

IMCZ NEWS



SPECIAL EDITION: ANNUAL GENERAL MEETING 2024

This Edition is dedicated to the AGM. It constitutes the Annual Report and includes the AGM Agenda, reports from the President and Board Members on Club finance, membership, infrastructure & internet, events & constitution. The intention is to provide Members with comprehensive and transparent review of their Club prior to the AGM, March 14, 18:00 at Flanagan's. All members are cordially invited to review this Annual Report in preparation for participation in the AGM.

IMCZ BOARD

PRESIDENT

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WEBMASTER

Bill Lichtensteiger

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Jens Kordetzky

treasurer@imcz.club

NEWSLETTER EDITOR

Richard Beswick

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EVENTS COORDINATOR

Tarryn Richardson

events@imcz.club

PR AND MEMBERSHIP

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SECRETARY

Bill Lichtensteiger

secretary@imcz.club

MEMBERSHIP 2023-24

Thumbnail biographies of board members can be found on our website www.imcz.club under 'About Us' section

Synopsis of the International Men's Club of Zug

Year of Foundation: 1979, **Age:** 45

Current Membership: 107

Member Demography: Swiss Citizens, Foreign Residents, Newcomers.

Member Origin: Australia to Zambia, Switzerland De, Fr, It.

Member Professions: Artisans, Technologists, Educators, Financiers ...

Membership Tendency 2023: Static.

Current Board Members: 5, **Board Meetings:** 12/Year .

Annual Membership Fee 2024: CHF120.-

Club Mission: Social and Networking Club for Men Connected to Zug.

Notable Annual Events: Burns Night and Summer Barbeque.

Dedicated Events per Year: ~20.

Stammtische per Year: ~52, **Principal Location:** Bundesplatz 16

Club Affiliations: ZIWC, Stadt Zug, FMZ, Zug Tourismus.

Web Presence: Website, LinkedIn, Facebook, WhatsApp, Signal.

Publications: Quarterly Newsletter with Articles and Advertisements.

Financial Health: Non Profit Organisation with Sound Balance Sheet.

Governance: Formal Constitution and Regulations.

Accreditation: Verein der Stadt Zug.

SOCIAL AND NETWORKING CLUB FOR MEN CONNECTED TO ZUG

ANNUAL GENERAL MEETING (AGM)

THURSDAY,
MARCH 14, 18:00
FLANACAN'S
PRIVATE MEETING ROOM

ALL MEMBERS WELCOME

Visit our website:
www.imcz.club

Come and experience the IMCZ community!



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n.b. The Minutes of all previous AGMs can be found on our Website under About Us — Club History.

n.b. Any member wishing to table an issue for discussion during the AGM, please send it to a Board Member by March 10th .

n.b. Do attend the AGM. Your vote counts!

IMCZ AGM AGENDA – 14th March 2024, 18:00

- 1. Opening of the AGM**
- 2. Approval of Minutes of 2023 AGM**
- 3. President's Report 2023**
- 4. Webmaster's Report 2023**
- 5. Events Coordinator's Report 2023**
- 6. PR/Membership Report 2023**
- 7. Treasurer's Financial Report 2023**
- 8. Auditor's Report 2023**
- 9. Vote to Approve the Financial Report 2023**
- 10. Discharge of the Auditors 2023**
- 11. Discharge of the Board 2023**
- 12. Ambitions and Plans 2024**
- 13. Poll of Members 2023**
- 14. Election of the Board 2024**
- 15. Any Other Business**
- 16. Closing of the AGM**
- 17. Appendix: IMCZ Constitution**

Approval of the Minutes of the 2023 AGM — 2nd March 2023

Attendance

Director	Present
Roger Brooks	<input checked="" type="checkbox"/>
Lindsay Johnson	<input checked="" type="checkbox"/>
Bill Lichtensteiger	<input checked="" type="checkbox"/>
Richard Beswick	<input checked="" type="checkbox"/>
Jens Kordetzky	<input checked="" type="checkbox"/>



Excused: Geoff Watson, Alan Cattell

Start 18:37

Overall attendance was between 20 and 25 during the meeting including the Board Members listed above.

