



---

# **BUCKINGHAMSHIRE COUNTY LADIES GOLF ASSOCIATION**

---

## **DELEGATES' MEETING MINUTES**

---

---

### **ZOOM CALL WEDNESDAY 22 FEBRUARY 2023**

---

**16.00 - 17.30**

<b>PRESENT:</b> Susanna Mitterer (SM)	Captain/England Golf Voting Representative
Lynda Hilton (LH)	President
Fiona Robb (FR)	Hon Secretary
Alison Cadwell (AC)	Treasurer
Jackie Maher (JM)	Competition Secretary
Lois Shoosmith (LS)	Seniors Captain
Delyth Barnett	Ellesborough

**Affiliated Club**

**Delegate/Representative**

Beaconsfield	Ingrid Creighton, Janet Beal
Buckingham	Bernie Howe
Burnham Beeches	Aggie, Bzinskowska, Gilly Simpson, Maggie Southerden, Rosemary de Lacy
Chartridge Park	Judy Fuller, Trish Morrisby
Chiltern Forest	Margaret Pitman, Annemarie Otteridge
Denham	Dot Kelleher
Ellesborough	Marilyn Plummer
Flackwell Heath	Susan Leigh, Marie Winning
Gerrards Cross	Julia French
Harleyford	Gill Redman
Harewood Downs	Gilly Brewer
Hazlemere	Alison Cadwell
Huntswood	Diane Foreman, Roz Stoakes- Nolder
Lambourne	Norma Lee
Oakland Park	Lynda Hilton
Weston Turville	Yvonne Black
Woburn	Alison Rennison, Jenny Denyer
Wycombe Heights	Margaret Devlin

**1. WELCOME:**

The County Captain, Susanna Mitterer welcomed all the Delegates and Club Representatives to Delegates' Meeting .

**2. APOLOGIES:**

12 Apologies were received from the following ladies:

Katie Reid - Gerrards Cross  
Karen Scott - Hazlemere  
Sue Moore- Buckingham  
Sandra Siggers and Jan Lewis - Stowe  
Jill Peppett and Sue Pomeroy - Princes Risborough  
Alison Kavanagh- Woburn  
Caroline Bond - Thorney Park  
Debbie Quigley - Wexham Park  
Annie Slattery - Farnham Park  
Anthea Hickman - Wycombe Heights

**3. MINUTES OF MEETING HELD ON 30 NOVEMBER 2022:**

The minutes had previously been posted on the BCLGA website, they were agreed and signed by the Secretary on behalf of the County as a true record.

**4. MATTERS ARISING:**

There were no matters arising. Since the last Meeting SM reported that Rosemary de Lacy had been appointed as the Competitions Assistant for the Bucks Shield and Inter-club Foursomes; and FR had distributed the Centenary Handbook to all the affiliated clubs in County.

**5. WOMEN IN GOLF:**

SM reported at the last meeting we held a WiG Charter workshop, and now the County Charter has been submitted to England Golf in early December and we had acknowledgement from EG that they had received it. SM will follow up with EG as not heard anything since. We will start working towards our 7 commitments on the County Charter. We have had a session with Jenny Denyer, our Charter Champion, to sense check our objectives. We will work towards achieving our objectives and commitments in the next 6 months. At the last meeting you asked to hear a little more about some of the County Clubs journeys who have already achieved Charter status, so we have Maggie Southerden from Burnham Beeches and Annemarie Otteridge from Chiltern Forest to share their experiences with us today.

SM had asked Maggie and Annemarie to focus on 3 key areas in their presentations:

- How you created interest in commitment
- Briefly describe the journey and what your focus areas are
- What targets have you set yourself

## Burnham Beeches - Maggie Southerden

Burnham Beeches is a private members club & the structure has a **Board** which takes care of Financial matters, Marketing etc, **Captain's Committee** with a Club Captain which is responsible for golf-related matters, and there is a **Ladies Committee** with a Lady Captain. Each of the 3 committees were involved at various stages.

Just over a year ago it was agreed that the club should be signed up to the Women in Golf Charter, this was agreed by the Captain's Committee as it affects the whole club. The Ladies Committee were tasked with preparing a draft document. Other club's examples were looked at and it was honed down to what was pertinent to Burnham Beeches. This took 3 months of refinement between the Ladies & Captains Committees.

