

ANNUAL REPORT

2021



**NOVA SCOTIA
GOLF ASSOCIATION**



THANK YOU TO OUR PARTNERS



PRESIDENT'S REPORT

DAVE BOLTON,
PRESIDENT



Although 2021 was another Covid year, with the introduction of Vaccines, Government mandates and a milder variant we were successful with another banner year for Golf.

New Team

We welcomed, Jason Lohnes in March 2021 as our new Executive director who now guides the staff and is the public face of the NSGA. Jason has a long-standing involvement in golf, and we are pleased to have him on our team. Jason's knowledge has been a great asset in a year of change.

Karen Cross joined the team in October to provide much-needed financial and administrative support. Karen brings years of experience and competence from her military career, and we are lucky to have her in this role.

Sara Wilson started in March this year as our new Technical Director and she brings years of teaching, coaching, and organizing experience. Her knowledge and skills provide a great balance to the team.

Kaydem Al-Samawi rejoins the team as Marketing & Communications Coordinator. Kaydem is in the midst of finishing his degree at Dalhousie University and has been a welcomed team member.

New Plan.

This year saw the development and implementation of the NSGA Strategic Plan.

"Golf for All"

Inclusive- Welcoming everyone

Innovative- Shaping our future

Integrity- Upholding commitments

The objective is to grow our golf population in a way that will reflect our provincial population. There are many new initiatives that will be coming. We plan to support grassroots groups as well as national and international programs and partners in the coming years. We have already assisted with administrative support to the Black Lives Matter Golf and their Junior Mentorship Programme. A success we hope to continue and expand with similar groups across the province.

We will be involved in First Tee Atlantic, North American Indigenous Games, Canada Games and expanding Adaptive Golf. First Tee Atlantic is already underway and developing capability and programs for 2022 season.



PRESIDENT'S REPORT CONT'D

The Board

The Board has been extremely active and made the implementation of the Strategic Plan a reality. I thank them all for their support of the NSGA throughout this year.

Those retiring from the Board:

- * Ernie Muise, retired in August as the longest-serving Past President, 5 years.
- * Bill MacMillan, has served in every capacity and role, including President, since the 1980s
- * Rob Collins, guided player development and junior programs for more than a decade.
- * Jim Ogilvie, with his CPGA experience, has moved the yardstick forward in all areas,
- * Karla Wilms' strength in human resources, was instrumental in the creation of our new team.
- * Shirley Dentremon, interim Past president, supported the board in its objectives of "Golf for All" in bringing forward nominations for the board.

I thank these retirees for their dedicated service and continued support of golf in Nova Scotia.

Our Members

My last words are for all our members and volunteers. Without your support, none of this would happen. For the "Love of the Game" you support your home clubs and the NSGA as referees, starters, and scorers. You rate all our courses; you manage the handicap system and, in many locations, you cut the grass and work in the clubhouse. Collectively, you create an environment of continual growth and support at all levels. You make me proud to be a golfer in Nova Scotia.

I thank you all, for the opportunity to have served as your President this last year.

Respectfully yours,

David Bolton
NSGA President
2021-2022



EXECUTIVE DIRECTOR REPORT

JASON LOHNES,
EXECUTIVE DIRECTOR



2021 was a very busy year for the NSGA and for golf in our province. The combination of busier golf courses, continued restrictions and in-house changes made for a challenging, yet in many ways, a successful golf season.

My first year as Executive Director would not be considered as 'normal' by many. Some days I feel like I started yesterday and other days I feel like I've been here for five years already. I added the hat of Tournament Director in June and hit the road performing our provincial championships. I added a few more hats before the year ended and dedicated much of the off-season to trying to catch my breath. All that to say that I truly have enjoyed my time thus far with this great association and I look forward to an optimistic future.

The NSGA was incredibly lucky to find Kaydem Al-Samawi as its summer intern. Kaydem very quickly graduated from intern to my right-hand man and was a true pleasure to work with. Kaydem has returned to the NSGA for 2022 alongside new teammates Karen Cross and Sara Wilson. Karen began as Administrative Assistant in November of 2021 and Sara is the NSGA's Technical Director, joining the team in March of 2022. Karen's caring nature and organization skills have been welcomed by many. Many of you may know that Sara and I were teammates on the Club Professional side of the business. Sara's entrepreneurial success, her fun-loving nature and her dedication to growing the game is known by many. Our operational structure is strong; we are very lucky to have a hard-working, dedicated and approachable front line.