1. Minutes of the 2022 AGM

a) A motion was raised to approve the 2022 AGM minutes and approved unanimously.

2. Annual Reports for 2022

a) The President welcomed members to the meeting and thanked the Board members for their contribution to the running of the club and thanked members for their continuing support.

b) He thanked Ben Grech and Richard Beswick for their contributions to organizing events. He announced that he was retiring as President, to be succeeded by Richard Beswick, and that he would take over the position of Webmaster following Roger Brooks retirement from the Board. He also announced the proposed exchange of duties between Lindsay Johnston and Jens Kordetzky (see agenda items 10 and 11), and the retirement of Ben Grech as Events Coordinator.

c) The President mentioned the proposed increase in membership dues and the proposed changes to the Constitution, to be handled later in this meeting.

d) He also thanked Alan Cattell for his production of the Newsletter, and mentioned that it was the envy of the ZIWC for the quality of its articles.

e) The President reminded members that the Board had several vacancies and mentioned that new Board members would receive one year's free membership in the club provided they had been a paying member for at least one year.

f) The President then passed the floor to outgoing Events Coordinator Richard Beswick, who summarized the events of the past year.

g) He individually thanked Roger Brooks, Ben Grech, Bill Lichtensteiger, Cledan Mandri-Perrott, Timo Pitkänen, Ian Stansfield, Ron Sumners and the ZIWC for their contributions to IMCZ events in the past year.

h) The complete President's Annual Report and the event summaries are included in the AGM Newsletter.

3. Financial Report for 2022

a) The Treasurer Lindsay Johnson provided a financial report of the Club's activities during 2022, explaining the Balance Sheet and the Profit & Loss Accounts which are included in Appendix 1.

b) He emphasized that the deficit for 2022 was as planned, to make use of funds not used in 2021, and that events for 2022 had remained within budget, with Burns Night breaking even.

c) Sergey Shtangey asked on what basis income had been projected for 2023 and Bill Lichtensteiger replied that the basis was 100 members at CHF95 dues.

d) Sergey also asked what excess costs might have been budgeted for 2023. Lindsay Johnston responded in the negative, as some of the expenses in 2022 were not recurring (see also point b above).

e) Sergey requested that the financial reports be published in advance of the AGM, and it was agreed to publish them at least 10 days before the AGM.

4. Auditors' Report for 2022

a) Bas Veenandaal read the signed Auditors' report which is attached as Appendix 2. The report was published in the AGM newsletter. The President thanked Bas Veenandaal and Jens Kordetzky for their service as auditors.

b) The President announced that Jens will be retiring as a Club auditor to take the position of Treasurer. He will be replaced by Lindsay Johnston, who is retiring from the Board.

Approval of the Minutes of the 2023 AGM — 2nd March 2023

5. Vote to approve the 2022 Financial Report.

a) The report was approved unanimously, except for one abstention.

6. Vote to approve the 2022 Auditors' Report.

a) The report was approved unanimously.

7. Discharge of Board for 2021

a) A motion was made to discharge the Board of Directors, which was unanimously (excluding the directors, who abstained) approved.

8. Awards a) Roger Brooks was awarded a bottle of wine for his contributions to the newsletter.

b) The nomination of Roger Brooks as an Honorary member was unanimously approved. Roger was awarded a bottle of whisky as a thank you for his 10+ years of service on the Board. Sergey Shtangey praised the design and functions of the website.

9. Election of President for 2023 a) Richard Beswick was nominated by the Board as Club President, and this was unanimously approved.

10. Election of the Board for 2023 a) The Board nominated the following persons as Members of the Board, and this was unanimously approved:

- i) Jens Kordetzky - Treasurer
- ii) Geoff Watson - Secretary
- iii) Bill Lichtensteiger – Webmaster
- iv) Alan Cattell – Newsletter Editor

11. Election of Auditors for 2023 and 2024 a) Bas Veenendal and Lindsay Johnston were elected as auditors for 2023 and 2024.

