



# HALE GOLF CLUB

## News from Council - September 2017

At the Council Meeting on Monday 4th September, the following items were discussed and agreed.

### The "Extra Room" in the Clubhouse

Council decided unanimously that there will be a trial of 12 months during which the Club will have usage of this room for a variety of purposes. Council agreed that it was important to have a solution that gave some benefit to ALL members. The Professional will set up his practice and simulation "Swing" net at the end of the room. The room will also be available to be booked by members for other uses, including Committee Meetings, private meetings and bridge. Richard will keep a diary for the room and will manage its usage. All bookings must be made through him. It will not be sufficient to just turn up and expect to have use of the room. During the trial we will collect information about its usage and this will help to decide how to move forward in the future.

### Business Ladies Competition Tee Times

Following a recommendation from Greens Committee, it was decided that for a trial period of 12 months, provision will be made for the Business Ladies to be allocated up to two tee times on certain men's Competition Saturdays at the discretion of the Gentlemen's Competition Secretary. The way in which this will operate is explained fully in a note from the Chairman of Greens that is attached. The trial will be monitored carefully to ensure that it does not cause any problems.

### The new Extended Bar Area (the "side bar")

The side bar will be available for private parties to book in the same way that members may currently book the main dining room. Members may book the side bar for private events hosted by and paid for by the Member. For these events, a charge of £50.00 for 25 guests or more, or £35.00 for less than 25 guests, is payable. No charge is made for members' parties of fewer than 12 persons sharing use of the side bar or for funeral receptions. Guests may not arrive before 7.30 p.m. when there is a Club event. Bookings are to be made, as at present, through the Stewards.

The Stewards have asked members to be reminded that they should be notified of ALL meetings in the Clubhouse. They are anxious to avoid situations where different groups turn up expecting to use the same area.

### Car Park Improvements

A plan from Greens Committee to improve the car park and provide additional parking spaces was discussed and approved in principle. This will be discussed further at the next meeting when more details will be available.

#### Election of New Members

Council elected three new members whose names will now be posted on the notice board.

They are :

- Richard Bevan sponsored and seconded by James Mossop and David Gill
- Peter McAndrew sponsored and seconded by John Munnery and Jim Martin
- Max Jones (Junior) sponsored by Colin Jacques

Ken Hawes (On behalf of Council)

6th September 2017



## HALE GOLF CLUB

### News from Council - October 2017

At the Council Meeting on Monday 2nd October, the following items were discussed and agreed.

#### Assumptions for the 2018 Budget

The Treasurer reported that the Club's finances were in a very strong position. A detailed budget for 2018 will be presented and discussed at the November Council Meeting. The assumptions to be used for this budget were discussed and agreed.

#### Car Park Refurbishment

Council approved the use of donations received during the 2016 fund-raising to meet the expected cost of refurbishing the car park and signage (c.£8k). Work will start on this in the next few weeks with the removal of the sleepers and raised beds. The earth from this will be used to create a mound behind and to the right of the 9th green, adjacent to the road. The tarmac work will be a little later.

#### Bag Tags

To help identify bona fide members of the Club to staff and other members, we plan to re-introduce bag tags. These will be issued after 1st January when 2018 subscriptions are paid.

#### Stewards' VAT status

Due to the growth of their business over the last couple of years, the Stewards have now crossed the threshold for VAT registration. As a result, they must now register and so there will be some food price increases from 1st November. The price of drinks will not be affected

#### Trophy Cabinet

Council approved the purchase of a new Trophy Cabinet to be funded by a member's donation. The cabinet will be built from the same type of wood and similar look and feel as the Hyde Board, which

holds the photographs of Captains and President.

#### Membership Planning Sub-Committee

The sub-committee evaluating longer-term membership needs gave its first report back to Council. As noted before, the Club is in a very healthy membership position. However, we do not want to be complacent and the Committee is evaluating our requirements several years ahead. As part of their work, a very detailed analysis of our membership profile and trends during the last 6 years has been prepared. Some of the recommendations are already in hand. Others will require further work and analysis by the group.

#### Meeting/Swing Room

A sub-committee has been established to determine rules for the booking and use of the room and these are currently being finalised.

Ken Hawes (On behalf of Council)

11th October 2017



## HALE GOLF CLUB

### News from Council - November 2017

At the Council Meeting on Monday 6th November, the following items were discussed and agreed.

#### Finances and Budget for 2018

This was the main item on the agenda for the November Council Meeting and the Treasurer presented several reports covering

- a) 2017 Accounts. The Q3 results showed an influx of new members and increased bar turnover resulting in the YTD surplus being on track.
- b) Proposed changes to our accounting practices concerning the way we deal with the Capital Reserve (agreed with 2 past Treasurers and ratified by Council).
- c) The proposed budget for 2018 which was discussed and agreed by Council.

#### Pooling of water by the Main Entrance

This is a serious problem that is receiving high priority from Council. Attention is required to the drains which are not coping with the job being asked of them. A plan is now in place to address this but remedial action will take several weeks. In the meanwhile, this may involve a temporary path over the grass to gain access to the Club if and when pooling occurs.

#### The Club's Dress Code

This was discussed by Council following some suggestions for minor changes. It was decided that the Club's high standards were appreciated by both prospective and existing members and that our current Dress Code will remain in force.

Honours Boards, Photographs and Memorabilia –

Council approved proposals for:

- The design and repositioning of the Honours Boards in the dining room and the new bar area.
- The creation of new displays of former Captains' photographs to be hung in the main entrance corridor.
- The reframing and positioning of selected historic Club memorabilia and photographs on the walls in the area between the bar entrance and the gentlemen's locker room.

These changes will be implemented over the coming weeks.

Swing Room

The Professional's swing room is now up and running. Information from Richard has already been sent out in his newsletter. Richard will be delighted to show you the facilities and you can book sessions directly with him. The room is also available for meetings and other uses.

Ken Hawes (On behalf of Council)

17th November 2017



## HALE GOLF CLUB

### News from Council - January 2018

The first Council Meeting of 2018 took place on Monday 8th January. This was also attended by the new Lady and Gentleman Captains Elect. Among the agenda items, the following were discussed.

Finances

The Treasurer reported that the Club's finances are in a satisfactory position. The collection of subscriptions was well under way with most members paying by the due date. The Club would appreciate those members who have not yet paid their subscriptions doing so at the earliest opportunity.

