerts
Bulgaria:	Yavor Atanasov
Czech Republic:	Miloslav Trojan
Denmark:	Martin Nilsson
Estonia:	Paul Marley
Finland:	Janne Lehto
Germany:	Frank Schafer
Iceland:	Einar Gestur Jonasson
Italy:	Giuseppe Serenelli
Netherlands:	Jannes Landkroon
Norway:	Agne Strom
Portugal:	Luis Fialho
Republic of Ireland:	Damian McLaverty
United Kingdom:	Scott Reeves
USA:	John Fulling
Sweden:	Goran Tyrsing
Switzerland:	Adrian Schwarz

Apologies were given from Hungary and Slovenia

3. Passing of Minutes from the last AGM:

Minutes were passed by the meeting

4. Matters arising from the last AGM:

None

5. The Boards report on the year's administration:

The Annual report had been sent out to all Members – This was passed and with no comments.

6. Passing the statement of accounts for the past year:

The 2019 FEGGA accounts had been presented to the members via email ahead of the AGM.

Joel Nunes asked Dean Cleaver to provide a brief overview of the accounts:

2019 had been a very challenging year, and this had been forecast as documented within the 2018 annual report. The result of making a loss for the year was very disappointing, and key reasons resulting in this loss were highlighted as below:

- Planned initiatives for 2019 had not come through to fruition. It was pointed out that these were still ongoing, and the board were confident in these reaching positive conclusions.
- The result of losing a Conference Sponsor, had a major impact
- Exchange rates also have an impact in how the accounts are produced, and not represent a 100% reflection of the produced end of year accounts.
- FEGGA had worked hard at keeping the costs to a low level; No face to face board meeting was held; Association support was minimised as much as possible. Apart from administration fees, there was not so much more that could be reduced.
- FEGGA have in the past years subsidised associations conference fees and in reviewing the year ahead for 2019, took a decision to stop this and this will have a positive impact on the 2020 year.
- Membership fees although consistent represent a low percentage of annual income and the FEGGA Board recognises that future membership growth will be restricted to smaller and developing golf countries which will not vastly increase revenue. The FEGGA Board do not consider it appropriate to increase Membership or Patron fees more than the agreed rate of inflation, therefore the focus on income will remain in other areas to enable us to continue with the services we offer and want to expand on.

Goran Tyrising (Sweden) commented that the deficit was very concerning and raised a number of questions, these being:

- *What measures were taken to resolve the situation as it was clear that problems were developing during the 3rd and 4th quarter* - Dean Cleaver answered that actually measures, as best they could were being taken in the 1st and 2nd quarter. In fact, the 2nd and 3rd quarters were the main challenge, with performance in the 4th quarter proving to be much better. This resulting in putting us in a more positive position at the time of this AGM.
- *What measures were introduced to make savings* – FEGGA had worked hard at keeping the costs to a low level, No face to face board meeting was held, Association support was minimised as much as possible, but apart from administration fees, there was not so much more that could be reduced.
- *Were measures taken to look at the raising of sponsorship fees, Patron fees, improved benefits through these packages that are offered* – Dean Cleaver answered that FEGGA sponsorship, in particular are at a high level already, and we are always looking at increasing benefits to our partners, today's networking session is one example of that. It's not realistic to be able to increase these packages further. Our Patron Memberships are not viewed as a pure form of sponsorship, they are a membership. This is set like our Association membership at the beginning of the year and cannot be changed midway through the year.
- *A budget should have been shown alongside the end of year accounts* – It was agreed that last years budget and the 2020 budget should have been highlighted within the meeting.

Frank Schafer (Germany) asked whether consideration had been given to creating different levels of membership and sponsorship – With regard to association membership, there were currently three levels of membership, which relates to size of the association. As indicated although it would be very beneficial to increase these levels to have a more sustainable amount of core funding, most associations could not afford to pay more and certainly the very small associations are already at a limit of what they could afford to pay.

Regarding Patron Membership, this has been a very successful membership category, and was dramatically increased quite some years ago, so the board feel it would be very hard to justify a further increase. In terms of creating levels for this kind of membership. The feedback from our conversations with patrons is that they feel FEGGA has created a very unique balance of membership that works for all patrons. The larger organisations

do have opportunities to engage further with initiatives like the FEGGA Conference and other initiatives that are operated through the services to associations.

Dean Cleaver also made reference to the fact that FEGGA's role does not always put its partners in front of greenkeepers like national associations, so the benefits that come to our partners having direct contact can be very limited and not always providing the benefit they are seeking. This was another reason why the networking session at the Conference was very important to FEGGA in providing valuable benefits to them.

The board did agree to look further at this suggestion during the coming year.

The Accounts were passed by the meeting.

7. Deciding the amount of Membership fees for 2020:

The board proposed a subscription increase of 2% for 2020.

The Meeting agreed to this increase.

8. Elections:

Goran Tyrasing raised questions regarding the elections of board members, and whether FEGGA were using the correct protocol of proposing and electing. Dean Cleaver answered this by saying that board members currently serving and seeking further election were proposed by the board and in writing to the members. The AGM then had to approve this at the AGM. All associations had the right to formally nominate alternative members as per the constitution.

Goran Tyrasing raised questions regarding the leadership of the chairman and was not supportive of approving him for a new term of two years.

Following open discussion, it was proposed and approved by majority that Paul Worster, Joel Nunes, and Emmi Pietarila were elected for a term of one year.

Koert Donkers and Martin Nilsson were both one year through a two-year term and had a further one year to serve.

9. Any Other business:

Jim Croxton (BIGGA) commented that different associations want different things from their membership of FEGGA. This did create challenges in terms of what FEGGA focused on in terms of delivery of membership services and support.

Rhett Evans (GCSAA) felt that this should be addressed in a more focused business plan to try and overcome some of these challenges, and to create more understanding about the realities of what can be delivered.

Jannes Landkroon (Netherlands) asked if the FEGGA Conference and International Summit Presentations would be shared through the FEGGA website – Yes, they will be.

10. Date of the next Annual General Meeting:

The 2021 Conference was proposed and approved to be held in Germany – 23 -26 February 2021.

Actual date of AGM would be announced once the programming of the Conference was in process.

Dean Cleaver
Executive Officer

Joel Nunes
Vice Chairman