12. Proposed Budget for 2023 a) The Treasurer Lindsay Johnston presented the Budget for 2023 which is attached as Appendix 3.

b) The 2023 Budget was approved by a unanimous vote, except for one abstention.

c) After a short break and a round of introductions, Richard Beswick presented a list of proposed events for 2023 and appealed for volunteers to organize or volunteer for events in the coming year. The next opportunity for volunteers will be the Expat Expo in the Lorzensaal on May 7th.

d) Sergey Shtangey proposed a 3-stage poll to increase member participation in events:

- i) Solicit event ideas.
- ii) Vote on the submitted ideas.
- iii) Solicit volunteers to organize the winning events.

e) However, this was deemed too cumbersome.

f) **Specific event ideas were discussed:** i) Lindsay Johnston proposed posting an upcoming vernissage on our website, which Richard Beswick agreed to do.

ii) Joe Dow suggested that a distillery such as Glenfiddich might sponsor whisky for Burns Night if contacted far enough in advance.

iii) Richard Beswick proposed to organize a Special Stammtisch to be held on the “beach” by the Casino on the lakeshore of Zug.

13. Determination of Membership Dues for 2024 and beyond

a) It was proposed to increase annual dues starting in 2024 to CHF110. Richard Beswick presented a poll of the membership, to which about 30% of members had responded. Of the 33 members responding, 14 were in favor of an increase to CHF110, 13 were in favor of retaining the current dues level of CHF95 and 6 were in favor of an increase to CHF120.

b) At the suggestion of Max Atanassov it was decided to vote on the issue in two phases:
i) first on the question of whether to increase the dues at all: An increase was approved by 12 votes and rejected by 5 votes. There were 4 abstentions.
ii) second, contingent on approval of the above, what the increased amount of dues should be: 11 voted in favor of CHF120 annually and 7 voted in favor of CHF110 annually.

c) Consequently, it was decided to set membership dues at CHF120 effective 2024.

Approval of the Minutes of the 2023 AGM — 2nd March 2023

14. Proposed changes to the Club Constitution

a) Art. 2 – Domicile: The address of the Club shall be in the City of Zug. Approved by unanimous vote.

b) Art. 7 – Resignation “Membership automatically ceases if membership dues are not received within 60 days from the date on which the membership dues are invoiced or 30 days after one reminder, whichever is the later by April 30th of the membership year.” Approved by unanimous vote except for one abstention.

c) Art. 23 – Election of Auditors “Two members, elected at the AGM for a period of two years, shall act as Auditors of the Club. If an auditor should resign, and a replacement cannot be found, then it will be acceptable to continue with only one auditor until a second can be found.” Approved by unanimous vote except for one abstention.

d) The proposed wording of the change to Art. 10: Membership Dues was widely criticized. After extensive discussion, the following new wording was approved unanimously: “Should the board propose a change, the amount of annual membership dues shall be determined by the membership by means of an electronic vote prior to the end of the year.”

It was agreed that this should ideally take place in Oct.-Nov. but deemed inappropriate to mandate this in the constitution

15. Any other business

a) Bill Lichtensteiger conducted a straw poll on whether to abandon the IMCZ’s gender discrimination. The majority were in favor of keeping the club’s restriction of membership to men only.

b) Richard Beswick made a speech thanking the membership for the trust afforded him as incoming President and thanking Bill Lichtensteiger for his excellent service in that role for the past 5 years. He concluded by presenting Bill with a picture of him in Scottish attire taken at Burns Night 2023.

AGM closed at 21:25.

Signed: Richard Beswick, President.

Roger Brooks, in lieu of Geoff Watson, Secretary

Date: 9 March 2023

Appendix 1: Financial Report for 2022

Appendix 2: Auditors Report 2022

Appendix 3: Budget 2023

VOTE ON APPROVAL OF MINUTES OF 2023 AGM

President's Report

Club Panorama 2023

On a club scale, 2023 was a year of mainly positive developments. The location, political stability and economic prosperity of Zug sheltered us in many ways from the more adverse effects of our turbulent world. Taking advantage of our privileged context, we continued to build our Club, with a high priority on growing the quantity and quality of our membership and optimising the quality and quantity of our offering of events, activities and networking for Members.

