



STANDARD ATHLETIC CLUB

SETTING THE STANDARD SINCE 1890

ANNUAL GENERAL MEETING _in-person and virtual on Zoom

DATE: SUNDAY 16 JUNE 2024

TIME: 15h TO 18h

MINUTES _For Approval

MANAGEMENT TEAM	RICHARD PARKIN GEORGINA MARRISON ROLAND TCHERTOFF ROLAND DRANE DAVID STABAT GIGI COTHIER	On Zoom: GERALD STROUTS Apologies for absense: ISABELLE SZCZEPANSKI
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	AGENDA ITEM, including context	ACTION
1.	<u>Apologies for absense</u>	Christianne and François de Couedic, David and Nancy Quinn, Emile Freiha
3.	<u>Approval of the agenda</u>	Approved
4.	<u>Approval of Minutes EGM January 2024</u>	Approved
5.	<u>Approval and discussion of Budget 2024/2025</u>	Approved <i>We have not had a Censor for the last few weeks, so we are currently looking for a volunteer who could take on this role</i>
6.	<u>Introduction and brief report from MC</u> <u>Treasurer's report is included with the outlook and budget to the end of 2024 and budget for 2025</u>	This presentation provides an update on pool financing and the medium-term outlook for the Club <u>Pool</u> – The MC had recommended a combined loan-levy approach to pool financing, which was narrowly rejected by Members. The MC recommendation was driven by a concern that, if 100% financed, debt repayment would be too high until 5/2026 to allow the bank to authorize financing – Our bankers did indeed take this position – After discussion with the bank, we are consolidating all loans (except the Covid-loan guaranteed by the government ("PGE"), which must be kept separate by law); while discussions are not yet finalized, we assume a ~€690K 10-year term loan at 4.5% in the document presented today – The upside is that this allows us to move ahead with the pool project, while also having lower debt repayments from May 2026 (when the PGE will be repaid in full)