In partnership with PEIGA, GolfNB, GolfNL and Golf Canada we are launching The First Tee program in Atlantic Canada. There will be much more information to come on this however I truly believe that this initiative has the capability of becoming Atlantic Canada's trailblazer in youth leadership, employing the vehicle of golf. The First Tee will put golf clubs in the hands of youth that would likely never have the opportunity. The program will focus on life skills using golf as the learning system.

The landscape of golf is ever-changing. It is no secret that the pandemic has provided a much-needed boost to our sport; however, the boost will not last long. Industry leaders, associations, and operators must be creative to keep people engaged in golf. As much as I enjoy the history and traditions of the game, many will need to step out of their comfort zone to keep the sport attractive, entertaining and accessible.

Unfortunately, there are a number of barriers to golf and it will be creativity, innovation and out-of-the-box thinking that will be needed to keep the sport thriving. The NSGA will need to continue to find ways to support the game, support golfers and support club operators. Not every golfer cares about maintaining a handicap....and that's okay!



EXECUTIVE DIRECTOR REPORT CONT'D

There is much work to do to stabilize the business of the NSGA and to create a pathway for a strong future.

For the coming season, members can expect to see increased communication, enhancements to our championships, a revised Player of the Year (POY) system and advancements within equity, diversity and inclusion. We will align with strategic partners to grow the game, provide high-performance opportunities and to support young golfers moving onto secondary education.

I would like to thank the golf community for a warm welcome to my new role. I would also like to thank the many volunteers that dedicate tireless effort and many hours to the betterment of golf in Nova Scotia.

Our success would not be attainable without the combined efforts of these wonderful people, thank you.

2021 OPERATIONS TEAM



Executive Director
Jason Lohnes



Technical Director
Anne Balser



Operations Manager
Bryce Zinck



Summer Intern
Kaydem Al-Samawi

HUMAN RESOURCES COMMITTEE REPORT

GEOFF BAKER,
HR COMMITTEE CHAIR



Committee Members:

Geoff Baker Chair

Bruce Smith Vice-Chair

Karla Wilms Member

Kathy Powers Member

Alix Digout Member

Jason Lohnes Ex-officio

Action Items Completed 2021/2022

- 1) Examination of NSGA division of labour staff/ board / volunteers.
- 2) Assessment and realignment of Association staff roles and responsibilities.
- 3) Recruitment of Administrative Assistant, Karen Cross
- 4) Recruitment of Technical Director, Sara Wilson
- 5) Implementation of annual employee review instrument and process.

Action Items In-Progress/Pending

- 1) Development of a volunteer handbook.
- 2) Development of an employee improvement program.

Chair Comments

It was another very busy year for the Human Resources Committee. I am extremely proud that we were able to successfully realign the staff responsibilities and optimize the Association's internal structure.

The mid-season departure of Operations Manager, Bryce Zinck and Technical Director, Anne Balser afforded us the opportunity to reimagine the structure of the Association to better serve our members administratively, technically, and professionally. A special thanks to Executive Director, Jason Lohnes and President, David Bolton for their tireless efforts and energy in supporting the HR Committee's work.

With the wholesale renewal of NSGA staff over the past 14 months, supported by a strong volunteer base, the Association is now entering a period of staffing stability and technical excellence.

PLAYER DEVELOPMENT REPORT

BRUCE SMITH,
PLAYER DEVELOPMENT
COMMITTEE CHAIR

I would like to thank the Player Development Committee this year which has been comprised of Geoff Baker (2nd Chair), Kathy Powers, Jim Ogilvie (Past Committee Chair), Derek MacKinnon, Dr. Lori Dithurbide, Jeff MacDonald, Jennifer McKenzie, Jason Lohnes (Executive Director), and newly appointed Sara Wilson (Technical Director).

We had exciting news regarding two of our Committee members since the last AGM. Dr. Lori Dithurbide was asked by Kevin Blue, Chief Sport Officer of Golf Canada, to sit on the National Committee for Sport Development which she promptly accepted. And Jeff MacDonald's appointment with Golf Canada/Team Canada as an Assistant Coach of Team Canada's Junior Team was another great announcement.



Since the last AGM, we met as a Committee regularly to discuss new ideas to work on as we spent most of the year without a Technical Director. We tabled a variety of issues and two key priorities that stood out were 1) NSGA involvement with High School golf, and 2) a junior golf club exchange program which we hope to roll out both in 2022.

The 2021 Canada Games were cancelled due to Covid-19, however, were moved to 2022 with Niagara still hosting the game from August 6 to 21. The Coach for Team NS is Sara Wilson and the Manager is Jason Lohnes. We certainly wish our golf team all the best at the games.