Club Mission

IMCZ's mission is to be a social and networking club for men with a connection to Zug. The Club has over 100 members hailing from Switzerland and many other countries and all sorts of walks of life. Members benefit from a multitude of events, trips, experiences and contacts throughout the year.

Club Membership

The IMCZ experienced a slight decline (-6) in membership numbers in 2023. At the previous AGM the annual membership fee was raised by 25%, effective 2024.

Board underwent a renewal, with 5 members voluntarily stepping down (Watson, Brooks, Johnson, Cattell, Grech), 2 existing members changing functions (Lichtensteiger, Beswick), 3 new recruits (Kordetzky, Aschmann, Richardson) joining the Board.

Special thanks to the departing Board Members and the remaining corps as well as a warm welcome to the freshmen.

Volunteering: in addition to the Board Members pulling their weight, support was provided by other active members stepping up to organize or implement events. (see Membership Coordinator's Report)

Club Interest Groups

The activity of the club's interest groups fluctuated throughout the year. The Investment, Wine, and Skiing Circles saw varying levels of participation, while WhatsApp groups were formed to facilitate more focused discussions and activities related to skiing, travel, weekenders, and other interests.

Club Events

The IMCZ organized a diverse range of events in 2023, including the London Haggis Runs, Burns Supper, Ski Fashion Show, Annual General Meeting, ZIWC Spring Dine and Dance, IMCZ ZIWC Disco Night, Ski Weekend, Booth at Expat Expo, Lunchtime Curry with Ex-President Kubba, Festival of Nations Drinks Stall, American BBQ Summer Party, Oktoberfest in Munich, ZIWC Standup Comedy Night, ZIWC St. Nicolas Breakfast performance, New Members Reception, subgroup trips to the UK, Hong Kong, the Philippines, Finland, and Germany, external invitations from Zugerberg Finanz and Zug Tourismus, outings to events such as Luzern Fastnacht, Honky Tonk, Jodler Festival, Zuger Seefest, weekly Thursday Stammtisch held at 15 different locations, special Stammtisch hosted by Mandri, Palumbo, Kudelski, and Dow, a guided tour of Lohri, the oldest goldsmith in the world, snow sports group outings, and monthly board meetings. (see Events Coordinator's Report)

Club Finances

The club's finances were break-even for the year, the appropriate result for a non-profit organization. Accounting, banking and treasury of high standard are assured by our Treasurer. Donations were received from numerous local organisations for our raffles and goodie bags, suggesting recognition of IMCZ's place in our community (see Treasurer's Report).

Club Digital Presence

IMCZ runs a website and ancillary platforms including LinkedIn, Facebook, Signal and WhatsApp designed to meet the needs of an association. (see Webmaster's Report)

Club Overall Review

IMCZ had a successful year in 2023, maintaining stable membership, offering a diverse range of events, while keeping a balanced financial position. The Board's renewal and the formation of WhatsApp groups are positive developments that will help the club continue to grow and engage and serve the membership.

Club Standing

- ◆ IMCZ is a well-established (45 years old) and active club with a quality membership base.
- ◆ IMCZ continues its commitment to providing a variety of events and activities for its members.
- ◆ IMCZ is financially sound and well-managed.
- ◆ IMCZ is looking to the future with a focus on further growth and ever greater engagement of membership.
- ◆ IMCZ is dedicated to fostering integration and diversity within the community of Zug.

Club Affiliation

IMCZ enjoys strong links to other important local institutions:

- ◆ Zug International Women's Club (ZIWC)
- ◆ Zug Stadt Vereine
- ◆ Zug Fachstelle Migration (FMZ)
- ◆ Zug Consultancy for Foreign Employees (VBA)
- ◆ Zug Tourismus

Club Appreciation of Contributions by Non Board Members

IMCZ is fortunate to have a number of members, who while not serving on the Board, nevertheless made praiseworthy contributions to the Club during 2023:

- ◆ Timo Pitkänen for running bars, raffles, giveaways
- ◆ Niko Gjorgon for establishing the Investment Circle
- ◆ Joe Dow for ski articles, presentations and weekend
- ◆ Antonio Palumbo for enlightenment on genetics
- ◆ Cleo Mandri for enlightenment on investment
- ◆ André Kudelski for enlightenment on blockchain
- ◆ Tobias Volker for volunteering at multiple events
- ◆ Non Members: Alfie Godenzi and Eoin Hefferen for outstanding hospitality for Stammtische and Events.

