

Minutes of Meeting of Board of Directors at Bull Bay Golf Club on Monday 19th January 2026 at 17.45

Attending: Nicky Mackenzie (NM), Ian Norgain (IN), Charles Jones (CCJ), Jon Bingham (Captain), Elfed Rowlands (President), Steve Bebbington (SB).

Matters Arising

Minutes of the previous meeting had not been fully approved. Now done and to be posted to website

1. Finance update

SB advised that as a result of the inclement weather through December and January the Clubs reserves had been depleted albeit not to a point where it would cause concern.

We have now received the Grant Approval letter relating to the project to improve the pathways around the course and receipt of funds is conditional on the work being completed by mid-March 2026. We have already used some of Club funds to enable us to commence this work.

The Club has taken up a new electricity supplier contract after the installation of the solar panels. Our first payment already shows a reduction in costs for a comparable period last year. Let's hope this continues.

2. Wage costs

SB updated on the Clubs current level of wage costs which are broadly in line with expectations from the start of the financial year and which were likely to present a challenge given the increases in National Minimum Wage and Employers National Insurance. As these are to increase again from April 2026 a full review of the Club's wage bill has been undertaken. It is evident the increase in costs is likely to be significant. These will again need to be closely managed. SB provided a copy of proposed pay rates for 2026 / 2027 with rationale, and which were discussed at length and approved by the Directors.

3. Membership fees

A great deal of work has been undertaken by ER and a team to review of membership levels and propose any necessary changes. The Board wishes to place on record their thanks for this work. SB presented a schedule of proposed fee levels and category changes which also detailed anticipated income for the coming year (assuming membership levels are maintained). Agreement was reached as to the proposed changes and fee levels. A communication is to be issued shortly to explain what the changes mean to members with renewal letters being sent out in due course.

4. House Committee

CCJ advised that Carlsberg Marston, our beer suppliers, had provided us with a notice of increase in prices. As such a review was to be undertaken in order to ensure prices remain competitive whilst at the same time covering our costs.

CCJ also went on to say that feedback in respect of our caterer, Elen, remains very good. Elen will be taking a few well-earned days off at the end of January and a communication is to be issued to the members to advise. Bingo and quiz nights continue to be well supported there will also be additional events being held at the Club towards the end of the month.

5. Greens

CoG has prepared an updating report in respect of the course and this is being issued separately to the membership.

6. Staff

Alan Hart started his employment as Administration Manager on 7th January 2026 and we are delighted with the progress he has made to date, working well with Natalie in the office.

Staff wage review has been covered under point 2 above.

7. Open week review

IN updated that the sub - committee has now met. Matters covered were competitions held during the week and future viability, prize money consistency between gents and ladies and prizes for top 2 and top 3 positions. IN also went on to say that he would be speaking with Chair of Handicaps regarding sponsorship monies and prize sponsors.

It is felt that green fees during open week are on a par with other clubs. As such consideration is to be given as to whether we as a club incentivise visitors, even if simply a bacon roll or a cup of coffee.

A better way of attracting visitors may be to attract visitors through our social media by advertising the prize fund available so that people can see what is on offer.

The Texas Scramble event continues to be very successful although formats for other events held during the week will be looked at and help is sought from any member wishing to become involved in this process.

8. Annual General Meeting

Bull Bay Golf Club's 100th AGM is to be held on Friday 27th March 2026 in the clubhouse. Reports are needed from the Captain / President / Board to go to print in readiness for the AGM. A communication giving notice of the event needs to be issued by 13th February 2026 with nominations for directors being received by 27th February 2026.

Any member wishing to register their interest as a member of the Board will need to submit a "CV" in advance of the AGM.

9. Marketing

ER wished to raise this matter through his attendance at the meeting. Whilst it is acknowledged that we do some marketing of the Club there is the view that we could always do more. Some clubs have professional input which comes at a cost, and where here at BBGC there is little budget for this. We do have staff who are well capable of working on this with guidance and there is the view that they are probably best placed to do this. However, we are to look into this further to see if we can establish some input from our membership who may have experience in this field. Subject matter for future Board.

10. Governance

The Club is need of volunteers to undertake the role of Health and Safety Officer. CCJ is to speak to a number of members to see if a working team can be set up to handle these matters.

The Club also needs someone to take on the role of Welfare Officer. Geraint Roberts has agreed to take on this responsibility.

Next meeting to take place on Monday 16th February 2026 at 17.45 at BBGC

Meeting closed at 19.25