The Captain was really supportive and drove this, without his support it may not have happened. The Club Captain & the Ladies Vice Captain met representatives from England Golf who provided valuable guidance on detailing objectives, current situation and how to achieve the objectives along with target dates. After some final reviews the Charter was presented to the Board for discussion after some minor changes, the Charter was signed by the Chair of the Board, the Club Captain, the Ladies Captain and the Charter Champion (M Southerden). England Golf then certified the Charter.

It was quite quick (from 4th Feb-17 Oct). It was fairly straight forward with the Ladies Captain and the Club Captain being very proactive for the Charter.

How do Burnham Beeches plan to progress:

	Description	Targets/Progress
1	Increase the number of women golfers within the Club.	Work in progress. Arranging women only sessions to attract new/beginner golfers; applied to run GGR again in 2023.
2a	Ladies captain to have the same rights to attend Board meetings as Club Captain	Achieved
2b	To have a Ladies' and Men's Captain of equal status	Work in progress. To be voted on at AGM in April.
3	To promote volunteering opportunities for women and girls in the Club	Work in progress. Members survey invited interested parties to find out more.
4	To move from gender-based to ability-based tees	Work in progress.
5	To stage mixed gender individual competitions	Have already trialled. More events planned for 2023.
6	To promote female presence on the Board	Work in progress
7	Appoint designated Charter Champion(s)	Achieved

It should be noted that most members are in favour of this change to being a progressive club.

For good practice every quarter a report is given to the Board and Captains Committee on progress.... see chart above. It should be noted that the change to the Captain's will require 75% of the voting members, there is documentation that will be sent out prior to the AGM with more information.

## **See Appendix 1 for Burnham Beeches Charter Submission Statement**

### **Questions:**

How does the gender based tees work? Some of the ladies like the opportunity to play from different tees, not decided yet. They have been looking at tees based on ability rather than gender. It will not happen immediately. Not all of the tees are rated for women.

Where did you find the examples for building the Burnham Beeches model? Best to check with England Golf, information on the website and they will also be willing to help.

Lambourne have new Purple tee .. they still need to have it assessed but it will allow competitions to be played off different tees.

SM thanked Margaret - it was really useful.

## **Chiltern Forest - Annemarie Otteridge**

### **See Appendix 2 for Annemarie's presentation slides.**

Chiltern Forrest looked at 4 main areas for their Women in Golf Charter:

- The R&A launched the Women in Golf Charter in May 2018, supported by England Golf and other organisations from across the industry.
- To encourage more women and girls to play the game and join clubs
- To inspire more families to enjoy golf as a group leisure activity
- To open up more opportunities for women to work within the golf industry

As well as the above it is to enjoy golf as a family as well as enabling women to think about a career in golf, from apprenticeships, work experience, schools in catering, ground staff etc etc.

What do Chiltern Forest want out of this? We are inclusive, enthusiastic, friendly with over 35 women out of 500 members, although no junior girls. It was felt that something needed to be done to enable the club to offer something for women, families and girls.

To enable the club to be able to achieve this it was necessary to look at what other clubs had done before eg. web-sites, pledges etc. A draft was created which was put through the Management Committee and we created a plan. It needed to be aspirational, realistic and forward-thinking and inclusive as well as being open to new ideas. A Logic Model was used to help clarify the thinking: what resources do we have? what is the demand? who do we want to get involved with? who can help us? How do we organise ourselves? What are the products and services we can offer? We needed to make sure everyone was totally committed to achieving it. What are the outcomes: shorter, medium & long term? What do we expect the future to look like in 3 years time.