Club Board Meetings

11 Board Meetings and one AGM were held in 2023.

Club Annual Report (this document)

This Special Newsletter is intended to provide transparency and insights into the workings of our Club. Many will already be familiar with these facts and know how to access these insights through the Club's archives on the Website. However, it is hoped that providing this detailed report and agenda will equip Members for active and effective participation in the Annual General Meeting on March 14.

Webmaster's Report

Club Website

The IMCZ Web-site has functioned well and remained stable throughout 2023. This is largely thanks to the efforts of the previous webmaster Roger Brooks who built our web-site using the Wild Apricot platform. The current Webmaster has to perform maintenance of the web-site during the year, assuring a relatively incident free operation of our digital presence.

Payment Systems

We have introduced TWINT payment option as replacement for the previous Paypal solution. This has helped the Club save money due to the much lower commissions now charged when compared to Paypal. TWINT QR codes are generated and managed using an external service RaiseNow which is specifically designed for Clubs such as ours. Payments using the new IMCZ mobile number incur no charge to IMCZ whatsoever.

QR Codes

The QR code option has proven to be very useful for graphical inclusion on event leaflets and flyers etc., allowing payments to be accepted at the door or at the bar.

Website Development

The Board discussed the options for web-site development going forward, which ranged from "maintain as is", to improving the layout within the existing Wild Apricot platform, through to a complete re-vamp with a new platform such as WordPress or Wix. It was decided the best course of action was a to improve the layout within Wild Apricot because all the functionality we need is basically already there and tuned to our requirements.

Event Registration

Only the event registration process has proven to be a bit troublesome for some people to follow.

Photo Archive

We have also moved our photo and video galleries from Wild Apricot and Ipernity to Google Photos. This provides members with a much improved uploading and viewing experience as well as making sharing with non-club members much easier (including for uploading purposes).

Data Privacy and Security

The Revision of the Swiss Federal Act on Data Protection (FADP) came into effect on the 1st September 2023. There is no transition period. FADP is relevant for all citizens and organisations because the law aims to protect privacy by giving citizen's control over personal data. It requires organizations to be transparent about how they collect, use, and share personal data, and to only collect and use the data that is necessary for a specific purpose. One has the right to access, correct, delete, and object to the processing of personal data. The FADP also requires organizations to take appropriate security measures to protect personal data from unauthorized access, alter-action, or destruction. FADP helps to ensure that your personal data is used fairly and responsibly. The goal is to ensure cross-border exchange of data & protection of personal data (in & outside of Switzerland). FADP applies to both the private & public sector & applies to any website that processes personal data from individuals inside Switzerland, regardless of where in the world the website is located. IMCZ is taking every precaution to ensure compliance with FADP

and the privacy and security of our Club and its members.

Social Media and Messaging Platforms

LinkedIn and Facebook

On the Social Media side, IMCZ has maintained its LinkedIn and Facebook presence, posting the details of our major events. The number of followers of IMCZ has increased significantly during the period. The main objective of our Social Media presence is to direct newcomers to the IMCZ web-site and hopefully win new members amongst those followers who are close to Zug.

Google

Google/Google Maps also knows about IMCZ (try Googling for IMCZ) and as already mentioned, we maintain our photo and video galleries with Google Photos.

