



**MINUTES OF THE BOARD OF DIRECTORS OF REAL CLUB DE GOLF GUADALMINA  
March 30, 2022**

In Guadalmina Golf Club House, located in Guadalmina Alta Urbanization of San Pedro de Alcántara, Marbella, Malaga, being all members present or represented (100%), with the necessary quorum for the celebration of the Meeting, in accordance with article 28 of the Bylaws, the Extraordinary Board of Directors of the Real Club de Golf Guadalmina is held.

President	Manuel Muñoz Navarro
Vicepresident	Juan Ignacio Egaña Azurmendi
Treasurer	Carlos Costantini
Member	Pedro Alonso Rodríguez
Member	Rosaleen Cunningham
Member	Kjell Konrad Karlsen
Secretary	Alejandro Ponce de León

The Manager of the Club, Don Ignacio del Cuvillo, also attends as a guest.

In accordance with the above, the Board meets to discuss the following

## AGENDA:

Previous Bonus for workers

Look at previous agreements, PRO regulation change

Points of Generals (Presidency)

**1º.- Debate on temporary suspension of membership.**

**2º.. Proposal of dates for the next assemblies, June 27 and 28, 2022**

**3º.- Tournament of the ASSOCIATION OF GOLF COURSES OF SPAIN**

COURSE COMMITTEE

**4º.- Gardening club project.**

We are working on a comprehensive gardening project of the club.

Several budgets and proposals are being considered.

**5º.- Courses conditions**

SOUTH COURSE

NORTH COURSE

PRACTICE RANGE

NEW EMPLOYEES

COLLECTIVE LABOR AGREEMENT

SOCIAL AFFAIRS COMMITTEE

**6º.- Spring Festival April 21**

**7º.- Implementation of the electronic results card.**

**8º.- Proposals for social club improvements, to be commented by Kjell.**

COMPETITION COMMITTEE AND FACILITIES

**9º.- PROTOCOLOS TO IMPLEMENT WITH EMPLOYEES**

**10º.- new rules for the weekly PLAY & WIN tournament**

DISCIPLINARY COMMITTEE

**11º.- Analysis of the files.**

FINANCIAL COMMITTEE

**12º.- ECONOMIC AFFAIRS; EVOLUTION OF THE 2022 BUDGET**

The meeting of the Extraordinary Board of Directors begins at 18:00 pm, opened by its president, Don Manuel Muñoz who takes the floor and directs the meeting giving successive entry to the members for presentation of topics of each Committee, for the debates and for voting where appropriate

**RCGG BOARD MEETING**

**1º.- Debate on temporary suspension of membership.**

As a continuation of the debate of the previous meeting, this topic is taken up.

The president makes an analysis on the reasons that caused such a decision, mainly to try to solve the congestion of the Courses. In this regard, several measures were taken in this direction, and given the evolution of these and the number of members who have requested the incorporation of spouses and / or relatives, it is considered that lifting the provisional suspension approved previously, will not generate any type of problem.

Next, Ignacio del Cuvillo explains the figures of members, and their variations with previous years to have all the data prior to the voting.

Report on the evolution of the number of 2022 members with respect to 2021.

	2021		
	Nº Socios		Cuotas Cobradas
Categorías de socios	a (31/12/2021)	* compe	a 31/12/2021
ABONADO FAMILIAR NO JUGADOR			0
CUOTA JUNIOR (16-21)	60	0	60
MEMBER A	801	11	790
MEMBER B	949	6	943
MEMBER C	238	2	236
SOCIO NO JUGADOR			
SOCIO PROFESIONAL	3	3	0
Totales	2051	22	2029

These compensations came from special circumstances, mostly for medical reasons, for which the previous year's fee was compensated.