Membership

The Club membership position remains strong. After the end-of-year movements and category changes, the membership profile remains almost identical to where it was in January 2017. Six new Full Playing Members have been approved and the name of a new prospective candidate has gone into the Membership Book. Although our pipeline of prospective members is healthy, we would always encourage new applications, if existing members have friends who are interested in joining.

#### Work on the Course

Chair of Greens reported on the extensive work being undertaken on the course to facilitate drainage and improve safety, landscaping and visibility. As soon as the improvements to the path adjacent to the 8th fairway have been completed, work will commence on replacing the bridge on the 7th with a culvert and causeway.

#### Drainage to the Entrance Path

Work will commence in the next few weeks on installing a new drain across the bottom of the car park to prevent the flooding which has occurred by the doors to the Clubhouse and Pro's shop. The paving flags outside the entrance will also be re-laid to take water away from the building. A new hand rail will be installed alongside the path and consideration is being given to the lighting. Members are asked to exercise caution whilst this work is progressing.

#### Indoor Golf

The Lady Captain reported on a very successful Ladies' Indoor Competition that the Professional had organised using his simulator, when the Ladies' Competition was cancelled due to bad weather. Perhaps we will see more of these indoor events.

#### Council Nominations

A notice will be placed on the board this week requesting nominations for officers and Council members, to be voted on at the AGM in March. The Club is run entirely by volunteers, both on Council and on the various Committees. If you feel you have something to offer, and would like to help, please speak to the Secretary or one of the Captains.

Ken Hawes (On behalf of Council)

15th January 2018



## HALE GOLF CLUB

### News from Council - May 2018

#### Trenching Machine

Council has approved the purchase of a trencher attachment to the tractor. This machine will greatly facilitate the digging of trenches for laying drains. Given the wetness of the course during recent winters, the Greens team is to be congratulated for ensuring the course remained playable. However, much further drainage work is planned and this machine will reduce the time and costs involved.

#### Bar and Catering Sub-Committee

In an effort to streamline and ensure the continued smooth operation of the bar and catering facilities

at the Club, Council have requested that a small team within the House Committee will manage this going forward. This bar and catering sub-committee will be chaired by Chris Ravenscroft, supported by Roger Sheen and Barbara Spark.

Comments, suggestions or concerns from members should be channelled through Chris, Roger or Barbara. These should be emailed to the team who will reply once they have been considered and any necessary improvements actioned. The sub-committee will meet regularly with Jason and Heather to discuss all suggestions that have been forthcoming from members.

#### Clubhouse Matters

The new photos of the past Captains will be with us shortly ... hopefully on the walls by mid June. After much investigation and diagnosis, a plumber has been engaged to address the problems with the showers.

A decision was taken to relocate the competition sign-up sheets from the changing rooms and back into the main corridor. Some reorganisation of the notice boards will therefore be necessary.

#### Membership

Club membership remains strong with four new members approved for election. However, we are never "full" and members are encouraged to promote the Club to friends who may be interested.

#### Junior Section

The Junior Section is being developed under the initiatives of a committee comprising Richard Booth, Janet Grant, Peter Hindle and Anne Webster. A paper showing objectives and a "progression ladder" for juniors was presented and accepted by Council. Council approved the committee's status as the body in Hale GC organising the activities of Junior Club members.

#### Armistice Centenary

Golf clubs throughout the UK are being encouraged to hold a special golf day to celebrate the centenary of the signing of the Armistice in November 1918, with commemorative souvenirs for the participants and a 'gold' medal for the winner. The Captains propose to hold such a mixed golf competition on Saturday 27th October.

#### Course Closures in August

The course will be closed to members on the mornings of Wednesday 15th August (from 11am to 1pm) and Wednesday 22nd August (from 9am to 1pm) to accommodate the 9 Hole competitions to be run by the Cheshire County Ladies Golf Association and the Cheshire Union of Golf Clubs respectively. Alternative "Courtesy of the Course" arrangements are being sought from local clubs.

Ken Hawes

On behalf of Council

23 May 2018



# HALE GOLF CLUB

## News from Council - October 2018

This note includes items from the September and October Council Meetings.

### Three Year Plan and Budget

The Treasurer presented an outline 3-year financial plan which was approved by Council. This gives the Club (and especially budget holders) a structure to work with over the next 3 years. Council agreed the assumptions for a more detailed budget for 2019 which will be discussed and agreed at the November Council meeting.

### Greens Projects

Chair of Greens reported that Greens' projects over the Winter will include the following:

- Work to improve drainage of the 2nd green on the left greenside bunker and to the rear of the green.
- Commence work on the Men's 9th/18th tees to realign with the fairway.
- Work to improve drainage to the front right of the 4th green.
- Remove trees and stumps to the front left of the Ladies 5th tee.
- Remove two silver birches on the bank between 5th/6th holes to improve visibility and safety from 5th tee and aid maintenance of the bank.
- Improve drainage in front of the 6th green (time permitting).

Fuller details will be provided in the forthcoming Autumn Bulletin from Greens.

Chair of Greens also reported that a "Gardening Group" is being formed by Gill Kay, to carry out much needed weeding and maintenance on the Georgia Bank.

### New Members

Since the last report, 3 full gentlemen playing members, 1 junior member and 1 temporary junior member have been elected to membership. They are:-

GFPM: Joe Mills; Graham Bryant; Sean Dwyer. Junior: Libby Shaw. Temp Junior: James Simpson.

### Assistant Secretary

Due to personal commitments, Anne Webster will be unable to provide much assistance to the Secretary for the remainder of the Club year. Ian Hunt has kindly stepped into the breach and has been co-opted to attend Council Meetings, to help Andrew and to take the minutes. Anne will continue to work on her current main project of preparing the Junior's Section policy and procedures. (See below)

### Junior's Section

Anne Webster summarised her work in preparing the Club's Safeguarding policy. The documents were based on the England Golf template and were unanimously accepted by Council. Anne has agreed to take on the role of 'Child Welfare Officer' for the club. The documents will be posted on the Club website when finalised.

#### Lady Captain's Christmas Charity Fair

This will be held on Tuesday 27th November from 7pm.

#### 9 & Brunch

The Gentleman and Lady Captains will hold three 9-hole mixed competitions on Sunday mornings this autumn, starting at 10am, on 14th October, 18th November and 9th December. Each event will be followed by a brunch in the sidebar.