The NSGA was delighted when Sara Wilson, who comes with extensive experience, recently accepted the position of Technical Director. We are looking forward to working with Sara who will be responsible for managing the Sport Development portfolio and overseeing programming, athlete development, coach development, and growing the game initiatives.

In keeping with the focus on Sport and not just player development, we are renaming our committee to 'Sport Development Committee' effective after our AGM on May 10, 2022.



COMPETITIONS COMMITTEE REPORT

GEOFF BAKER,
COMPETITIONS
COMMITTEE CHAIR



Committee Members:

Geoff Baker Chair

Rob Collins Member

Kathy Powers Member

Sean Stuart Member

Jim Ogilvie Member

Jason Lohnes Ex-officio

Action Items Completed 2021/2022

- 1) Working with public health to ensure 2021 NSGA championships were able to be conducted.
- 2) Optimization of NSGA Tournament Schedule for 2022 and beyond.
- 3) Normalization of tournament protocols during the second COVID tournament season.
- 4) Operational plans to increase competitor satisfaction.
- 5) Securing host courses for the 2022 championship season.
- 6) Defining fair processes to address high demand for 2022 NS Men's Amateur.

Chair Comments

2021/2022 was certainly an interesting year for the NSGA Competitions Committee as the effects of COVID-19 continued to greatly affect the planning and execution of our tournament schedule. Committee members worked long hours with Executive Director, Jason Lohnes and NS public health officials to ensure our tournaments could actually take place. Unfortunately, due to timing, the Men's Fourball fell victim to pandemic restrictions and could not be conducted during the 2021 season. Thanks in-part due to lobbying from the NSGA, public health gave the 'all clear' for golf tournaments to be conducted in mid-June and the rest of the season was unaffected. We were thrilled that public health accepted our recommendations to normalize competitions, allowing for pins to be removed, rakes to return, ball washers be re-installed, etc.

The Committee identified that the past tournament schedule put undue pressure on our small staff and many competitors. As a result, our schedule has been adjusted to put more spacing between tournaments while still completing provincial championships ahead of national championships.

The COVID related golf boom continues to put pressure on all courses and the demand for tee times has never been higher. This has led to fewer courses being willing to host our tournaments which has been challenging.

The NSGA also endeavours to hold our championships across all regions of the province each year. Given the challenges and geographical obligations, we are very happy with our current schedule. I would like to personally thank all courses that volunteered to host in 2022!



EQUITY, DIVERSITY, & INCLUSION COMMITTEE REPORT

DUAN ASH,
EDI COMMITTEE CHAIR



I would like to thank the members of the Equity, Diversity & Inclusion Committee for their efforts in 2021. Members of this Committee are Alix Digout, Chika Chiekwe, Shayne Stevens, Cristal Fitzpatrick, Jill MacDonald, and Bruce Smith.

In 2021, while the NSGA Strategic Plan was being created, it was observed that in order to open the game to all, it would be necessary to form a Diversity & Inclusion Committee to better understand, review and action these barriers to entry.

Golf Canada had just developed a Diversity & Inclusion Alliance Strategic Action Plan and Dr. Adrienne Leslie-Toogood delivered a presentation at Golf Canada's 2021 AGM. Key activities included creating a safe, diverse, and welcoming environment.

The NSGA Strategic Plan (which also was being created) contained one of the Key Objectives, 'Welcoming and Inclusion'. The plan included the creation of a Diversity & Inclusion Committee made up of board members and non-board members ensuring we have appropriate representation. As well, the committee will be required to develop Policies and Terms of Reference.

On March 29th, 2021, the NSGA held its first Diversity & Inclusion Committee Meeting led by Wendy Sentner with Duan Ash, Alix Digout, Karla Wilms, Bruce Smith and Jason Lohnes in attendance. During that initial meeting there was a round table discussion on a variety of issues focusing on welcoming everyone to the game of golf. As well, the framework of a D&I Committee was established.

The Diversity & Inclusion Committee was established (later named the Equity, Diversity & Inclusion Committee) with the following members Duan Ash – Chair, Bruce Smith – 2nd Chair, Alix Digout, Chika Chiekwe, Cristal Fitzpatrick, Shayne Stevens and Jill MacDonald.