	2022				
	ALTAS	Altas por cambio	BAJAS	Bajas por cambio	Nº Socios a 20 Marzo/22
ABONADO FAMILIAR NO JUGADOR	1	1	0	0	2
CUOTA JUNIOR (16-21)	13	0	9	0	64
MEMBER A	15	29	8	42	795
MEMBER B	28	48	37	36	952
MEMBER C	9	12	12	18	229
SOCIO NO JUGADOR	2	6	0	0	8
SOCIO PROFESIONAL	1	0	0	0	4
Totales	69		66		2054

Receipt has been issued for 2054 members as of March 30, there are still 32 Members pending payment of the fee, as it appears in the attached report.

We have achieved 3 new members out of the 25 pursued.

When the suspension is lifted, around 6 more would be incorporated.

The measure is approved unanimously.

In any case, we will follow very closely the evolution of the new member applications to avoid the overcrowding of the club.

A study will also be made on the activation fees and the price of the green fees for members and non-members based on a comparison with at least 5 similar level courses.

## **2º.- Proposal of dates for the next assemblies, June 27 and 28, 2022**

The dates for the celebration of the RCGG ordinary assembly and the General Meeting of Guadalmina Golf S.A. must be approved-

It is proposed, previously agreed with Carlos Bustillo, legal advisor, the dates of Monday 27 for the RCGG assembly and Tuesday 28 for the General Meeting of GGSA

It is approved unanimously and the corresponding calls will be made.

## **3º.- ASSOCIATION OF GOLF COURSES IN SPAIN. National Championship**

The association of golf courses will hold its national congress in Marbella this year and have requested our club to host the presidents' golf championship in our facilities.

The proposal is to use the south course on Friday, June 3 for a few hours.

The dinner is expected to be attended by the minister and other authorities.

To compensate for the blockade of the South course, for several hours on Friday, we have asked the presidents of the nearby clubs, to compensate Guadalmina with a number of green fees equivalent to at least the number of players who will occupy our field. These green fees can be used by our members that same day through a draw, whose bases will be published in advance so that members can register.

Once the achievement of this condition is confirmed, it will be approved or not.

## **COURSE COMMITTEE**

### **4º.- Gardening club project.**

Ignacio del Cuvillo explains that they are working on a comprehensive gardening project for the club. Several budgets and proposals are being considered.

### **5º.- Courses conditions**

#### **SOUTH COURSE**

In general terms the South field is improving and it is foreseen that with the rain falling, the heat and the planned treatment, the field will be in good condition for Easter.

In the nursery there are 60 square meters of turf for greens that will be placed around the greens of holes 11 and 14. In addition, a foliar fertilizer has been made, another potassium nitrate is planned and finally a gentle treatment against the invasion of poa on the greens will be carried out.

Still remaining to recover the usual rhythm of mowing in both courses and rough, not possible to cut for reasons of humidity and that will be catch up this week in both the North and the South Course.

#### **FIRST HOLE SOUTH**

Conflict with house 620 neighbor.

A meeting was held with the owner of this property who demands a solution for the fall of balls in her home, as well as the payment of the damages caused by the numerous ball impacts that have produced breaks in tiles, swimming pool, doors etc etc. she gives us a dossier with evidentiary photos of her claim.

Some possible solutions are raised in the meeting that help solve the problem, such as:

1. Modify the hole path.
1. Place taller trees and let the rouge grow on the right at the fall of the ball.
2. Network regrowth
3. Reorient the exit tee
4. Planting tall trees
5. Elimination of a bunker on the left to generate play space.

An agreement is reached with the owner so that she takes care of 50% of the damage caused to her home and the cost of regrowth of the network. The expenses that are estimated on the field will be borne by the club.

A debate on this topic begins and the following proposals, raised by the Course Committee, are analyzed.

1. An alternative to solve this conflict without reforming the path of the hole proposed by the Course Committee would be to bury the medium voltage line that crosses the hole and place a higher protection network, this solution has a very high cost and is discarded.
1. The second option would be to eliminate the two bunkers on the left, widen the street to that side and put on the right at the height of the fall of the ball bushes and high rough that deters players from using that area that would be difficult to play. In addition, to protect the houses we would plant trees and if possible, we would raise the network.