#### Great War Armistice Competition

This mixed golf event will be held on Saturday 27th October. All funds raised will be donated to the British Legion Poppy Appeal. A coffee morning will also be held from 11am to 12 noon for those club members not playing in the competition.

Ken Hawes

On behalf of Council

9th October 2018



## HALE GOLF CLUB

### News from Council - May 2019

#### Finances

The Club's Q1 Finances are satisfactory showing a surplus ahead of both budget and Q1 2018. Catering showed a profit for the Club in spite of the disruption and changes to our structure following the departure of the Stewards. This is traditionally our weakest quarter so a very satisfactory result.

Green Fees are down on last year and Council is concerned that some non-playing members and some visitors and guests are not paying the fees that are due. Council asks all members to ensure that the correct fees are paid.

#### House

We welcome Peter Rowley, who joins us as Head Chef but at the same time we are sad to lose Anya Siwek who has moved on, seeking a change of career direction after being with us for 12 years. Positive comments continue to come in from members and visitors about the quality of our catering and we look forward to this continuing. Social events continue to be well supported and profitable although there was some concern at the lack of numbers for the May Ball.

Through Ian Hunt, we have managed to resolve a dispute with BT and recover £1,600 from them. We continue to investigate ways of (economically) improving the speed and reliability of our telecommunications and Broadband and progress is being made.

A new better-lit key entry pad has been installed at the front door, and extra lighting, a security camera and voice alert at the back door.

Council agreed to end the trial period allowing wedding parties to be held at the Club. The Club will no longer offer this to Members.

#### Greens

Since the new on-line booking system was introduced the Club has seen a significant increase in participation in Gentlemen's competitions. It is intended to collate similar data for the Ladies' competitions.

We continue to trial Alternative Days for both Gentlemen's and Ladies' competitions allowing some flexibility for competition secretaries and this will be reviewed at the end of the season.

The second buggy has arrived and is now available in time for the new season.

There is a concern that the spread of fusarium disease, brought in on golf shoes used on other courses, may damage our greens. Members are asked to check that their shoes are clean in such circumstances before going onto the course.

Thanks to Russell for concluding a very profitable trade-in of our old seeding machine for a smaller newer model plus a Rolla spike...achieving an unbudgeted £4k profit in the process.

#### Membership

The following new members were proposed for election and approved by Council:

Full Playing Member Nick Maxwell – (Proposer Chris Brown, Seconder Roger Sheen)

Junior Members Toby Gilder – (Proposer Paul Hilton); Freddie Fallows - (Proposer Ben Fallows)

#### Governance of the Club

Work continues on the planning and implementation of the Club's proposed move to the status of Company Limited by Guarantee. As discussed at the AGM on the 29th March, it is the intention to hold consultation meetings with members, with the first of these being planned for late September. The final approval of members will eventually be sought at a future General Meeting.

#### New Honours Board

The Gentleman and Lady Captains proposed that a new honours board be provided for the Gordon Murray Memorial Salvors mixed foursomes knock-out competition and this was approved by Council.

Ken Hawes

On behalf of Council

31st May 2019



# HALE GOLF CLUB

## News from Council - July 2019

### Development of the course

As part of the 3-year Greens Programme, Greens Committee are proposing a major change to the 3rd/12th holes and elimination of the existing 7th/16th holes. Holes 3/12 would become a double dog-leg par 5 with a new par 3 (4th/13th) returning parallel to the river. The following holes (4th/5th/6th) would be renumbered (5th/6th/7th). Further investigation and consultation with members was approved in principle by Council but no final decision will be taken without the agreement of members. The plan will be published on the notice board, and Greens will arrange consultation meetings that will include 'walking the course' tours to help members understand the merits of their plan.

### Governance

The Governance sub-committee presented its report with a proposal to make the Club a "Company Limited by Guarantee". Following advice from the English Golf Union and consultation with other local Golf Clubs, the sub-committee presented its recommended approach for a new organisation structure (necessary to accommodate a Board of Directors) and this was approved by Council. It was agreed that the proposals would be presented at consultation meetings with members in late September/early October.

### Rappax Road

The Secretary has been in negotiation with Mr Kilroe (who lives in the house overlooking the drive) to agree a plan to resurface the road, which has become very badly pitted. Both HGC and The Priory will contribute £5,000 each and the remaining amount to a total of c.£20,000 will be funded by the other residents and by Mr Kilroe, whose company will undertake the work (aggregate cost c.£30,000). As part of the arrangements, on the Club's drive the new passing places will be tarmaced and several pot-holes repaired. This agreement was approved by Council. The work is expected to be done on Wednesday/Thursday, 17th/18th July.

### Membership

Our current list of prospective male members will fill places likely to become available during the rest of this year. If Members have friends or relatives wishing to join the Club, now would be a very good time to register their interest and get them into the system so that they can take up places in 2020.

Ken Hawes

On behalf of Council

12 July 2019



# HALE GOLF CLUB

## News from Council - September 2019

### Finance

The Treasurer again reported a healthy financial situation for the Club. A half year surplus is ahead of budget and ahead of 2018. Our catering continues to be profitable. The "loan-note redemption fund" is on target. The final "retention" invoice for the Bridgewater Contract has now been paid, bringing this project to a close. Our room hire and bar income from societies has fallen away slightly and we are looking to remedy this situation. Council approved the investment to replace our dated EPOS system with an upgrade to the Club V1 System. As well as improving our current till system, this will enable future facilities such as cash-less, card-based payment and entry systems, two tier bar pricing and direct debit collection of membership subscriptions (although none of these will be implemented at present).

### Buggy Policy

A new buggy policy has been prepared and approved by Council and will be published shortly by Greens. The policy aims to protect the health and safety of members but without being restrictive to members whose mobility requires them to have use of a buggy. The Club wants to ensure that all members can enjoy the maximum use of the course safely and fairly.

### 9 hole Inclusive Competitions

These have not been well attended and unless more players support them in the future then the Club is considering abandoning them.

### Greens Programme

Council approved the 3 year Greens Programme but excluded the proposal for changes to the 3rd/12th holes that was outlined in the last News from Council. Council does not yet feel able to make a firm recommendation to members about if and how these holes should be changed. It was agreed that the emphasis in the meantime should be on delivering the more general course improvements specified in the plan with an immediate focus on the winter programme. It was also agreed that, subject to capacity within Greens, the area behind the third green should be made more accessible so that members would have the opportunity to understand what space might be available for any future potential course modifications.