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EDI COMMITTEE REPORT CONT'D

The Equity, Diversity & Inclusion Committee (EDI) has taken note of the success that Black Lives Matter Golf (BLMG) has had with their initiative to breaking down economic and social barriers to create a more inclusive golf environment for Black, Indigenous and People of Colour (BIPOC). The EDI Committee is optimistic that they can follow suit with what the BLMG Initiative is doing for all social and diverse communities such as the LGBTQ, Para Sport, International, BIPOC, etc.

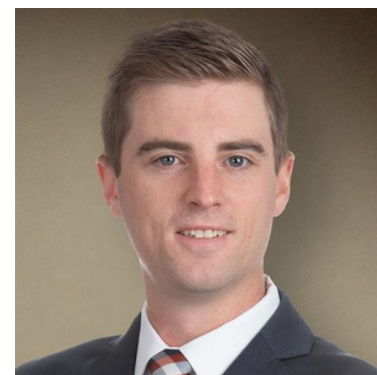
In August of 2021, the committee was informed of a Golf Canada Foundation – Diversity, Equity and Inclusion Grant Application program which offered up to \$5000 funding towards diversity related activities with the focus on PLAY. We submitted an application which unfortunately was declined, but we are now scheduling an expert facilitator to hold a Diversity workshop out of our own budget to help educate NSGA Board Members and EDI Committee Members of various aspects of diversity which will help us lay a foundation for years to come.

In early 2022, we applied for similar funding to hold a one-day event for a Paragolf initiative. Stay tuned.



FINANCE REPORT

SEAN STUART,
VP OF FINANCE



Financial Statements:

The financial statements will be later getting completed this year due to staff turnover. External bookkeeping help was sought to catch the books up to December 31, 2021. I am confident that the internals that was handed over to the auditor this year were cleaner than they have been in recent years. From what I have seen from Karen who was hired in late 2021, I expect the internal books to be in good shape going forward without as much help from external bookkeepers, the VP of Finance, and the Finance committee. When the audited statements are completed by Shupe & Company, they will be placed on the Association's website as it is important for the Board and our members to understand the financial health of the Association.

Statement of Operations:

As the audited financials are not complete currently, an exact change to net assets is unknown. However, based on the internals at the time of passing off to the auditors, I expect to land around the midpoint between the 2019 and 2020 with respect to an excess of revenues over expenses. The amounts for F19 and F20 were ~\$19,000 and ~\$80,000 respectively.

Total memberships were strong again as in F20 which will come as no surprise to most.

Most expenses were in line with F20. The two major expense lines are wages and tournament expenses. There were some savings in wages with the two resignations. Tournaments will be discussed below.

Cash Position:

From December 31, 2014 to December 31, 2016 the Association's cash on hand declined from \$201,331 to \$106,186 (\$95,145 change).

Cost cutting measures were brought to the forefront in 2017 considering the low cash buffer. I am pleased to report that the Association is back to having a healthy reserve should another tough stretch occur. I expect the figure to come in just shy of \$300,000 for the year ended December 31, 2021. This does not mean we will start to be complacent with spending. However, it does open up more flexibility to grow the game and work on value added initiatives for members.

Tournaments:

Tournaments came in close to break-even in F21 which is the goal. Tournament competitors may have noticed a decrease in entry fees from years prior. This was because of finding efficiencies and giving back the savings from not sending competitors to Nationals in 2020. Part of the reason I don't expect another excess of revenues over expenses from tournaments like in F20 is because the Nationals expense came back into play in F21.



FINANCE REPORT CONT'D

Member Fee Increase:

There will be a dues increase in F22 from \$31 to \$32.50 for full playing members. There has not been an increase in many years in NS and the percentage increase is less than inflation. There are slated to be two more inflationary increases in F23 and F24.

Some may challenge the increases at a time where net assets/cash have increased for a few years. The Association is just now back to having an appropriate strategic reserve. You need not look back very far to see a time where there was ~\$100,000 in the bank. The increases from F22 to F24 are about recovering ever increasing costs and being able to grow the game in accordance with our strategic plan.

Conclusion:

Before 2020, the global golf industry experienced declines over the past half decade. We do not plan on becoming complacent just because of the revival we saw in 2020. Detailed budgeting and cost control will continue to be a top priority at the Association in the years to come, to ensure we do not experience material losses. If we are fortunate enough to have the covid golf boom continue well into the future, that will allow us to further invest any excess beyond our reserve in growing the game more in our province.