	<p>– The downside is that current interest rates are higher than our legacy terms (4.5% today vs. a blended average of 2.3%), and that our debt will not be fully repaid until 2034.</p> <p>This document updates the overview provided at the EGM, based on this new information</p> <p>– Debt/financials, recommended priorities and MC Motions</p> <p>Recall the “Vision” of a Club offering great social life, with excellent facilities and sustainable financials</p> <p><u>In 2020:</u> Debt was €1.8 million of accumulated liabilities on post-Covid income of €0.7m; €1 million bank debt, pending labour settlements (over €100K) and backlog of repair and maintenance (over €500K). Social life was low, with 745 Members down from 1200 in 2010; €65K B&R activity, down from €150K pre-Covid</p> <p><u>The vision:</u> No debt. Over 1000 Members; 3-4 fold increase in B&R activity (70% above pre-Covid, at €250K); regular events, music, kids’ activities.</p> <p>Our financials are in good shape, while we have more to do on Social Life Our ability to invest, reduce debt and increase service stems from the ~€250K a year in “cash from operations” we have been generating</p> <p>The annual profit/loss and net cash generated by Club activities was shown 2005-present. We have been ‘Back in the black’ since 2021 and averaging €250K in ‘free cash from operations’. This has allowed us to pay down €670K in debt in under 4 years (-60% of debts); debt will now increase to fund pool renovation.</p> <p>Debt and provisions of ~€452K today vs. >€1.1 m at end 2020.</p> <p>With the pool, we will have invested ~€650K to address the entire backlog of capital issues identified in 2020</p> <p>Replace Court 3: €30K; replace 4 clay courts: €94K ; replace terrace blind: €18K; basketball and squash: €20K ; new <i>bac à graisse</i>: €15K; fix/replace lift: €0K; renew kids’ playground: €20K; replace ground care machinery: €39K; renovate old Clubhouse exterior and interior: €22K; remove organic and construction waste: €15K. Next project: Renovate pool: 1) heating 2) water treatment; 3) liner; 4) compliance: €375K.</p> <p>We will continue to budget a more “normal” €75K annually for capital improvements to 2029</p> <p>Renew Club heating system, (dating from 1960s): €75K; Clubhouse and squash roof: €25K; Clubhouse compliance and security: €35K; Work with ONF on Club access: €30K; Invest in padel: €40-150K; Renew gym equipment: €20K; Move container which is damaging old pavilion structure and repair what is found:</p>
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	<p>€7K; Renew tennis court fencing: €100K; Replace courts 7 and 8: lighting for all outdoor courts: €100K.</p> <p>The padel investment, in particular, requires in-depth assessment to understand cost and location options</p> <p>Zoning rules Is it possible to build the required 9 metre height from ground level for an all-weather court, or would this need to be sunk into the ground? What are the costs of the various options? Are there any links to the use of Courts 7 and 8?</p> <p>Number of courts? Two would be ideal, though the investment would be larger</p> <p>Where? Our tennis court utilization is very low. This is not surprising given that our Membership is 40% down on its 2006 peak, while tennis is now less popular as a sport (down 16% in recent years according to the FFT). At the same time, Court 6 is reaching the end of its life and would require ~€30K in investment.</p> <p>Should we follow Members who are switching from tennis to padel and do the same with our facilities? Or should we pull away space from other sports or social activities? Potential locations:</p> <ul style="list-style-type: none"> • The current marquis location (with implications for events and lost revenues) • The field (with implications for our field sports and the open, forest-setting of the Club) • Extending into the Rose Garden to allow 2 courts, with implications for loss of social space <p>Looking forward, we have another 2 years of €13K monthly debt payments, before falling to ~€7K a month thereafter.</p> <p>The repayment of capital and interest falls to ~86K annual rate from mid-2026, with <i>PGE</i> ("Covid loan") paid off</p> <p>Turning to social life, activity is "on the up" with the addition of Carole to the team with a return to close to pre-Covid levels</p> <p>The target is 150K€ bar revenue this year</p> <p>We now have ~850 Members, up ~15% from late 2020</p> <p>This growth masks major "churn", which has increased to ~30%, vs. historical levels of 10-20%</p> <p>Explanation: In 2022 ~125 people joined, and ~150 left. The 275 "churn" was 35% of total Members.</p>
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	<p>We likely have a “Catch-22” in terms of the resourcing of social life and Member numbers</p> <ul style="list-style-type: none"> • Increasing the level of activity in the Club will increase retention and attract new Members ... • ... yet we are currently constrained in what we can do due to debt repayments • Less visible “back office” operations also need support, as the burden on a small number of volunteers is not sustainable • The recent physical transformation of the Club has reversed years of decline, but does not look as if it, alone, will carry us back above 1000 Members. • “Priming-the-pump” of further Membership growth will likely require additional investment in service <p>~€70K annual spend (~10% of current revenues) could provide a step-change in activity levels and social life at the Club</p> <p>Bar appropriately staffed whenever the Club is open: Always 1 person on the Bar when Club is open, with 2 in peak periods; shorter holiday closing; more high throughflow events (Friday evening, “Brunch/Breakfast” every Sunday). Junior staff free up Carole to plan more activities This additional 1000 person hours @ €25/hour would be net incremental annual cost of €25K.</p> <p>Staff on front desk 9:30 to 17:30 on weekends (Wednesday coverage from next item) 16 x 51 = 815 person hours @ €25/hr would be net €10.4K (€20.4K, less €10K additional Guest Fees)</p> <p>50% FTE to support back-office (subs, administration, sports licenses, etc.), working from front desk on Wednesday, 800 person hours (17.5 per week x 45 weeks) @ €30/hr would be net incremental annual cost of €24K.</p> <p>In-house <i>commis</i> on weekend, 1 weekday lunch, and 1 weekday evening. This would reduce purchased hours by 500 hours @ €40/hr, net incremental annual cost would be budget neutral.</p> <p>A “spotless” Club (i.e., more frequent cleaning of changing rooms, showers, bathrooms) would be 250 hours additional outsourced cleaning @ €50/hour, net incremental annual cost would be €12.5K.</p> <p>The total net incremental annual cost for these benefits would be €72K.</p> <p>However, we will not be in a position to fund this out of cash flow until mid-2026, when debt repayments will fall. Our current demands on Free Cash Flow from Operations is around €250K.</p> <p>We therefore have 2 options: “Wait” until 2026, or bridge the period to 2026, by increasing service levels immediately. The option ‘Wait’ means</p>
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		<p>continue at current level of service and activity and as PGE is paid off in mid-2026, ramp-up spending on service by ~€70K. We then continue to ramp up service levels as Membership grows. Dues remain at current level in real terms but we have a risk of erosion in service levels as “volunteer” model becomes unsustainable Risk of loss of members</p> <p>The option “Bridge/Prime-the Pump”: Members are asked to step in to contribute and fund an immediate increase in service and activity levels: we assume funding of €6K a month for the 2 years until repayment of the PGE. There is an immediate ramp-up in service levels and it could support an increase in Membership. This increase in payments is time-bounded.</p> <p>A question from Celia Amor Mahia: How we can improve activities for families at the Club? Improving the Children’s Committee can always bring new activities to the Club and there is a new Sub Committee forming, to explore possibilities of building padel courts.</p> <p>A question from Monica Greenwood concerning the One Sport bridge membership for €220. She explained to the house that there are two main bridge groups on Monday and Tuesday, and that some people only come for those days. Could there be a rate accordingly? It was decided that the matter was to be discussed among the MC and an answer given at a later date.</p>
7.	Section Reports	<p>Snooker Section: Roland Tchertoff showed that the score board had been repaired. We now have two snooker coaches who offer coaching on Friday evenings: Kevin Jackson and Shaunak Khot.</p> <p>Football Section: Laurent Brault said that they had had a good season playing games throughout the season. The highlight was the video made, which can be seen on ‘youtube’.</p> <p>Golf Section: John McCallum stood up to present the Golf Section, established at Villarceaux Golf Club since 1979. There are now 29 members with weekly social and competitive golfing provided. There are the Spring and Autumn Golf Trips, this year at Etretat in April and Omaha Beach in September. There are monthly SAC medals and regular Saturday and Wednesday leisure golf at Villarceaux Golf Club. There is a reduced rate memberships for the SAC at Villarceaux Golf Club and Longchamp Driving Range. There are Summer golf lessons at Meudon with PGA-certified instructors. SAC members can be full time members at Villarceaux and Social members at the SAC for the same cost as a standard full membership at Villarceaux. Children have free membership of the golf club and access to golf school</p> <p>Tennis section: Philippe Ayme Jouve presented the Tennis section. He explained that the tennis coach was leaving and a new structure was currently being put in place. He said the section had been very active this year with successful tournaments and the White Tennis Dinner planned to take place shortly.</p>

