

- Fully volunteer led team in terms of workforce, with no paid members of staff and what the Exec do is pretty impressive! We are not a business as such so don't have a flow of income/revenue necessary to pay for staffing. Some other counties do have a paid members of staff [more Unions who seem to have more money!]. So, potentially one consideration would be around any opportunities, even combined with the Union to explore any paid staff members support?
- People not wanting to come forward to take on a full-on position/people are busy and time poor. It can be daunting. Also, could we consider more open recruitment in other ways, as an example UK Support advertise non-paid roles/Exec positions of organisations on their website = <https://www.uk sport.gov.uk/jobs-in-sport/search-all-vacancies>.
- Could also look at any opportunity to promote say through Active Lincolnshire or on Indeed? <https://www.activelincolnshire.com/get-involved/jobs>
<https://www.activelincolnshire.com/get-involved/volunteering>
<https://uk.indeed.com/jobs?q=volunteer&from=searchOnHP&redirected=1&vjk=d56bce4c3c41b863>
- Educating as well as marketing and promotion to show that the LWGA is a game for all amateurs, not just elite. Perhaps even looking at our name and referencing ourselves as 'County' reinforces this even? Can we access a database of female affiliated members in the county we could reach out to and encourage to get involved with our opportunities?

SM suggestion, cribbed from all those who had submitted ideas:

Our Mission...

To provide **fun** and **competitive** golf in Lincolnshire for amateur female players of **all ages** and **all abilities**.

Who we are...

A friendly and dedicated team of volunteers, with a modern approach to golf. Our events bring people together in a social environment where competitions are run in the best spirit of the game.

We promote **INTEGRITY, RESPECT, HEALTH** and **FRIENDSHIP**.

'You don't have to be a great golfer to participate in our events or to volunteer with us.'

Our Ambition / Vision...

For all women and girls in Lincolnshire to recognize the benefits of playing golf and feel they would be welcomed into the game

Our Approach...

To **listen** to clubs and golfers' views and perspectives

To be a strong and **supportive team of volunteers**

To **champion girl's golf**

To **try new things** and not be afraid to fail

To **empower** women in golf to make a difference

What do we do?

- Organize social and competitive golf opportunities for amateur players of all ages and all abilities.
- Represent women's golf in Lincolnshire at all levels.
- Run coaching programmes to help and encourage talented golfers to reach their potential.
- Help girls have a positive early experience in the game through our development programmes.
- Select teams to represent Lincolnshire.

- Work with our stakeholders to support the betterment of sport within the county – including the Lincs Golf Union (LGU), affiliated clubs and England Golf.
- Provide help and support to clubs and members in the administration of the World Handicap System.
- Undertake course rating assessments in partnership with the LGU.

What are the challenges?

- Perception: that county golf is just for elite players and therefore many women do not feel the opportunities are for them.
- Communication:
 - Comms is generally one way.
 - Current methods do not reach all female golfers (670 of 2000+ signed up to comms at present).
 - Currently do not track how people find out about opportunities.
 - Computer literacy is a factor for some golfers signing up to events.
 - Nobody is leading on marketing and communication.
- Getting volunteers at county and club level is increasingly difficult.
- Post Covid, there continues to be a reluctance to travel to competitions.
- Club delegates roles are not clearly defined.

What are the opportunities?

- There is a chance to showcase the fun and social elements of county golf. e.g., Texas Scramble with a BBQ, Music, Spot Prizes etc.
- The volunteers are cohesive, friendly, committed and supportive – telling their stories will help to raise the profile of the LWGA.
- People could be recruited into marketing and comms roles from outside of golf – Uni's, Colleges, Volunteer Centers.
- There are 24 Charter Champions in Lincs who are willing and enthusiastic about female golf participation.
- Club delegates roles could be defined and they can be re-energised to engage more with their clubs.
- The Young Ambassadors could help with filming, stories and photographs.
- Define the audiences to communicate with and what information interests them. e.g., Competitive lower handicap golfers may want different information to newer, more social players.

Next Steps...

1. LWGA Committee to review and amend page one. Once finalised England Golf will support the creation of some digital assets.
2. Run a session for club delegates on 5th September to help define and support them in their role.
3. Identify an event to undertake some interviews, filming and photographs - England Golf to support.
4. Establish where additional skills and capacity are required and undertake a volunteer recruitment campaign.
 - supportive and encouraging to girls and women's golf.
 - stronger within the team, full volunteer support,
 - listening to the Club level players not just elite,
 - camaraderie,
 - working together to attract more women 'of all ages to start and continue playing golf.
 - Willing to try new changes without being stubborn.