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NSGA 2021 CHAMPIONSHIP SCHEDULE

MAY 29 NSGA JUNIOR TEAM CHAMPIONSHIP PARAGON G&CC

JUNE 12/13 NSGA MEN'S FOURBALL CHAMPIONSHIP HARTLEN POINT FORCES GC

JULY 2-4 NSGA WOMEN'S AM./MID/SR. CHAMPIONSHIP CLARE G&CC

JULY 6-8 NSGA JUNIOR GIRLS/BOYS CHAMPIONSHIP DIGBY PINES RESORT & SPA

JULY 9-11 NSGA MEN'S AMATEUR CHAMPIONSHIP AVON VALLEY G&CC

JULY 23-25 NSGA MEN'S MID-AMATEUR CHAMPIONSHIP PARAGON G&CC

JULY 27 NSGA WOMEN'S PINEHURST CHAMPIONSHIP ABERCROMBIE CC

AUG. 10 NSGA WOMEN'S BRONZE CHAMPIONSHIP OAKFIELD G&CC

AUG. 11-13 NSGA MEN'S SENIOR CHAMPIONSHIP BRIGHTWOOD G&CC

AUG. 19/20 NSGA MEN'S SENIOR FOURBALL CHAMPIONSHIP GRANITE SPRINGS GC

OCT. 2 NSGA UNIVERSITY CHAMPIONSHIP ANTIGONISH G&CC



NSGA 2021 CHAMPIONS

National Mid-Amateur Champion:

Glenn Robinson

National Junior Boys Silver Medalist:

Owen Mullen

Women's Amateur Champion:

Heather McLean

Men's Amateur Champion:

Brett McKinnon


Women's Mid-Amateur Champion:

Cristal Romero

Men's Mid-Amateur Champion:

Glenn Robinson

Women's Senior Champion:

Karla Wilms

Men's Senior Champion:

Tim Yorke


Juvenile & Junior Girls Champion:

Abbey Baker

Junior Boy's Champion:

Owen Mullen

Bantam Girl's Champion:

Olivia Seaman

Bantam & Juvenile Boy's Champion:

Elliott Mullen



NSGA 2021 CHAMPIONS CONT'D

Pewee Girl's Champion:

Tatum Lohnes

Pewee Boy's Champion:

Kooper MacKay

Junior Team Championship

Canceled

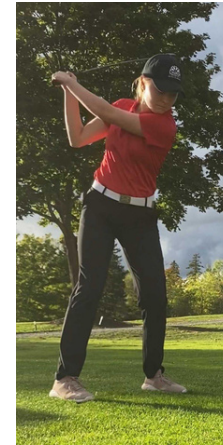
Women's Pinehurst:

Allison Chandler & Heather McLean



Women's Bronze:

*Judith Kiley, Aileen Fraser, Lisa Malcolm,
Joanne Murphy & Paula Horne*



Senior 4-Ball:

Paul Batchelor & Steven Ward

Men's 4-Ball:

Canceled

University Women's:

Lauren Rushton

University Men's:

Andrew Cash

GOLF CENTRAL



GOLF BEATTIE STRONG



GOVERNANCE COMMITTEE REPORT

DAVE BOLTON,
PRESIDENT



Governance has seen steady improvement throughout the year with changes in the strategies, practices, and policies. None of this demands a change in Bylaws for the 2022 Annual General Meeting.

The Governance / Executive Committee consists of the signing officers of the NSGA. In the past, the role of the executive was not well defined inside our policies. The new Terms of Reference for the committee now detail the roles and authorities.

Strategic Plan. A New Strategic plan was developed; however, this took most of the year to complete. Covid prevented a dedicated in person gathering and the use of only virtual meetings dragged out the process over many months. The plan is attached as a pre-read and posted on-line for review.

Equity, Diversity and Inclusion Committee; This Committee is new and will in the future be embedded in our Bylaws but for now is directed as Ad Hoc by the Board. The members are a keen and dedicated group that better represent the population of the province. The committee report is in the Annual Report.

Financial, the revitalization of our financial policies now provides better oversight and financial security moving into the future. This includes quarterly review, updated investment policies, establishment of a strategic reserve and a team member dedicated to bookkeeping. The Board approved the 2022 budget in December to allow the implementation of Strategic plan starting the beginning of the year.

The last item was the introduction of a term of office policy. A Board member may serve for three 2-year terms consecutively plus an additional 4 years as an officer of the NSGA before they need to take a leave of absence. The purpose is to balance new people and new ideas with cultural stability.