		<p>Squash section: Sean Lafleur presented the Squash section. There was the very successful Queen's Cup held on June 8, the same day as the Open Day. There have been Veterans' matches.</p> <p>Bridge section: Monica Greenwood took Jenny's place to present the Bridge Section. There had been numerous tournaments throughout the year. Mondays and Tuesdays continue with Bridge sessions of various levels on those days. She thanked Anne Renaud for the coaching she offers on a Sunday and congratulated Jane Brooks for the success of her team in outside tournaments</p> <p>Gym, Pilates and Step section: Gigi presented the section in Pam's absence. It is a busy, flourishing section with Step & Sculpt classes on Mondays, Pilates on Wednesdays and Pilates and Step on Saturdays.</p> <p>Junior football: Gerald presented the Junior football section saying that they have had a tremendous year counting 25 junior football players. There have been matches against international schools.</p>
8.	<u>Presentations by candidates for the Management Committee</u>	<p>Rich Parkin as President, Gerald Strouts and Roland Tchertoff as Vice-Presidents, Gigi Cothier as Treasurer and Georgina Marrison as Honorary Secretary all stand unopposed.</p> <p>For the four elected member places there are five candidates: Christine Butterworth, Roland Drane, Davis Stabat, Sarah Whitley and Isabelle Szczepanski</p>
9.	<u>Motions</u>	<p>Motion 1: That the Management Committee form a Sub-Committee, to assess the options for the development of padel at SAC. This Sub-Committee should include:</p> <ul style="list-style-type: none"> – Chair, nominated by and from the MC – An MC liaison – Representative nominated by the Tennis Section – Representative nominated by the field sports (Football, Cricket) Sections <p>The Sub-Committee should develop a recommended option and implementation plan, bearing in mind the need to move quickly while there is a shortage of facilities in France, and to balance the needs of the different sports and activities in the Club.</p>

Motion 2: Annual subscriptions for 2024/2025 should increase, on average, by the current inflation rate of 2.2%, Table 01 below.