Biggest Challenges:

- Communication to Club Lady Captains, look at new ways to communicate i.e., electronic or through hard copies i.e., News Letters. How often do we send out the information?? How do we reach those who don't have electronic use. MB – we need to understand what they want. What do we want to do and how can we do it? Helen – suggest we do a survey?? Add questions to sign up sheet – [how did you find out??]. Polly to send out a card to league players.
- What do we offer – i.e., informal events to encourage new ladies.
- Need extra help to bring our information to 'everyone'.
- Stacey suggested find a way to reach the core players and deliver our message. One Exec rep to be made the main contact to update the reps name/contacts. Stacey suggested use a Charter Champion. MB get the CC to be able to promote the County. SD – several clubs have men not always women – they are key volunteers and could help. Delegate Club reps – Need to motivate and encourage them to help us.

Discussion took place on how to engage with Club representatives and it was agreed MB, SD and SM would meet separately to arrange a seminar early in 2023 specifically for Club reps. Clubs need to re-elect a rep, perhaps using either a more experienced lady from a club or an outgoing Captain. HG - Club Captains have a huge influence re passing on information.

We all agreed it is difficult to provide volunteers to commit to helping Clubs, never mind County. MB – it is a challenge as women are already doing a great deal of volunteer work.

MB – summed up by saying some brands vision is not specific to what they do eg

- IKEA – create a better everyday life for many people – 'not to build furniture!'
- Tesla – to accelerate the world transition to sustainable people – 'not to take over the world!'
- MICROSOFT – a computer on every desk in every home.
- LTA – Tennis opened up
- EG - Less is more
- Sport England – ambitious, inclusive, innovative.

SM – Have viewed and taken general best bits from other county golf web sites, had incorporated in to the LWGA mission statement as:

- "Advance women's amateur golf and encourage the participation of junior girls while promoting integrity, respect for the game and friendship through individual and team competition.
- Fun environment Social Dedicated to using their money wisely".... [SM's statement]...

After discussion we agreed to follow the "Next Steps" outlined on page 3 of these minutes.

MB - what has come out of this today is you 'LWGA' are a team who work well together and your enthusiasm to try something new only really happens if you function as a supportive team as opposed to a 'pointing your finger' type of team. Important to include the fact that we've got a really supportive group of people working as a team factored in to our mission statement.

- Competitions:

MB - will try and bring in more info and provide some support for the LWGA such as infographics. Use a photographer, update the visual portfolio, short promotional videos –to go on to the LWGA website.

SM – we are really keen on promoting juniors and making sure the higher handicappers have something, but many comments heard from lower handicappers, are that they want to play serious golf at the competitive level and that they feel they are being missed out or that they are an afterthought. Need to include

everyone off high and low handicaps – ie golf 6's, socials with perhaps a BBQ 9 & dine, other more social events to bring more people in.

CI - there is a lot of disillusionment at the moment about the 54 handicap from the lower handicappers on this subject and there is no encouragement on players to try and reduce their handicaps down apart from personal pride.

SD – There should not be any embarrassment to say that part of the County is to develop/encourage juniors, as from participation you will get talent, if you only have a limited participation, you restrict talent. We should not be embarrassed to say that there will be competitions for every level.

MB – EG could help with marketing eg interviews, videography or photographer etc. They will contact us to arrange after meeting.

SMcN – we are struggling with marketing which we need to prioritise. This will be picked up by Club Rep seminar in 2023.

Margaret J needs to get a replacement for herself. We need to update our website to include a better “vacancies/volunteers page” SM to work on this.

SM thanked the EG team for their assistance and input and look forward to receiving Matt's email on the way forward.

Meeting Actual:

Apologies – Sophie Beardsall (Vice Captain), Sally Bowker (Match & Fixtures Secretary), Margaret Yelland (Central Representative)

2. Minutes of the Previous Meeting:

The Minutes, having been circulated, were not approved. Matters of amendment were discussed, SM will make amendments and sign the minutes in due course.

3. Matters Arising:

There were no matters arising.

4. Correspondence:

Kathryn had received the following emails:

- Taskers Trophy committee have invited the President to the final on 25th September but this clashed with Lady Pres Day. Agreed we would find a volunteer representative and let Taskers know by the 30 August.
- Nick Coward, Chairman of EG regarding the death of past EG President David Marsh, AS sent an email giving LWGA sincere condolences.
- Cancellation of EG Presidents Day at Woodhall G.C., due to lack of hotel facilities.
- Informed by Laura Yapp that Abigail Scott would be receiving the EG's Hero's handshake award.
- Sandy Bushby from Burghley Park G.C. replied regarding Handicap Index of the Leagues, confirming receipt of our letter regarding review of said matter.
- Acknowledgement of receipt of LWGA information regarding the EG Centenary Book.