It has been a pleasure serving with the 2021 Board and Executive I look forward to the continued growth of Golf in Nova Scotia



NSGA 2021 PLAYER OF THE YEAR

Women's Amateur POY:

Cristal Romero

Men's Amateur POY:

Brett McKinnon

Women's Senior POY:

Debbie Arsenault

Men's Senior POY:

Jeff Hovell

U19 Girls POY:

Abby Wambolt

U17 Girls POY:

Abbey Baker

U15 Girls POY:

Olivia Seaman

U19 Boys POY:

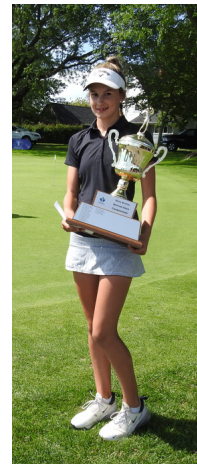
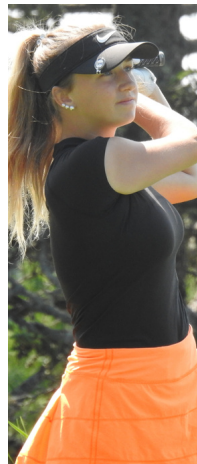
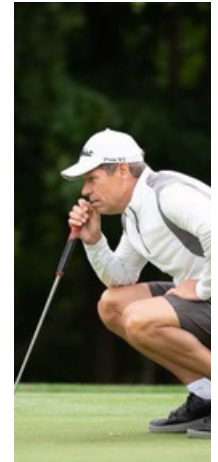
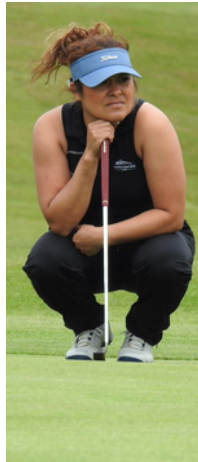
Owen Mullen

U17 Boys POY:

Simon Mullen

U15 Boys POY:

Elliott Mullen



GOLF
CENTRAL

RULES COMMITTEE REPORT

KENT RODGERS,
RULES CHAIR



The 2021 tournament season went very smoothly from an officiating standpoint. We continued to follow the COVID-19 protocols as established by the Province of Nova Scotia. I'm pleased to report that we had no major incidents at any of the events

As a result of COVID-19 restrictions, we were unable to host any rule seminars in person in 2021. It is our intention this year to hold a level two rules education session and administer the corresponding exam. We have a number of individuals that expressed an interest.

This past winter many of our referees participated in an online seminar hosted by the Newfoundland and Labrador Golf Association. My thanks to them for allowing our referees to participate.

Finally, my thanks to many referees throughout the province who give willingly of their time to officiate our Nova Scotia Golf Association tournaments. Your efforts are most appreciated

It has been my pleasure to have served as the chair rules committee during the past two years.

D O R M I E



HANDICAP & COURSE RATING COMMITTEE REPORT

DAVE BOLTON,
HDGP & COURSE
RATING CHAIR



HDGP and CR Situation

The Handicap and Course Rater committee has been busy over the year with focus on Course Rater training.

World Handicap System

The new system which came into being in 2020 has been great and for those that chose to track their improvement, improve their enjoyment of the game, and compete in club or provincial tournaments they have embraced the ability to travel anywhere in the world and play. This year all member clubs will need to sign the accreditation to remain in the system and establish at least one member that has completed the training and open book exam. Learn more at Golf Canada <https://www.golfcanada.ca/handicapping/> on this site you can download the Rules of Handicapping, watch the seminar, and do the certification exam.

2022 Course Rating Training

In February 2022, Team Leader training was conducted and in March a 4-week webinar was offered to all Atlantic provinces. Week 1, Rating Overview and How Maintenance Practices affect Ratings. Week 2-4, Course Rating Introduction. We have introduced the Automated Form 1 to speed up the rating process. This automates the rating table data into draft ratings. Still requires two visits, one for pre-rating (2 persons- 1 Day) and final rating (6-8 raters 1-Day) but the days of rating after are now gone.

Courses Completed in 2021

Brule Point June Northern
Fox Harb'r June Northern
New Ashburn Sept HRM
Oakfield Sept HRM
Granite Springs Sept HRM
Cabot Cliffs Oct Cape Breton
Cabot Nest Oct Cape Breton
Highland Links Oct Cape Breton

Courses Planned for 2022

Brightwood April HRM
The Lakes May Cape Breton
Seaview May Cape Breton
Antigonish June Central
Truro Sept Central
Mountain Sept Central
Bell Bay Sept Cape Breton
Le Portage Sept Cape Breton