### Telephone System

Council approved the replacement of our current "creaking" telephone system with a more reliable and functionally-rich, integrated telephone, broadband and members' wi-fi system. The new system will enable us to provide both the Club and members with a more resilient service in a cost-effective manner.

### The Azalea Bank

This feature, which volunteers spent many hours on only a few years ago, has fallen into neglect and become unsightly. Unless we can find volunteers to restore it to a tidy state, it will be necessary to replace it with something less ornate but more easily maintained. Chris Davies and Mike Morgan will co-ordinate activities but need volunteers to help. Please speak to them if you can put in a few hours of weeding.

## Governance

As reported previously, the Governance Sub-Committee has been looking at how to incorporate the Club as a Company limited by Guarantee. The Sub-Committee's recommendations and work so far has been accepted and approved by Council and will be presented to members at two informal consultation meetings to be held on 22nd and 29th of October at 7.30pm. Members are encouraged to attend one of these meetings.

Ken Hawes

On behalf of Council

11 September 2019



# HALE GOLF CLUB

## News from Council - November 2019

### Finance

This time last year, Council set a cautious budget for the year ahead, given that the Club was faced with several uncertainties...the remedial work to the drainage in the car park, finalising the contract with Bridgewater and the departure of the Stewards... to name but three. The Treasurer is now able to report that as of Q3 we have both exceeded our goals for this year and also exceeded the surplus made in the last financial year. This is largely attributable to unbudgeted net income from our catering (thanks to Ben and his team), the unbudgeted profit from the disposal of the seeder (thanks to Russell) and effective cost control from all sections. With the end of the year approaching fast, our focus now is on ensuring that the subscriptions for next year are collected promptly. We ask all members to help us in this matter.

### Budget for 2020

Council agreed a budget for the coming year which will allow us to continue to address some of the remaining legacy issues in the Clubhouse and also to continue to develop and improve the course. There will be a modest increase in subscriptions charges and this will be communicated to all members shortly.

### The Path on the 12th Hole

Council has approved a plan from Greens to improve the path down from the 12th tee, by increasing its length in order to reduce the gradient and, also, to resurface it with a textured rubber material (similar to that found in children's playgrounds). This should make the path both easier to walk on and much safer.

### New Siren

The Club has recently installed a new siren which will be sounded in the event of inclement weather threatening the safety of anyone playing on the course. The General Safety on the Course - Procedure for Golfers Playing in Inclement Weather document has been updated accordingly and is posted under

the 'Course' menu on the Club's web-site.

#### EPOS Till System

Members will have seen the new till system with its display of charges and photos of the course. This is working very effectively and Council has now approved the plan to implement Phase 2, which is the use of Club Cards for members. The cards will allow better, more secure access to the Clubhouse (no more reading small keypads in the dark! ... although of course you will still be able to do so) and will also allow members to pay for events, drinks and meals. More details will be forthcoming from House Committee in the near future.

#### Governance

The Governance Sub-Committee held two informal consultation meetings with members during October, where the plans for incorporating the Club were explained. Members attending were very positive about the proposals and the message from the floor was to "get on with it and make it happen!" Council has now given approval for the Sub-Committee to move to the next stage of the process, the detailed implementation of incorporation, and to employ the professional panel organised by the NGCAA to help with this. This process will take several months and is unlikely to be completed before the next Club AGM in March 2020. In the next few weeks Council intends to circulate to all Club members a précis of the presentation given at the consultation meetings.

#### Membership

Our membership levels are currently on target but we would like to see a stronger pipeline of new applicants for 2020. Past experience shows that our most successful recruitment of new members comes from the friends and family of existing Club members. We would ask members to bring their friends down to the Club and show them what a wonderful facility we have.

#### And finally....

The Dress Code (Members will know that this is a topic which is regularly discussed.)

Two on-going challenges which the Club faces are 1) making sure that we continue to attract new members to replace those that we lose and 2) ensuring that members can make the most use of the excellent facilities of the Club, especially the catering and social events. We do not want a too-rigorous and dated dress code to be a barrier to either of these objectives. With this in mind, Council has approved a new Dress Code for the Clubhouse, the details of which will be announced shortly in a circular from the Membership Committee. Our aim has been to try and relax the day-to-day dress code in the Clubhouse, whilst maintaining the traditions of the Club for specific events and occasions.

Ken Hawes

Chair of Council

November 2019



# HALE GOLF CLUB

## News from Council -January 2020

### Subscriptions

The Treasurer reported that although the due date for payment of subscriptions is the 1st January, there was still £130,000 of subscriptions remaining unpaid. Last year, our volunteer officers invested considerable time to chase payments from members, some of whom were many months late. This is also unfair on those who have paid on time. This year we intend to take firmer action. If you have not yet paid your subscription please do so without delay. Remember that the Rules of the Club prohibit the entry to competitions of members who have not paid their subscriptions.

### New Members

The following new members were elected at the Council meeting on 6th January:

Male Full Playing - Peter Wolfenden, Philip Bird, David McGlennon, Tom Sloan

Lady Full Playing – Claire Hindle

Junior – Matthew Hodder

Following the election of these six new Members it was reported that the Club now has 84 Lady Playing Members and 229 Gentlemen Playing Members.

A notice showing resignations and changes of category will be posted on the notice board after the February Council Meeting.

Council approved the continuation of the Ladies New to Golf Scheme for 2020 under the same terms as at present. Members are once again encouraged to attract new potential members from their circles of friends and contacts.

### The Course

Greens Chairman reported that there is a serious problem with drainage at the front and rear of the first green. It is thought that old clay drainage pipes may have collapsed, and further investigation is needed. It is hoped that a temporary solution of sand-filled, deep hollow-tining will ease the problem. Until the green dries out, the temporary green will remain in play

New signs will be placed on the approach to the 1st and 3rd tees to remind players what they should do to help maintain the course.

Preparatory work is already underway to replace the path from the 12th tee with a new rubber crumb path. Work is expected to be finished in February.

Work on the new 9th tee has been hampered by the exceptionally bad weather. This will not now be finished until next winter and the existing 9th tee will be retained for the summer.

### The Clubhouse

The new card-operated door entry system has now been installed. Members have been emailed and invited to request their HGC Clubcard. Members are encouraged to have a Clubcard, even if they do not use it for payments, as the entry code to the clubhouse will change frequently and the Clubcard will greatly assist.

The catering at the Club has been very favourably reported on by members. Lady Captain thanked the catering staff and the Social Committee for their hard work over the Christmas period and for the excellent decorations and many social events.