This option is the most appropriate and we consider it viable.

It is estimated that the duration of the work to complete this agreement will be approximately one month and the start date will be about April 25.

To undertake these modifications, the authorization of Guadalmina S.A. will be necessary, to which the corresponding conformity will be requested.

### **HOLE 11 SOUTH**

Closure of the beach hole 11 south. It is proposed to completely change it and it is approved for a cost of € 23,000.

It is proposed to change the flagpoles of the holes.

The following minor budgets are also approved:

1.040 € hanger for sandbags H10S

2.746 € 36 flagpoles.

### **HOLE 1 NORTH**

Palm plantation

Extend the area of the olive trees.

Budget 11.000 €

Approved

### **HOLE 4 NORTH**

A net has been requested to protect the ladies' tee. - It is approved to install a protective shed.

Budget 2.734 €

Approved.

Stakes are going to be put in place to simulate the location.

### **HOLE 11 Y 12 NORTH**

Tramex tunnel ; repair deteriorated plates.

Using the less deteriorated perimeter plates and replacing the useless ones reduces the initial budget from 60K to 13K.

Budget 13.700 €

Approved.

It is decided to do it during May when the puncture of the north field occurs.

### **MISCELLANIOUS**

Install fence in the new parking.

Budget 1.761 €

Approved.

Conditioning garbage shed main parking.

Budget 2.044 €

Approved.

### **DRIVING RANGE**

There is a request to renew the driving range distance signs. We consider it more appropriate to put colored flags instead of posters and place a list on the ball machine indicating the distance to the corresponding color. 50;100;150 and 200.

In addition, the grass around nearby flags can be cut simulating a Green.

The posters suffer many balls impact and are quickly deteriorated.

Suggestion to request a budget, but being a lower expense it is approved.

### **NEW EMPLOYEES**

Last year a mechanic and a gardener were dismissed. This year we have promoted a gardener/plumber assistant to professional plumber. In addition, we have hired three gardeners and a mechanic. In total we have one more gardener and plumber than last year and we have replaced last year's mechanic with a mechanic with craft and experience.

Except for the mechanic, the rest have the minimum wage agreed in the collective labour agreement.

### **COLLECTIVE LABOUR AGREEMENT**

As we committed with the Works Council, we have incorporated into the collective agreement article 29 that guarantees € 50,000 of compensation for death or disability of any kind due to an accident at work or outside work.

This coverage has been covered by an insurance policy for an annual cost of € 2,500

### **SOCIAL AFFAIRS COMMITTEE**

#### **6º.- Spring Festival May 7**

The suggested date for the Spring party is May 7.

It is proposed that it will be held on a Friday or Saturday so that more people come, especially the members who work and the people who come on the weekend.

Budget for decoration and music: 1.000 €

Approved.

It is proposed to decorate the terrace with some plants.

Budget 1.000 €.

Approved.

#### **7º.- Implementation of the electronic results card.**

Electronic result cards are already in place and working.

The board remains convinced that we must continue on the path of digitalization, and even if this service could already be implemented, responding to the requests of some members, we have considered it reasonable to do so progressively.

However, everyone who wishes to use it can do so.



As an additional measure, the possibility of installing a computer will be studied for those who prefer not to enter the result on their phone and can do so at the end of the competition.

### **Bridge**

Anne Langgard assisted by Gerry Griffin have agreed to learn the bridge system used in Atalaya. The training sessions with Evelyn from Atalaya have already started and are going very well. Evelyn has been a great help in this process. We plan to open it to members soon.

### **8º.- Proposals for social club improvements**

A series of proposals and improvements have been developed for the clubhouse and facilities.

The costs and implementation times are currently being studied .

A list of proposals is attached.

## **COMPETITION COMMITTEE AND FACILITIES**

### **9º. PROTOCOLS TO IMPLEMENT REGARDING EMPLOYEES**

Location of new employees hired.

Meetings have been held to try to improve organization of groups and establish guidelines and behaviors of employees, especially Marshalls and Starters.