Signal

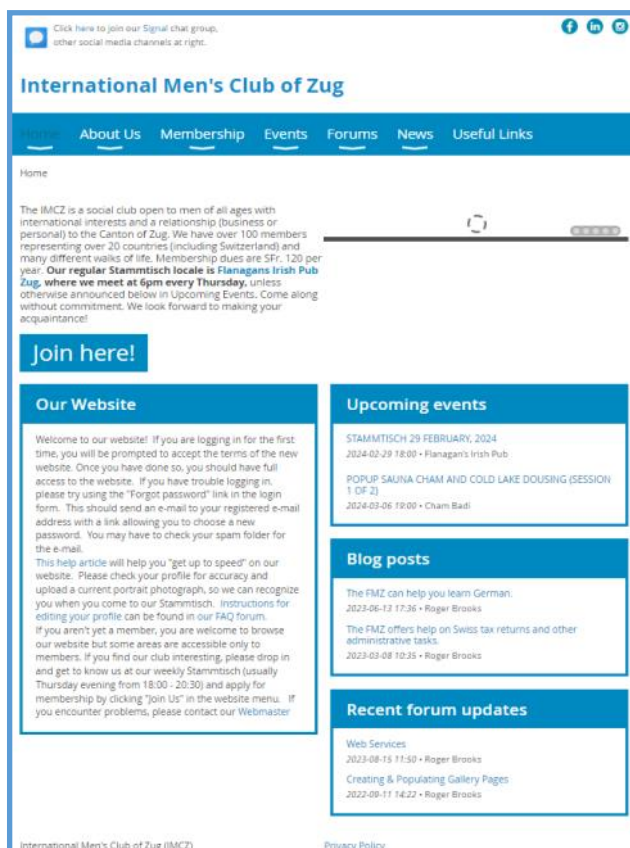
We created the IMCZ Signal chat group for members to communicate ad-hoc and share photos etc. 42 Members have joined the group. Communications traffic over this messenger platform is quite limited.

WhatsApp

Additionally, we have established WhatsApp chat groups for organizing skiing and weekend events. Now that the Swiss government has tightened up laws regarding security of personal information privacy, we plan to migrate the main IMCZ chat group from Signal to WhatsApp, as well to keep things uniform and enjoy the location features of WhatsApp. We will communicate more about this planned migration later on.

Connections / Memberships

IMCZ enjoys good digital connection to ZIWC, Stadt Zug, Zug Tourismus, Zug4You, Expat Expo and other organisations.