Members will have seen the new tables now installed in the Clubhouse. Thanks are due to the volunteers who spent

hours assembling them in order to save the Club unnecessary expense.

Council approved a further expenditure totalling around £11,500 on various pieces of much needed kitchen equipment.

Gordon Murray Memorial Salver

Gentleman Captain thanked House Committee for erecting this new honours board in the Clubhouse

Ken Hawes

Chair of Council



## HALE GOLF CLUB

### News from Council - June 2020

During most of the Lockdown, it has been impossible for Council to meet in person, although in June we have just held a successful Council Meeting of 16 members, using Zoom. During this period, the urgently needed discussions and decision-making were undertaken by a small working group comprising the Secretary, the Treasurer, Chairs of Greens and House and Chair of Council. The Clubhouse Manager and the Head Greenkeeper joined us on Zoom when required. Our decisions have been guided by the advice of England Golf and Trafford Council and were, when time allowed, confirmed by Council using email. The topics included such items as furloughing of staff, staff wages, the Professional, security, signage, maintenance and access to the Clubhouse and the course. This was followed by decisions regarding the easing of lockdown and the opening up of golf and catering once again. Following the successful use of Zoom to hold the June Council Meeting, the working group has now been dissolved and normal working has been resumed.

#### Finance

Although our financial position remains healthy and in normal times the outlook would be very good, there are many uncertainties lying ahead and the Treasurer's message to Council (unsurprisingly) is for the Club to be cautious in our approach to spending money.

#### Golf

Our resumption of golf, at first in pairs and then in threes, has been very successful and the occupancy of the course has been very high as those trying to book tee times will have found. (over 140 bookings per day at its peak.) The feedback has shown that 9 holes of golf can be very satisfying although we know there is a pent-up demand for 18 holes again. The re-introduction of competitions has also been successful but there were members (especially in the Men's Medal), who wanted to play but were unable to get a tee time. Hopefully the use of an alternate day will now ease this problem.

### Catering

The take away bar service has been well received and, apart from some overcrowding on the patio after the Saturday Men's competition, has worked smoothly. We are very eager to allow tables and chairs and more people on the patio once again and as soon as the present restrictions are lifted, this will be implemented. In the meanwhile, having a public footpath running in front of the Clubhouse means we have to be sensitive to both public opinion and the concern about our premises licence.

A proposal was discussed to allow the Club to provide a takeaway meal service to members, once the kitchens have been re-opened and the chef is back on site. It was agreed that a letter would be emailed to members to see how much interest there would be in such a service.

### Membership

The easing of lockdown and the resumption of golfing has brought with it an unexpected but welcome demand for membership. It would appear that after allowing the public to walk on the course while it was closed for play, Hale Golf Club is no longer the secret that it used to be! The Chair of Membership has sent a note to Members advising them of the way in which the Club plans to handle these applications, at a time when, with the Clubhouse is closed, we cannot follow the normal procedures.

The election of the following applications to membership of the Club and category changes were approved by Council:

Louise Turkington – Lady Full Playing – Proposer Janet Grant, Seconder Pete Turkington

Jack Hickson - Junior - son of Phil Hickson

Felix Tully - Junior - son of Jim and Vanessa Tully. Ted Ball - Junior

The following category changes were approved

From Lady Non-Playing to Lady Full Playing – Vanessa Tully

From Male Non-Playing to Male Full Playing – Phil Hickson, Peter Frank, Jonathan Murphy, Bernie Wilcox

### The Course

Over the last few months, while the course was closed for golf, we have given public access to the course for taking exercise. Now, we have the problem of ensuring that walkers only use the public footpaths and do not stray onto the course (unwittingly or otherwise). Signage and maps have been installed to help with this. Unfortunately, if walkers see Members who are not playing golf, walking away from the public paths then it can only encourage them to follow suit.

So for the next few weeks, Council would ask Members who are not playing golf, to stay on the public footpaths unless it is absolutely necessary to walk elsewhere.

### Greens

Our current average expenditure on water is approximately £7,000 per annum rising to £9,000 or so in particularly dry periods such as those we saw in 2018. Provision of a course water supply from a borehole has been proposed and further investigation was approved by Council. After an initial site survey, the bore hole has been drilled next to the existing irrigation tank and HGC's own water

"gusher" has been found! The cost is £12,250 + VAT and it is clear that there will be a very quick payback on this investment.

#### Dress on the Course

The Captains have noted a tendency for some gentlemen golfers, when playing on the course, to wear their shirts outside their trousers/shorts, ie not tucked in. Although such a requirement is NOT included in the Club's Dress Code it is, in effect, an unwritten rule for shirts to be 'tucked in' both on and off the course. Council confirmed that this is, indeed, a requirement and the Regulations will be changed to reflect this.

#### Visits by non-members

Rule 36 states: "No non-member shall use the Clubhouse or the course more than six times in any calendar year." Council confirmed that the "six" relates to the total number of separate visits to the Club's premises, either Clubhouse or course. The fact that a non-member may be playing 9 rather than 18 holes does not change this.

Ken Hawes  
Chair of Council  
June 2020



## HALE GOLF CLUB

### News from Council – September 2020

#### Finance

The Treasurer reported that our cash balances on 31st August were satisfactory, but we should continue to proceed with caution due to the current uncertainties.

#### Golf

Chair of Greens has already circulated a separate newsletter describing the plans for winter golf.

The new World Handicap System is scheduled to go live at the beginning of November. In preparation, all playing members have been e-mailed to familiarise them with the concept and point them to additional supporting materials which have been posted on the club website. The next critical step is for our course to be assessed and given the requisite *Course* and *Slope* ratings. Once these are available we can start to provide more specific guidance on how the system will work in practice.

#### The Course

IH reported that much work has been completed around the Men's 13<sup>th</sup> Tee, which is in danger of erosion from the Bollin.

The area behind the 3<sup>rd</sup> green has now been cleared and seeded (as agreed last year) so that Members will be able to see where the proposed new par 3 hole (to replace the current 7<sup>th</sup>) might be located. The possibilities for this hole are very exciting. Members are encouraged to take the opportunity to walk this area so that they have a clear idea of what is proposed when consultations take place.