A number of actions were identified that the Club has committed to achieve, Ensure that the atmosphere in and around the club is inviting, welcoming and supportive for everyone

- Maintain and promote a representation of women on all Committees across the club and in senior roles substantially in excess of the proportion of women at the club. Ensure all management roles are open to women and men alike by actively promoting these positions linked to appropriate role descriptors that are not gender specific
- Deliver a minimum number of 2 initiatives each year targeting women/girls and families that are aligned with key England Golf campaigns. Seek to increase the number of women golfers at the club by 15% year on year.
- Formally promote inclusion to the wider community via the club website, social media accounts and local community groups
- Improve clubhouse and on-course toilet facilities for women/girls, applying for grants to enable this work to take place

- Maintain the membership pathways for women/girls and families to join and progress within the club
- Have designated Champions/Mentors within the club who can assist and support new participants and members
- Appoint a designated Charter Champion within the club who, with support from the Management Committee, would be instrumental in integrating the Women in Golf Charter at CFGC acting as the key point of contact with the R&A and national associations and taking the lead in implementing the club's Women in Golf Charter commitments.

Action plans have been put in place and are being monitored to enable us to monitor our progress eg. improved women's changing facilities through grants, women's academy, photoshoots, 9-hole happy hours, advertising etc. Provide flexibility of differing age groups and circumstances eg. working, non-working, young mothers. Buddies have been put in place for new members so that there is someone to help them feel welcome and supported.

It is important that plans are put in place: Communications Plan, Marketing Plan and Policy to support the initiatives and that your club, and women's sections are being promoted.

England Golf are there to help, there is a toolkit, they will look at plans, actions. They have been very supportive and committed in supporting clubs.

The process has been quick, within 2 months from start to submitting the Charter.

There are a number of inspirational people in the professional ranks but we can all help to inspire people to be part of our clubs. We can be inclusive and be able to play with everybody and everybody can make a difference.

Annemarie would be very happy for anyone to contact her via email ([annemario@hotmail.co.uk](mailto:annemario@hotmail.co.uk)) if they would like to talk to her about Chiltern Forest's journey.

SM thanked Annemarie for her presentation and her enthusiasm.

## 6. **VACANCIES:**

SM reported that there will be four vacancies for the Exec Committee members from October 2023, and she would be very pleased if you could spread the word amongst your members for these 4 important roles.

**Honorary Secretary** to replace Fiona - a 3-year commitment with an option to extend up to a further 2 years.

**Junior Organiser** to replace Delyth - a 3-year commitment with an option to extend up to a further 2 years. Delyth would like to find someone sooner so that they can shadow Delyth during the summer months.

**Seniors' Captain** to replace Lois - a 2-year commitment with an option to extend up to a further 2 years.

**Vice Captain** to start in late October 2023.

SM has put a section on the County Website: in Association Business - Executive Officers - then scroll to the bottom to Forthcoming vacancies on Executive Committee, where you will find the 4 roles. If you click on the individual role it will bring up the role profile. If anyone is interested in the role please contact the current person in the role to ask questions or just apply by sending an email to the Honorary Secretary in the first instance.

## 7. **BUCKS SHIELD DRAW:**

The Bucks Shield Draw took place with Jackie, Fiona and Rosemary (the new Competitions Assistant) pulling the names out of the hat. Rosemary to put the draw up on the website. The draw was as follows:

**Round 1 Match:** Woburn vs Beaconsfield

**Round 2 Matches:**

Winner of Woburn & Beaconsfield vs Chartridge Park

Ellesborough vs Gerrards Cross

Huntswood vs Lambourne

Harleyford vs Flackwell Heath

Burnham Beeches vs Weston Turville

Chiltern Forest vs Denham

Harewood Downs vs Buckingham

Wexham Park vs Hazlemere

LH asked about home advantage. JM indicated there is no home advantage as the teams play both home and away matches in each round.

Also as Round 1 is a shortened round in terms of teams playing, there is no problem with Woburn or Beaconsfield approaching Chartridge Park to sort some provisional dates for the Round 2 matches on the assumption of winning Round 1, so that they can be organised ahead of completing the Round 1 matches.

Dot Kelleher, Denham asked about the dates for Rounds 1 and 2. JM: the dates will be on the website when Rosemary has finished putting the matches up very shortly. The dates / times are also on the Rules of the Bucks Shield which are already on the website in the Bucks Shield section.

**8. COUNTY CENTENARY LUNCH 8 MARCH AT WOBURN:**

SM: the entry deadline is midnight tonight, so if you have not sent in your application please be quick to do so.