There is a new vacancy (Pedro).

On the restructuring, it is going in good line, courses are being given to the employees to improve the important positions. Protocols have been created by position (Jobs description) and organized shifts so that there are no overlaps.

It is suggested to have buggies with extra batteries for the Marshalls since if they are more present in the fields, they could give better service to the members.

### **10º.- New rules for the weekly tournament PLAY & WIN**

The Committee is developing new rules for this tournament in order to make it more participatory and attractive to members.

Its rules will be changed from June 1

## **DISCIPLINARY COMMITTEE.**

### **11º.- Analysis of the records**

We continue relating the progress of the open records, the proceedings carried out and in one of the two cases, it is informed that it has finally been closed with the agreement of both complainant and denounced.

## ECONOMIC COMMITTEE

### 12º.- ECONOMIC AFFAIRS; EVOLUTION OF THE 2022 BUDGET

A summary of first quarter revenue has been submitted; we are having more income than expected and budgeted, in general and in the comparison with the year 21.

#### INRESOS RCGG ENE-MAR

Cuenta	Titulo	ENE-MAR		Diferencia	%
		2022	2021		
7050000	ABONOS ANUALES	795.354,32	755.662,07	39.692,25	5,25
✔ 7050001	VENTAS GREEN-FEES	187.270,00	117.706,00	69.564,00	59,10
✔ 7050002	GREEN-FEES HOTELES Y TTOO	1.020,00	1.239,00	-219,00	-17,68
✔ 7050003	CAMPAMENTO VACACIONES NIÑOS	0,00	3.710,00	-3.710,00	-100,00
✔ 7050004	HOTEL GOLF GUADALMINA ACUERDO	53.647,75	52.473,75	1.174,00	2,24
✔ 7050005	COMPETICIONES	1.090,00	8.765,00	-7.675,00	-87,56
✔ 7050006	INGRESOS CAMPO DE PRACTICAS	12.583,00	11.368,00	1.215,00	10,69
✔ 7050008	LICENCIAS TEMPORAL.FEDERA	354,00	526,00	-172,00	-32,70
✔ 7050009	TROLLEY ELECTRICO	7.401,00	5.208,00	2.193,00	42,11
✔ 7050010	GREEN-FEES COCHES GOLF	39.978,00	20.336,00	19.642,00	96,59
✔ 7050012	CLASES TECNIFICACION ESCUELA NIÑOS	880,00	850,00	30,00	3,53
✔ 7050014	INGRESOS COMPETICIONES SOCIALES	15.846,40	0,00	15.846,40	100,00
✔ 7050015	INGRESOS POR CAMPO COQUET	1.309,00	2.470,00	-1.161,00	-47,00
✔ 7050016	ALTAS DE INGRESO AL RCGG	249.641,67	129.964,00	119.677,67	92,09
✔ 7050017	INGRESOS POR PISTA DE TENIS Y PADDE	100,00	0,00	100,00	100,00
✔ 7050020	ALQUILER USO BRIDGE	341,32	0,00	341,32	100,00
<b>Total Nivel</b>		<b>1.366.816,46</b>	<b>1.110.277,82</b>	<b>256.538,64</b>	<b>23,11</b>

In the shop, revenues are slightly below the previous quarter. The look of the store is being improved.

The rigorous management of income and expenses is generating a very positive degree of budget compliance in almost all items.

New Buggies; The information we have confirmed by the tracking of the cargo, is that the container that brings them has been received. They were lengthened on April 4 and are expected to arrive, in Spain in principle on April 14.

#### - Questions & Answers

There are no questions and answers.

**Reading and approval, where appropriate, of the minutes of the General Meeting.**

With no further business to deal with, the President closes the meeting, the present minute is issued and once read, is approved unanimously at the end of the meeting by all members attending and finally signed by the Secretary with the approval of the president.

The President  
Mr. Manuel Muñoz

---

The Secretary  
Mr. Alejandro Ponce de León

---