#### Use of the Course

Demand for competition places has been the subject of much discussion recently. Council has discussed at length some of the issues around Course Usage and set up a small committee to investigate the way forward. They reported as follows and their recommendations were agreed by Council:

1. There is no quick fix to resolve the problem of competition spaces this year
2. Any single item which we might change has an immediate impact on other areas of the Club
3. Essentially this would be creating a new model for HGC for the future (which could affect membership categories, subscriptions, competitions, social activities, and the course itself)
4. This is not just a matter for Greens Committee to resolve. It would need a more inclusive team with all areas represented.
5. The starting point for such a study is to have a clear understanding of the demographics of membership, their requirements, and the way these are trending.
6. This is impossible at present given the artificial situation we are operating in due to Coronavirus and the rapidly changing rules we are trying to abide by.
7. The Club is also embarking on a significant exercise of change (Incorporation), which is going to pre-occupy the officers until the end of this year. We cannot afford to embark on another major project of change at this time.

Council has therefore, made the decision that we must wait until the climate of uncertainty under which we are operating has eased before we can commence such a study. As soon as things have settled down in the country and we have a better understanding of the "new normal" then we can discuss and plan the way forward. Until then we would ask members to be tolerant of the situation and to be thankful for the facilities and sporting opportunities that the Club is currently able to provide.

#### Catering

The catering and restaurant service on the patio and in the marquee has been a tremendous success during the Summer months. We have been careful to follow Government guidelines and hopefully we will be able to continue with our current service until it is too cold to use the marquee, probably until the end of October. Once Trafford is released from Lockdown, we will be able to cater for 6 people from different households sitting at the same table indoors. Many thanks are due to Roger, Ben and the team for their hard work in making all this possible.

#### Membership

The topic of Membership was debated at length in Council, recognising the balance between being able to accept suitable new members whilst they are available and the danger of having too many members to be accommodated on the course and in competitions. Council approved the following proposals:

1. Given the potential number of existing applicants/temporary members who may be proposed for election as Lady Full Playing members, no new entrants to the "Ladies New to Golf" Programme are to be allowed this year.

2. The maximum number of Gentleman Full Playing Members (GFPMs), previously raised to 245 in January 2020, is to be abandoned
3. Six prospective GFPMs who have been waiting for Membership for some time are to be elected from 1st October (already detailed in a separate email to members)
4. No new applications for GFPMs will be accepted for the time being. This will be reviewed in January 2021
5. Of the 30 plus applications received during the Summer, many have now completed all the requirements for membership. Rather than lose these prospective members, those who have completed all the necessary steps and have been judged to be suitable for membership, will be pre-approved so that they can become Full Playing Members once a vacancy is available. Council is investigating ways of keeping them involved and engaged until this can happen.
6. The election of the following applications to membership of the Club and category changes were also approved by Council to take effect from 1st September 2020:

Linda Pennington – Full Member – proposer Gill Kay, seconder Mandy Gilbert  
 Jane Nicholson – Full Member – proposer Jim Nicholson, seconder Sue Fallows  
 Diana Harris – Full Member – proposer Sally Wright, seconder Jane Perks  
 Isaac Povey – Junior Member  
 Tom Rogan – Junior Member

#### Society Bookings

Enquiries from golf societies and similar groups for course bookings in 2021 may be accepted in principle on Mondays and Wednesdays subject to the approval of Council. Two proposed bookings by the PGA England & Wales (North) and by the Manchester & District Past Lady Captains GS were approved by Council.

Ken Hawes  
 (On behalf of Council)  
 23<sup>rd</sup> September 2020



## HALE GOLF CLUB

### News from Council – December 2020

We have just held our last Council Meeting of 2020 and what a “roller-coaster” year it has been.

During the year, our Club has provided members with a desperately needed escape from the difficulties that Covid-19 has brought to the nation. In lockdown we (and our neighbours) were able to use the course for much needed exercise. Once golf resumed, the course saw more golf played by more people than I think it had ever experienced before. As local restaurants and bars were limited in the service they were able to offer, our outdoor marquee space was the venue of choice for members, providing superb food and an opportunity

for carefully managed social interaction. Thanks are due to all staff and volunteers who made this possible.

But these blessings also brought with them unforeseen problems. The huge demand for golf after lockdown, necessitated members rising at the crack of dawn to book a tee time. The demand for competition places at times exceeded what was available. Many traditions such as TNC, prize ceremonies, Ladies Tea, Captains lunch had to be abandoned. Only the arrival of Zoom made it possible to hold the Council and Committee meetings needed to keep everything running. And an unprecedented number of new member applications appeared at exactly the same time as we were unable to process them in the normal way.

During the year the staff and all the volunteers who give their time freely have shown ingenuity in keeping things working in the best way possible (and legally allowable!) But inevitably it has not been possible to fix everything nor to keep everybody happy.

Council recognises that the unusual circumstances that may yet be with us for some time need us to take a fresh look at the way the Club operates. Consideration needs to be given to matters such as membership numbers, course usage, the way competitions are organised, availability of and access to social events, to name but a few.

#### Demographics Strategy Group

To address these matters, Council is setting up a special sub-committee, which will begin its work in January. This sub-committee will be chaired by past-Gentleman Captain, Paul Simpson, and it will represent all sections of the Club. This exercise will not be a “knee-jerk” reaction to the events of 2020. Nor will it provide any “quick fixes” because at present we cannot say with certainty what the golfing or social landscape will look like in 2021 or what the “new normal” will be. Instead, after a period of information gathering and careful consideration and consultation, it is hoped that the exercise will provide us with a proposed blueprint for how the Club might operate in future and address some of the issues that we have encountered (and may still be encountering). Council will provide more information about this sub-committee and its remit in the New Year.

#### Immediate Membership matters

We are currently faced with the question of how to deal with the list of new applicants for membership. This is a problem that we could never have foreseen a year ago and it is a problem that many clubs would love to have. The Membership Committee worked overtime to come up with the “Pre-approved scheme” (which was approved by Council but needs ratification at a General Meeting) to vet and accept a small number of prospective members for a limited period without giving them full playing rights or access to competitions. Members will be given the full details of this scheme and asked for their opinion in a survey that will be sent out in the next few days. The results of this survey will provide valuable input to the Demographics Strategy Group when they start work in January.

Other than that, there are no plans to accept any new Gentleman Full-Playing members for the foreseeable future and the Membership Committee stopped issuing application forms for new membership in September. Of course, there will still be the need for Members to change category occasionally.