SM wished to extend a huge big thank you to the 24 clubs who had kindly donated 4-ball vouchers for the Silent Auction at the Lunch. The Silent Auction forms together with the Lot List will go up on the website in the next week, to allow those individuals not attending the lunch the opportunity to submit a bid via email for the 4-ball vouchers.

**9. HANDICAP SEMINAR 9 MARCH AT HAZLEMERE:**

FR reported that 52 participants from 21 clubs have registered to attend. The evening will be conducted by Christine Bishop, Regional Handicaps Advisor with Karen Scott, County Handicaps Advisor. Zoe Wright, England Golf Regional Support Officer will be there to support Christine and Karen. Plus Janet Beal, County Rules Advisor will also be at Hazlemere to answer any rules questions.

Janet: indicated that she is available to go to the County Clubs and run a Rules Presentation Session. The sessions have been popular to date. There is a Rules Page on the Website (under Association Business - Rules Information) where you can find Janet's contact details if you wish to book a session or contact here with regards to any Rules questions.

Also the R&A have asked Janet to promote the new R&A Rules App so Janet will send a poster to FR to send out to all the County Delegates to be put up in your Clubs. The post will give you the details as to how to download the R&A Rules App onto your phones as this is the easiest way get to the rules of golf when out on the course.

**10. VICE CAPTAINS MEETING 11 APRIL AT GERRARDS CROSS:**

SM reported that the usual Vice Captains Meeting will be taking place on 11 April at 11.30 am at Gerrards Cross and that FR will be sending out the email invites, Vice Captains Information Pack together with the Agenda nearer the time. However please remind your Vice Captains about the date and time of the meeting.

FR reported that some clubs have not yet notified FR of their Vice Captain, so asked for the Delegates and/or Ladies Captains to let FR know of any newly appointed Vice Captains so that FR can update the County Club Officials records and that they receive the invite to the meeting at Gerrards Cross in April.

**11. GALA DAY 18 JULY AT HARLEYFORD:**

SM reported that she had received 35 registrations /bookings for the Gala Day which means we can accommodate put to 120-150 more bookings for Gala Day, so please continue to promote the Gala Day at your respective clubs. We have lots of slots for all the different offerings except for the Swing Studio, where we only could have 20 spots, and which now only has 3 spots left at 5.30 pm, as it has been very popular. Please check the website for the Booking Form, Poster and Leaflet and get your entries in.

**12. CENTENARY HANDBOOK:**

SM wanted to say a very big thank you to Fiona who has pulled out all the stops to get this Handbook out to the Clubs. She had to get the Exec Team organised to sort and agree all the dates for the competitions and various events throughout 2023, create the proof for the printers, and then produce the packs of handbooks and posters that went out the Clubs in early January. FR indicated she still had some Handbooks left if any clubs needed some more. She will be taking some handbooks to the /county Lunch so ladies can pick them up from the county Lunch, our just email her and she can post some ore out.

**13. COUNTY COMPETITIONS 2023:**

JM hoped everyone had read her report that was on the website, and if you turned to 3rd page at the end you would see the number of entries we have received for the various competitions to take place in 2023. The entries for the Knock-out competitions close on 28 February; the entries are very small so please encourage your ladies to enter the knockouts; it would be much appreciated. For those that do not know the competitions, the Rosebowl Cup is a singles knockout for ladies with Handicap Index of 18.5 and above. The Challenge Cup is for ladies of Handicap Index of 18.4 or below. The Summer Greensomes is open to ladies of handicap index up to 54.

The Champion of Champions is a club-entry for your current scratch champion to play and so far we have just had 9 entries to date from Abbey Hill, Buckingham, Burnham Beeches, Chiltern Forest, Ellesborough, Farnham Park, Harleyford, Lambourne and Oakland Park.

The following clubs have confirmed they will not be putting an entry in: Beaconsfield, Chartridge Park, Datchet, Princes Risborough, Thorney Park, Wexham Park, and Whiteleaf.

We would be very grateful if you would please chase up for further entries for the Champion of Champions. SM reminded everyone that the winner of the County Champion of Champions goes on to play in the countrywide champions final at Woodhall Spa.