5. Captain's Report

Nothing much to report. I have attended the county better balls both North and South this past month along

with the MNR Girls Championship at Holme Hall and the U21 Championships at Stoke Rochford. Golf is certainly in good hands with the younger generation shining through now.

Stacey has done an amazing job but I would like to thank Barbara for all the hard work she has put in with the juniors this season. Her time is much appreciated by the County so thank you very much.

6. Second Team Report

The second team have completed all of their matches now. The team featured 12 different players through the course of the matches, with 4 players making their debut in a senior county team. The standard of play was very impressive and I know that we have found 1st team players of the near future who have gained valuable experience this year. The home courses – South Kyme and Elsham, looked after us brilliantly, and we were equally welcomed at Retford and Lingdale for the away matches.

Liz and Izzy Haughton from Greetham Valley played all the matches, with Liz providing some great support for various juniors in her foursomes matches, and Izzy unbeaten in singles. The other players who represented the county in the second team this year are:

Bethany Gough – Spalding; Freya Woodiwiss – Woodhall Spa; Hattie Dow – Stoke Rochford; Gilly Grant – Greetham Valley; Eden Inglis – Spalding; Isabella Condie – Greetham Valley; Jade Baker – Market Rasen; Harriet Wilson – Lincoln; Yasmin Bass – Greetham Valley; Grace Ward – Lincoln.

The team spirit was excellent and everyone seemed to enjoy the experience, with the new players keen to have another go. I have their numbers and over the winter I shall be encouraging them all to play in the county championships in 2023!

Despite great spirit and some wonderful golf, we lost both our matches against a very seasoned Leicestershire side, and had one win and one loss against Nottinghamshire. As a result, Leicestershire are going through to the finals at the beginning of September.

7. Secretary's Report

- Confirmed the registration arrangements for the Women's Champion of Champion event at Woodhall,
- BH is down for the 2nd, however they may now not need her as they don't need an extra person, so BH may go to the Autumn meeting at Waltham instead. BH will email Tracey to follow-up.
- DC is down for the 3rd, SM is now free, if needed.
- SM is also down for the 4th.
- KJ is at the Ping Mixed Better ball at Thonock Park on the 6th.
- SM is down on the 11th for the Gents Champion of Champions at Woodhall.
- BH and DC (&9th) are down on 10th.
- KJ has to date has only received 6 completed questionnaires concerning the Scratch and Handicap Leagues. Spalding, South Kyme, Millfield, Burghley Park, Belton Woods and Cleethorpes. Of these, 3 want to remain at 20.4 for the handicap league and 3 want to increase to 24.4. There will be a meeting Tuesday and Wednesday and the matter will be discussed therein.
- A reminder will be sent out to all delegates to return their questionnaires and will put it on the website tomorrow.

8. Treasurer's Report

- £13,722.71 in the Savings Account
- £15,312.83 in the Current Account, which includes the Midlands North contribution (£3,385.64)
- Affiliation fees coming in nicely.
- The LWGA made a donation of £50 - in memory of June Miller.
- Many thanks to Chris Lloyd for his work.

9. Competition Secretary's Report

- **Autumn meeting**

A good response to the reminder sent. 64 players – 46 in the silver division and 18 in bronze. 10 teams playing for Lincolnshire Shield. Quite a few ins and outs. Might be an issue with bronze players dropping to silver before the day but after tee sheet has been done. Or vice versa.

- **Better ball Central**

45 playing. I will remind players nearer the closing time but it does clash with a few things.

- **County Am Am**

72 players

There are 674 members of the GG roster an increase of 36 since June.

Most people are getting to grips with GG and entering successfully. A couple of issues with payment – cards declined and by-passing system.

10. Junior Co-Ordinator's Report

- Report emailed to whole executive for review (will be attached to minutes)

11. Midlands North Report

- Girls Championships 8th August 2022 at Holme Hall G.C. – despite small number of participants the event went very well thanks to the generous support of the Exec. Team. I would like to thank sincerely Barbara, Kathryn, SM, Gilly and Stacey for their most welcome support throughout the day as well as Holme Hall Golf Club's Manager Andrew, his wife Sally, their Lady and Lady Vice Captain, Club Ladies and Club Staff for their generous support.
- **Reminder** – LWGA hosting the County Week at Holme Hall Golf Club - 15-18 June 2023. Need to start preparing.

12. Handicap Advisor's Report

- TM Had continued to answer queries from Handicap Secretaries and forward information from the Regional Advisor. TM also stated that the main query TM had dealt with concerned entering a General Play card whilst taking part in a non-qualifying competition. Players are not allowed to do

this and any score already entered must be deleted. The other item mentioned was that during the summer months, most competitions should be qualifying.