#### Incorporation of the Club

In November we sent the proposed Articles of Association and Regulations to all Members to seek their views. 116 responses were received, of which 110 were in favour of what was proposed and 6 expressed specific objections and suggested changes. Those changes have now been considered and accommodated where possible and practicable. A revised set of Articles and Regulations will be circulated to Members in a second consultation survey in the next few days. We still hope to complete incorporation during this Club year but the timescale is tight and some of the work is out of our hands, and dependent on various Government agencies.

#### Greens Matters

The Greens Staff have continued to work during the recent lockdown and despite the exceptionally wet last few weeks the course is once again open for play.

As previously advised, Council continues to evaluate the creation of a new par-3 hole behind the current 3rd Green, which could become the 4th/ 13th holes to replace the existing 7th/16th holes. If you have not already been to look then please do so. A detailed information bulletin and survey will be sent out to Members in January.

The Kahla Cup competition will be reinstated in late December. This was originally a "Fathers and Sons" event but, as we are now a club of equality, it will be re-introduced for parents and children of both sexes. Watch out for further details from James Munnery.

#### Subscriptions

Members are reminded to please pay their subscriptions promptly by 1st January 2021. Thank you if you have already paid.

Because Members paid promptly last year, the Club was in a strong cash position when Covid-19 struck and this helped us when we had to furlough staff because the clubhouse was forced to close. Our strong financial position at the beginning of the year meant that we were able to maintain staff jobs and also their full earnings while furloughed.

This year we have the ability to pay subscriptions using the Club V1 Members App (in addition to the traditional methods) and Members are encouraged to use this facility. It will greatly assist the not-inconsiderable work of allocating individual payments to Member's accounts.

#### Staff Gratuities

Another reminder that Staff Gratuities can also be paid using the Club V1 Members Hub; several bulletins have already been sent explaining how this works. If you prefer to give your gratuity by cheque or bank transfer, then this is equally acceptable but please try and do so by December 18th.

Finally, we are hopeful that we will be able to open the Clubhouse and Marquee to some socially distanced catering after the 16th December. In which case, we may be able to wish each other season's greetings as usual.

However, if not, on behalf of Council I wish you a Happy Christmas and a Prosperous and Healthy New Year.

Ken Hawes (On behalf of Council)

9<sup>th</sup> December 2020



## HALE GOLF CLUB

### News from Council – January 2021

#### Finance

The Treasurer reported that we finished 2020 strongly and open 2021 ahead of budget.

The forecast for 2021 looks positive, however we are still being cautious with non-essential expenditure until we can get a better handle on how the “Lockdown” and closure rules will affect us this year.

A number of subscriptions still remain unpaid and those Members who have not paid are asked to bring their accounts up to date as soon as possible. Members are reminded the due date for payment was 1<sup>st</sup> January.

While we are in Lockdown, those staff who are furloughed will continue to receive 100% salaries and this expenditure is partly covered by the rates grants that we are receiving.

#### Incorporation

The Governance Committee has recommended to Council, and this has been accepted, that trying to complete incorporation during this Club year is no longer possible. Council would also prefer to wait until the Club can hold a physical General Meeting in order that a proper census of Members’ views can be taken rather than trying to proceed via Zoom or survey. The Committee will continue to work to progress matters to a successful conclusion as soon as such a meeting is possible.

#### Demographic Strategy Committee

This Committee has now been agreed and approved by Council with Paul Simpson as Chair and comprising Janet Grant, Helen Davies, James Munnery and David Gill as members. As explained in December’s “News from Council”, their remit is to undertake a period of information gathering and consultation, to try and address some of the issues around membership numbers and course usage that we experienced in 2020. Members are asked not to contact the Committee at this initial stage of their work.

#### Winter Competitions

The 2021 competition programme has now been suspended due to the closure of the course following the latest COVID-19 lockdown. Although it is possible that golf may resume before Easter we should be prepared for the entire winter programme including the knockouts to be cancelled. In this event, we would hope to run the Summer competitions in accordance with the published schedules starting on April 10<sup>th</sup> for the Gentlemen with the Spring Stableford.

#### The Course - Winter Programme of Works

The agreed winter works programme is underway and is still on track to be completed before the start of the main playing season.

- Completion of the new Men's 18th tee (includes a new artificial teeing 'winter' surface for the Men's 9th).
- Completion of remedial 'boundary' works as advised by the Trustees.
- Levelling Ladies 9th tee.
- Resurfacing of paths between the 2nd and 12th tees using rubber crumb.
- Resurfacing of the path by the side of the 3rd tees using rubber crumb.
- Ongoing tree-work and drainage improvements across the course.

#### Junior Captain

Council have approved the following arrangements for the Junior Captain:

- Council will approve the JC nominee proposed by the Junior Section Organisers
- Next year's JC will be announced with the Gentleman and Lady captains in October
- Captains Drive-In will include the new JC
- JC will take up the post following the AGM at the end of March annually
- A HGC Junior Captains Board of current/past JC's will hang on the LHS of the Robinson's Clubs cabinet in the hall and will be updated with all other boards immediately after the AGM.
- The new JC photo will be taken at the same time as the Gentleman and Lady Captains' photo in Mid-January annually
- The current JC photo will be displayed in the hall on the RHS of the Robinson's cabinet
- The Current JC will stay as JC for 2021 in line with the two other current Captains

#### Pre-Approved Membership Survey

Of the 75 members responding directly to the survey, 76% agreed in principle with the concept of a Pre-Approved membership category. In answer to the additional questions, substantial percentages agreed with the subscription and joining fee proposed, the days and times available for play and the holding of events for those in the scheme.

Notwithstanding the survey result, the Membership Committee is proposing to hold the Pre-Approved concept in abeyance for the time being. Pre-Approved will form part of the various matters within the Terms of Reference of the Demographic Strategy Committee who will report on its findings later in the year.

Council would like to thank every member who took the time to reply to the survey. Several relevant and useful comments/suggestions were made and these will form a useful basis for the work of the Strategy Group. These can be viewed by entering the following link

<https://eu.jotform.com/report/21019262877105320> in your internet browser.

#### Membership Numbers

Gentlemen Full Playing: -

- This is set at a maximum of 230, the current figure, but Council confirmed it would give sympathetic

consideration to any member wishing to return from non-playing following long term illness/injury.

- No new members are to be elected until the Strategy Committee review is completed.
- No new applications for membership will be accepted (this is subject to regular review).