JM also mentioned that the 1 March is the closing date for the Coronation Medal. It is a free competition for the ladies who have their 4 best meal rounds; the scratch medal is the silver prize, and the bronze prize is for the best 4 nett medal rounds. The following clubs have entered the Coronation Medals: Abbey Hill, Beaconsfield, Burnham Beeches, Ellesborough, Gerrards Cross, Harleyford, Huntswood, Stowe, Wexham Park, Whiteleaf and Wycombe Heights. Please can you chase your Handicap Secretaries to find out what has happened if you have not submitted an entry as yet.

SM was aware that some of the young ladies at clubs have not been able to enter as they are away in America on scholarships.

In May we have the Spring Meeting and the County Championships at Flackwell Heath. We are having two formats with the scratch and the nett so there is an opportunity for everyone to take part. Our President, Lynda, has sponsored a new salver for the Nett Championship. We would like to see as many entries as possible.

The Par 3 is a little later on the 22 May at Wycombe Heights and is open to all Handicaps.

The President's Summer Meeting is at Oakland Park on 28 July and is a fun competition open to all handicaps.

And lastly entries for the Centenary Competition at Woburn on 9 August. Entries are progressing and at the moment there is no need for a draw. We would love to have 62 entries for this Centenary Trophy, so look forward to receiving more entries in the coming weeks.

Ingrid Creighton, Beaconsfield: unfortunately on the February County Newsletter there was an error with the date printed as 8 August for the Centenary Trophy. It should be 9 August. It also did not link through to the website to the form. JM indicated that you can go to the County website, Special Events and the second listing is the Centenary Trophy competition with entry forms in word and pdf formats. SM will also advertise the Centenary Trophy again in the March Newsletter.

JM we would really appreciate a few more entries for the Rosebowl as there are only 3 entries to date which does not really make a competition.

LS: the Seniors Spring Meeting for anyone over 50 is at Buckingham on Thursday 27 April is short of entries.

SM: interesting to observe that entries are generally lower and down on last year which was post-Covid. It would be interesting to get your feedback as to what is going on; as to why entries have gone really, really low?

Margaret Devlin, Wycombe Heights: they have a lot of new lady golfers who have the higher handicaps and they don't have many low handicap golfers, and therefore not many ladies who are keen to enter the comps. JM: they would be perfect for the Rosebowl as that is what it was designed for, and then you could also beat us at the Par 3 comp.

SM: we have been trying hard to make our comps more inclusive by increasing the handicap limits. The Seniors' Spring Meeting is open to handicaps up to 54 and the Par 3 comp is particularly designed for high handicappers as well as the Rosebowl. Changing the format of the County Championship to include a Nett competition was done intentionally to attract more high handicappers so that it wasn't just exclusive for elite golfers. It would be wonderful to get more people to enter and participate rather than to cull some of the comps due to lack of interest.

JM: thinks there is still an image there that the comps are just for elite golfers. It's not, especially as the knockouts are an opportunity to play other courses and meet other ladies. We would all like to win, but it is the fun of the comp. JM relayed when she started to play golf, she found the handbook and thought this is a fun way to play different courses, and when her second knockout match was at Woburn, she was so excited to be playing a match at Woburn for her £10 entry fee. People can be excited by these opportunities to play courses such as Woburn.

Ingrid Creighton, Beaconsfield: fully agreed with JM. Ingrid played a number of sports at County level before she played golf. In other sports at county level you had to be a very good player to play in county comps, but that is not the message that we have in the BCLGA for our comp; it is open to all ladies and she keeps reiterating that message to the ladies at Beaconsfield. You don't have to be a single figure or scratch golfer, to enter these comps; it's for everybody. This is a key message that the Delegates need to keep addressing with our fellow members. This is about having fun, meeting new ladies playing at different courses and that you don't have to be an elite golfer to compete in these events. Sue Davis and Jan Collis at Beaconsfield have been great supporters of Bucks County events and they are both 20+ handicappers and Ingrid has asked them to do a piece for the Beaconsfield website to promote these events and encourage others to enter the county events. Perhaps other

delegates could get some of their ladies to do the same at their clubs to promote the county events and comps and give some insight into their experience of playing in the county comps.