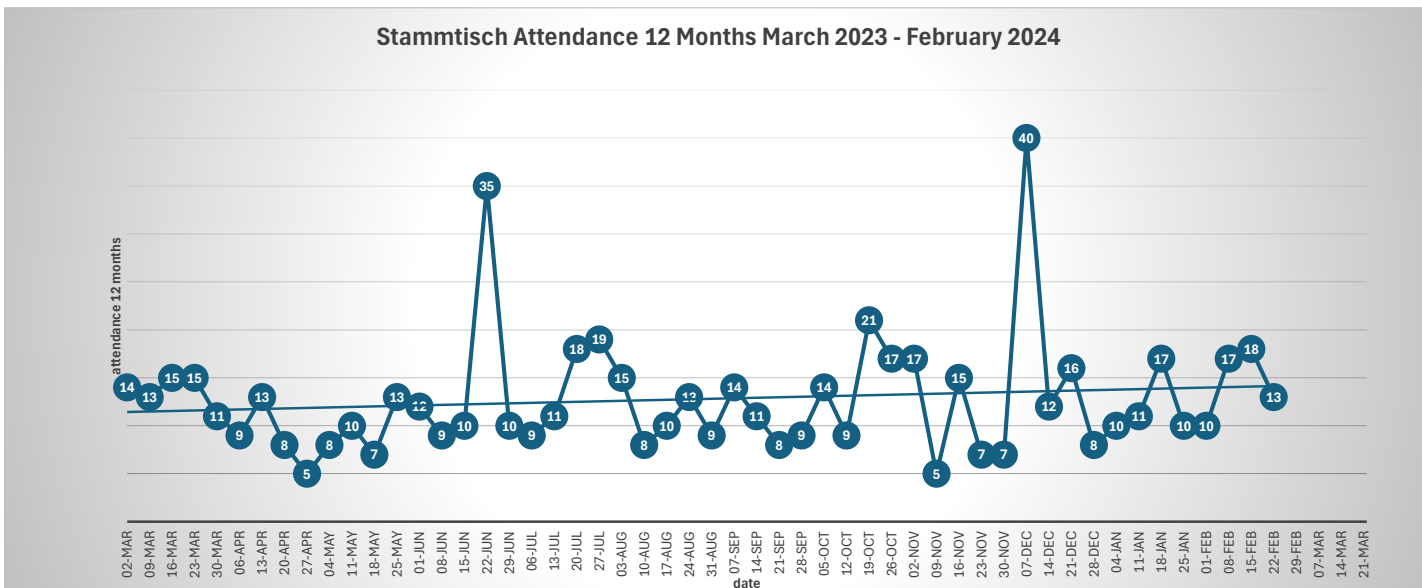


Events Report

IMCZ Stammtisch

This is the mainstay of the Club’s social calendar, occurring without fail every week, on Thursday evening bar public holidays. This is where we gather for social interaction, with a fluid roster of participants, including members and their guests and non members eager to experience the IMCZ Community and network with us.

Home Base for the IMCZ Stammtisch: Gotthardhof / Flanagan’s, with periodic relocation to try other Zug venues.



IMCZ Events

IMCZ organized a diverse range of events in 2023, including the London Haggis Runs, Burns Supper, Ski Fashion Show, Annual General Meeting, ZIWC Spring Dine and Dance, IMCZ ZIWC Disco Night, Ski Weekend, Booth at Expat Expo, Lunchtime Curry with Ex-President Kubba, Festival of Nations Drinks Stall, American BBQ Summer Party, Oktoberfest in Munich, ZIWC Standup Comedy Night, ZIWC St. Nicolas Breakfast performance, New Members Reception, subgroup trips to the UK, Hong Kong, the Philippines, Finland, and Germany, external invitations from Zugerberg Finanz and Zug Tourismus, outings to events such as Luzern Fasnacht, Honky Tonk, Jodler Festival, Zuger Seefest, weekly Thursday Stammtisch held at 15 different locations, special Stammtisch hosted by Mandri, Palumbo, Kudelski, and Dow, a guided tour of Lohri, the oldest continuously operating goldsmithery in the world, snow sports group outings, and monthly board meetings.

Attendance at Events — Number of Guests

Stammtisch Attendance 12 months	665	Events	12 months	Total Attendance Major Events 3	151
average attendance 12 months	13	Ski Weekend 23	6	Total Attendance Stammtisch 52	665
min session attendance 12 months	5	Summer Party 23	90	Grand Total Attendance All 55	816
max session attendance 12 months	40	Burns Supper 24	55	External Events/ Private Excursions	20
attendance at special stammtisch 12m	215	Total at Major Events	151		
attendance at regular stammtisch 12m	450				

Tarryn Richardson, Events Coordinator has kindly agreed to join our Board as an associate, with responsibility for Events and Stammtisch. Her skills in event organisation will strengthen our events offering to members of our club. Not daunted by being a woman in a man’s club, Tarryn has already thrown her weight into the task of events coordination, setting up a weekend group, and taking over a major role in event selection, organisation and implementation.

Events Review 2023



BURNS SUPPER

WHEN: JANUARY 2023

The 27th IMCZ Robert Burns Supper was a fantastic evening! The atmosphere, conviviality, inebriation, ceremony, bagpipes and even the imported haggis were all perfect and enjoyed by close to 60 guests. We had a marvellous cast of genuine Scots to entertain, amuse and educate us on the culture of their fair land as we enjoyed a meal of haggis and whisky.



IMCZ SKI WEEKEND

WHEN: MARCH 2023

Annual Ski Weekend organised by IMCZ Sports Editor, Joe Dow took place in Flims-Laax.. He got everything right except the weather. Joe led a small band of intrepid skiers, to brave the appalling elements and then indulge in some great après-ski and fine dining.



IMCZ ZIWC DISCO NIGHTS

WHEN: MAY 2023

The Disco Nights Private Party on May 12th was an epic event, filled with funky beats, neon lights, some serious throwback dance moves and lots of socializing among the ZIWC girls and IMCZ boys. Some 60 guests boogied like it was 1985.