- AMAM's – rule with playing handicap when the team were given 100% handicap allowance. It was confirmed it must be 85%.
- MJ – Sally Cooper had raised a question regarding combination of holes submitted for handicaps. The club in question said it must be a combination of front and back 9 holes – is this correct? Only 6 x back 9 cards have been done. TMcC said it could be a Club rule but would confirm from the Rule book. SM asked TMcC to get back to MJ on the subject (see comment immediately below)
- TMcC – Rule 4.5 in the Rules of Handicapping. Unless they have separate rules for the club and the rules are published somewhere (eg on their own website or noticeboard) then they will have to accept the cards which have been put in. MJ suggested that they contact TMcC direct.

13. League Secretary's Report

- All matches have been played and have forwarded the results to KJ AND SM to check that the shifts 'up and downs' SM has checked and they are correct.
- Problems with Buggies. Some people have been using Buggies without permission from the County. Some people have complained. There has been some confusion on this subject. Should we allow for all or give a penalty? Yes – in principle, add to the new rules. If we do allow the only problem may be that clubs may not have sufficient buggies – general idea would be 'first come, first served' we leave it up to the individual teams to book buggies etc. The league team captain should indicate on the sheet who has used a buggy. PB - we don't have to make that decision now but will need to very shortly. All agreed in general principle. It will be added as part of the policy.
- One of the Scratch League finalists requested that the SL Final be on a weekend. PB thinks it is a reasonable request for the future.
- We have drafted a letter regarding the format which will be sent out to the leading clubs, team and club captains.
- MJ – A team wanted to add a C team. There has been a complaint about one team player playing in all teams as a 12 handicapper? The Club concerned thought this was very unfair and asked for the Counties opinion. PB the rules were changed last year regarding handicap categories playing in divisions - at the time we thought this was a better solution, but Covid caused some problems. Although no rules had been broken, maybe we could look at it for the future. Birdie agreed playing for all three teams did not seem to be in the spirit of the game
- SM – MJ could you suggest to the individual(s) that they complete the questionnaire and add how they would like the league to be run and forward it to the County.
- MJ – another question – The bottom division has three clubs in the division and they have heard a rumour that one of the 3 clubs may be leaving, what will happen next? PB confirmed Millfield will be leaving Division 4, SM also Waltham may be going to the Scratch Division and leaving one team in the league. PB to speak to Waltham and get an idea.
- SMN asked if it was worth having a rule that a player can only play in a maximum of two teams because it might stop them playing in all three different teams.
- SM expressed that if anyone has any personal opinions that they feed it back to their own club committee who can then put it in the questionnaire.

- PB – said it was frustrating that information regarding missing results had not been fed through to her. Some results have been several weeks behind.

14. **Course Ratings Assessor's Report**

- Waltham Windmill unhappy with their slope rating of 140 and have sent an objection. The Men's Union (Stuart Johnson and Peter Ratcliffe) attended a meeting with Waltham and tried to explain the reasons why. Despite their explanations Waltham have put in an appeal with England Golf and three assessors will redo Waltham in September.
- New ratings to be done at Lincoln G.C. – tees to be rated women off yellows and men off reds.
- Holme Hall G.C. all four tees (blue, red, yellow and white). They wanted all 4 rated for all genders. All in hand, paperwork ready to go.
- Market Rasen G.C. did book the team but the Secretary left and this had been cancelled.
- Kenwick Park G.C. was wanting to do some new gender-neutral tees, but they are waiting to get in some more permanent markers, so still waiting for this to be done, it may be done this year or maybe next.
- Pottergate G.C., hope to get done before the end of the year.
- Had a few extra helpers, Kathy & Brian Wheatley and John Harris from Elsham and another gent from Waltham, all helped at Holme Hall. Hope all have enjoyed themselves.
- Still desperate for a replacement etc. SM thanked MJ and confirmed would try and get help in creating a good advert for her job and would ask EG for assistance too.
- Birdie asked if Waltham have to take the rating EG gives even if it's 144 – MJ confirmed they would. EG hasn't made any changes to any appeals except on any physical changes to courses.

14. **Partnership Report** – haven't had a meeting yet so nothing to report.

15. **Any Other Business**

- SM – Lesley Elliott from Louth G.C. would like to join the committee, suggest that she shadows SM and/or DC/HL for one of their roles and suggest she also join us at the Reps meeting, any objections – No.
- Gilly – LWGA Match vs. the Vets Reminder 26th September.
- Next meeting – Reps Meeting 7th September 2022 – Time 10.30 at Woodhall Spa GC

Minutes reviewed and approved:

Signed Date