It is sad that just 3 people have entered the Rosebowl. SM: the last thing we want to do is cancel the events. Ingrid suggested that each Delegate takes an action from this meeting to go back to their club and promote the events and perhaps get 1 or 2 ladies from their club to enter the comps and then if every club does that then the comps will have sufficient entries. It is important they identify the closing dates and encourage ladies to compete by making them aware of the closing dates etc.

Gilly Brewer, Harewood Downs: in the past we used to have teas and lunches when everybody got together and could talk and encourage the ladies to play, but unfortunately that no longer happens. Nowadays everybody plays in their disparate groups and we seldom get together and sit down and encourage people to play in these comps. You can put up as many notices as you like and send lots of emails and reminders, and Newsletters with deadline dates, but you need people to talk to the ladies and encourage them to play and you need to be on site to do that to talk to the ladies. You don't see people as often as you used to, so that is the problem.

Ingrid: at Beaconsfield we have monthly Ladies Committee with 8 members and talk about various things, then with-in our different playing groups we raise the different points and talk to our friends and encourage them to enter the events, and then they go on and talk in other different groups, so its done by word of mouth as well as the noticeboards in order encourage them to compete.

SM: communication is a huge challenge these days; we try and communicate directly to the members and they get a monthly Newsletter that goes out to 680 members. Then also the Delegates also communicate to the members at the club, and we get 3 entries for a comp, the message is just not getting across. So it may be worth workshoping that at another Delegates Meeting and seeing what other means of communication we should employ to help the Delegates be more successful and county be more successful with our events, and do we need to change our approach slightly.

Ingrid: should we look to change the name of County, as County suggests we need to be good; however Ingrid knows that would be difficult to do and how could we do that. But we do need to encourage more people. SM this links to the next point on EDI which SM was going to bring up under Any other Business.

#### **14. ANY OTHER BUSINESS:**

**Equality, Diversity and Inclusion (EDI):** most of you who are on a club committee may have seen an email letter that came out this week from the CEO of England Golf on EDI. You may remember that in the last couple of years that every club in England had to go through the SafeGolf accreditation, and implement Safeguarding Policies which had to be submitted to EG to retain their affiliation.

The next big initiative is EDI which has just been communicated out to counties and clubs that in order to retain affiliation, they will need to implement an EDI strategy, and clubs with employees will also need a disciplinary strategy linked to that as well.

SM will update our website to include this letter and a link to the EG website which has an array of templates and toolkits for EDI. SM has drafted an EDI strategy for the County, which has been sent to EG to check, and then for County to adopt. EG will help clubs to be even more Equal, Diverse and Inclusive over the next few months. This topic will be on our next Delegates Meeting agenda and possibly at the June Meeting at Buckingham we will start workshoping the topic. Some discussions within your own clubs may have started by the time we have our Delegates Meeting in June. Burnham Beeches have already started their first draft of the EDI strategy document. County will need to start engaging on EDI going forward in the next few months to attain our accreditation with EG so that we retain our affiliation going forward.

Dot Kelleher, Denham asked if there was a time limit on these policies? SM indicated that EG are launching the EDI in the first half of 2023, and this has just happened. Like SafeGolf, there is likely to be a 12 month grace period to start developing your EDI policies. All the documents are now available on the EG website where you can download templates for clubs and you can get support/help from the EG club Support Officers. FR indicated that Ben Martin from EG had indicated in an email on 20 February that the deadline for clubs and counties would be December 2024.

**15. DATE OF THE NEXT MEETING: Thursday 15 June at Buckingham Golf Club at 11.30 am.**

There will be the Coaching Session on the Driving Range for the participants with Tony Bowers from 10.00 - 11.15 am prior to the start of the Meeting at 11.30 am. Please note that pre-registration will be required so we have an indication of numbers attending.

SM thanked everyone for attending the Zoom Call and looked forward to seeing everyone face to face in June.

Signed ..... Date .....

## **APPENDIX 1: Burnham Beeches**

Click on the link to download the file [Burnham Beeches WIG Charter Document](#)

## **APPENDIX 2: Chiltern Forest**

Click on the link to download the file [Chiltern Forest WIG presentation](#)