Lady Full Playing: -

- The current number stands at 93 with Council agreeing scope to increase this to 100 later in the year, should suitable applicants come forward, who will be required to follow the normal membership process.
- The Ladies New to Golf and Golf Access programmes are to continue in 2021 but there will be no possibility of being able to offer a Temporary Membership period.

Ken Hawes

(On behalf of Council)

23<sup>rd</sup> January 2021



## HALE GOLF CLUB

### News from Council – February 2021

#### FINANCE

The Treasurer reported on the results for what has been a remarkable year, given the disruption to the Clubhouse activities. Despite this, the Accounts show a surplus of £9,735, level with 2019. 2020 has also been a year of significant investment. We have spent a record c.£60k on course maintenance, including full provision for the new rubber crumb paths and c.£46k on capital expenditure, including replacement boilers and the new bore hole.

Any Government 'Pandemic' support received has been used to cover expenditure directly related to COVID, such as the furlough schemes, signage and screens, marquee hire, etc.

Our cash balances of c.£576k at the end of January are very strong and we must thank all Members who have paid their subscriptions promptly, showing their continuing support for our Club during this difficult time. This enables the Club to face 2021 confident that we can continue to invest and also deal with any unknowns that may arise in the year ahead. During the past year we received legacies of £31k and also grew the capital reserve by over £20k giving us a good basis for further investment projects (see Greens report below). The Loan Note Repayment reserve is ahead of budget and we continue to hold the "untouchable" £50k reserve created during the Clubhouse development. In all, a very successful financial result for the year.

(NB All the above figures are still subject to audit)

## GREENS

### The Proposed New Par 3 hole

The consultation survey resulted in a response from 181 members, of whom 171 were in favour. Following this overwhelming support, Council approved the project to go ahead. A number of constructive comments and suggestions were received, and these will be taken into account as the project progresses.

### The Rough Mower

The rough mower is reaching the end of its life with recurring reliability problems. The cost of maintenance and repair is very high and will only get worse. Council has approved a trade-in plan against a new machine which will be acquired on a 7-year lease. (No excuses this year if the rough gets too long!)

### The Practice Net Area

A plan to improve the area around the practice nets and the Harris hut was prepared by Brian Greenbank and discussed at Council last year. This area has become increasingly untidy looking and the nets are past their "sell by date". Council has now approved £20,000 of the legacy funds to be spent on implementing this plan which will comprise:

- The creation of three practice bays with new cage coverings
- Inclined bays to return the balls to the mat
- High quality sunken mats
- Rubber crumb paths leading to the nets and the Gentlemen's 1st Tee
- New low-level (100-120 cm) Yew tree hedging
- Golden gravel surroundings
- Wooden planters for screening

### Winter Programme of Works

In addition to the items listed last month, work will also be undertaken to resolve the problem of drainage in the hollow to the left of the Ladies 1st Tee.

## HOUSE

The Club has received a limited-edition print of a cartoon picture that Andrew Pendleton has donated as a memento of his many happy years at HGC. This is now hanging in the Bar Lounge.

The takeaway meal service on Sunday lunch and Friday evening has proved very popular and is more than covering its costs. The Club will continue to provide this service during Lockdown.

Ken Hawes

Chair of Council



## HALE GOLF CLUB

### News from Council – March 2021

#### Annual Accounts Y/E 31st December 2020

John Harris, from our auditors Hanley & Co, attended the March Council Meeting. He congratulated the Club on having achieved a successful year financially noting the extremely positive situation the Club is in. This was especially encouraging when considering the exceptional problems experienced during the year relating to the course and clubhouse closure forced upon us by the Covid pandemic. Council approved the Accounts and delegated powers to the Treasurer and Captains to sign the Balance Sheet of the Accounts.

#### Greens Matters

Resumption of play was discussed and a separate note has now been sent out by Chair of Greens detailing the plans and reporting on work on the course. Particular care will be needed to ensure that walkers understand that play has resumed on the 29th and that their access is now limited to Public Paths only. Marshals will be needed in the first few days to ensure that this is clear. Volunteers should contact Vicky Chamberlain.

Concern was expressed regarding the state of trees and undergrowth encroaching the public footpath between the 9th/18th fairway and the Bollin, as it was suggested that it could be a danger to walkers. The Secretary confirms that the Club has a duty of care to users of public footpaths on the Club's land to ensure there is no threat from, e.g. falling trees/branches. The NGCAA advise "our maintenance obligations extend to not obstructing the footpath and to ensuring it is not hazardous, but not to making it look pretty with flowers, etc." It will be prudent for the Club to arrange a survey of the trees adjacent to the public footpaths on the Club's land to identify any that may be diseased or otherwise pose a threat to the path 'zones'.

Council paid tribute to Brian Greenbank and his team of volunteers for their work in the construction of the new golf practice nets and the landscaping and paths around the 1st Tee.

It was reported that there is evidence of the Harris Hut being used illegally by the public, possibly for drug usage. In the short term a lock will be fitted. In the longer term, Council will discuss the future usage and positioning of the hut.

#### House Matters

There are opportunities for the Club to save energy costs and offer extra facilities to Members. Council agreed a survey (at a cost of £1000) from Anderson Goddard who have offered to perform a full energy review for the club so that we can plan what opportunities there are for us to utilise solar power generation and provide EV charging points for members in the car park. Going forward ground or air source heating systems might also be a cost effective option.

#### Membership

Council approved a letter to the applicants for male full-playing membership who had applied during 2020, advising them that there were no immediate possibilities of membership and asking if they wished to remain as applicants.

#### Safeguarding Policies

Council agreed to adopt the England Golf Safeguarding Policies for Children & Young People and Adults and the details of these have now been communicated to all Members by email.

#### 2021 AGM

The 2021 AGM will be held in a closed Zoom meeting on the 26th March. All paperwork has now been circulated to Members entitled to attend and there is an opportunity for them to submit questions in advance.

#### Changing of the guard

Five members of Council are due to retire and leave office at the AGM. They are Chris Ravenscroft, Cliff Wright, Paul Gilbert, Andrew Fishwick and Ken Hawes. Council expressed thanks on behalf of the Club for their dedicated contribution over the last few years. There are well-qualified replacements waiting in the wings and Council's work will continue uninterrupted on your behalf.

#### And finally

As this is my last News from Council, I would like to thank all those who have supported and helped me over the last four years. I now intend to follow one of the traditions of HGC and retire to the back benches from where I can enjoy telling the new comers how we used to do it in my day!

Ken Hawes

Chair of Council