Table 1: 2024/2025 Subscriptions By Level

SUBSCRIPTION FEES	FULL MEMBER-SHIP	SOCIAL MEMBER-SHIP
ADULT	€1360	€1070
SENIOR	€970	€810
YOUNG ADULT (30-35)	€680	NA
YOUNG ADULT (18-29)	€505	
STUDENT (18-25) (with valid 2023/24 student card)	€275	
JUNIOR (11-17)	€505	
CHILD (5-10)	€405	
INFANT (0-4)	€150	
ONE SPORT	€470	
BRIDGE, GYM, PILATES, STEP, YOGA	€225	
COUNTRY ADULT	€160	
PAUSE FOR 1 YEAR	€115	
CHILD CARER	€275	

Motion 3: The Club is completing reimbursement of substantial loans, including the *PGE* ("Covid-loan"). Based on scheduled reimbursement of the *PGE*, ~€70K in annual funds will be freed up from mid-2026 to invest in increased service levels for Members. In order to accelerate this increased service, the Management Committee shall put in place a "bridging" measure, designed to raise ~€70K per annum to be ring-fenced for increased service levels (Bar and Restaurant, cleaning and back-office administration) as of September 2024. This will be paid for as a short-term, time- bounded supplement to fees. The amounts by membership level are shown in Table 02 below. This measure will lapse at the earliest of:

1. August 31st 2026
2. When Membership increases to over 950 as of October 15th of the year in question (i.e., the completion of the Subs-Renewal process)

		<p>Table 2: Proposed Supplement From September 1st 2024, to expire no later than 31st August 2026.</p> <table><tr><th>SUBSCRIPTION FEES</th><th>FULL MEMBER-SHIP</th><th>SOCIAL MEMBER-SHIP</th></tr><tr><td>ADULT</td><td>€170</td><td>€134</td></tr><tr><td>SENIOR</td><td>€121</td><td>€101</td></tr><tr><td>YOUNG ADULT (30-35)</td><td>€85</td><td>NA</td></tr><tr><td>YOUNG ADULT (18-29)</td><td>€63</td><td></td></tr><tr><td>STUDENT (18-25) (with valid 2023/24 student card)</td><td>€34</td><td></td></tr><tr><td>JUNIOR (11-17)</td><td>€63</td><td></td></tr><tr><td>CHILD (5-10)</td><td>€50</td><td></td></tr><tr><td>INFANT (0-4)</td><td>€</td><td></td></tr><tr><td>COUNTRY ADULT</td><td>€</td><td></td></tr></table> <p>The problems from the lift were discussed, as was the endless time spent by Carole ringing the company and the frustration by members who need the lift. A motion came out of the discussion:</p> <p>Motion 4: The Club lift has been intermittently out of service for much of the past five years. Up to five long-standing members have been unable to access the Club. Management should therefore offer free Membership, in their current membership category, to the affected individuals, for the next two years.</p>	SUBSCRIPTION FEES	FULL MEMBER-SHIP	SOCIAL MEMBER-SHIP	ADULT	€170	€134	SENIOR	€121	€101	YOUNG ADULT (30-35)	€85	NA	YOUNG ADULT (18-29)	€63		STUDENT (18-25) (with valid 2023/24 student card)	€34		JUNIOR (11-17)	€63		CHILD (5-10)	€50		INFANT (0-4)	€		COUNTRY ADULT	€	
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10.	<u>Electronic voting</u>	<p>Assessor and Scrutineers: Jane Alix, Dan Terrington and Kerry Lloyd</p> <p>Ballots for the AGM June 16 2024 were unsealed on June 28 2024.</p> <p>All four motions were accepted.</p> <p>The election results were as follows: Rich Parkin was voted President with 192 votes, 21 abstentions. Gerald Strouts and Roland Tchertoff were voted Vice-Presidents with 175 and 178 votes, and 15 abstentions. Gigi Cothier was voted Treasurer with 196 votes and 17 abstentions. Georgina Marrison was voted Honorary Secretary with 202 votes and 11 abstentions. Roland Drane was voted an elected member with 125 votes.</p>																														

		<p>David Stabat was voted an elected member with 120 votes. Isabelle Szczepanski was voted an elected member with 126 votes. Sarah Whitley was voted an elected member with 113 votes. There were 38 abstentions for the elected members.</p> <p>Assessor and Scrutineers of the electronic voting were thanked for their help and contribution.</p>
11.	<u>Meeting closed</u>	The meeting closed at 18h