JODLER FESTIVAL

WHEN: JUNE 2023

The 2023 National Yodel Festival was hosted by Canton Zug, a once in 20-year occurrence. A group of IMCZ hardcore members braved the sounds and were duly impressed by the quality and scale of the festival of unadulterated yodelling, alp horning and a medley of concerts, dancing and parades. The weather was ideal except perhaps for the yodellers in their mountain garb.



LOHRI GOLDSMITHS AND JEWELLERS TOUR

WHEN: JUNE 2023

An initiative of Bas Veenendaal, ex-President of IMCZ, was developed into a well-attended IMCZ & ZIWC tour, with 23 participants visiting Lohri's Goldsmith house and Jewellery store in the old town of Zug. Reputedly, the oldest standing goldsmith house in the world, the beautifully restored premises, fine goldwork and resplendent jewellery display were a marvel to behold.



SPECIAL STAMMTISCH LECTURES

WHEN: MARCH TO OCTOBER 2023

A remarkable set of lectures were made by members at Special Stammtisches throughout the year. Cledan Mandri on Infrastructure Investment, Wayne Clark on his Emma Mae Adventure, André Kudelski on Blockchain, and Antonio Palumbo on Evolution, Aging and Cancer.

Joe Dow invited Timbaer Skis to give a lecture on ski manufacturing. To be followed by a test day with skis in Davos in March 2024.

Events Review 2023



ZUGER SEEFEST — SON ET LUMIÈRE

WHEN: JULY 2023

This year the Seefest replaced fire with water. The resulting light and water show was truly impressive. After a wonderful overture on July 1st, the Zug Magic Water Show ran daily throughout July, with only a short interruption due to storm damage. With water fountains 40 meters high, water screens, lasers and spotlights, image and video projections, musical accompaniment, Zug joins the ranks of Singapore and Dubai in replacing fire with water and light.



FINLAND, LAND OF THE MIDNIGHT SUN, 10'000 LAKES AND 1'000'000 SAUNAS

WHEN: JULY 2023

Our very own Finn, Jukka, kindly invited members of IMCZ to his amazing country house in the wilds of central Finland. We spent a delightful few days enjoying, river swimming, golf, earth oven cooking, sampling delicious Nordic cuisine and of course lounging in the sauna. We have formed a group within the club for those interested and able to travel, We have named this informal group Gallivanter. So far the Gallivanter have been to England, Philippines, Finland and Germany. Other destinations are on our radar.



VAGABOND STAMMTISCH

WHEN: JULY – SEPTEMBER 2023

After many happy months of tenure at Gotthardhof and Bughouse Bar, run by the inimitable Alfie Godenzi, we lost our preferred venue for the Stammtisch and other Events, due to the closure of the locale. We have taken the opportunity to experiment with most of the locales in Zug during the summer months. Our vagabond Stammtisch journey took us to: Freiruum—Café Glücklich - Seeliken Badi- Kurioz—Panorama Bar Schiff—Quai Pasa—City Garden—Pier 41—Im Hof—Brandenberg—Ochsen.



HAPPY BIRTHDAY SWITZERLAND! 732 YEARS OLD! BORN 1291, CONFEDERATED 1848

WHEN: AUGUST 2023

All IMCZ members have strong attachment of residence or citizenship to Zug and Switzerland. Many of us toasted this fair country on Swiss National Day, August 1st. Some went further. Crypto-millionaire Niklas Nikolajsen, who received his Swiss citizenship this year, provided a firework display, twice as big as the traditional Zuger Seefest firework display. An estimated 35 tonnes of fireworks were launched from boats on the lake at 22.30, August 1st.



FEST DER NATIONEN — INTEGRATION MEETS DIVERSITY

WHEN: SEPTEMBER 2023

Fest der Nationen, 2nd September – The Festival of Nations is organised by the FMZ City of Zug, as a celebration of cultural diversity within our community. ZIWC and IMCZ had adjacent stands at this event, situated on the Rössliwiese in the heart of Zug. IMCZ provided a beer and soft drinks oasis. IMCZ's 'Chief Beverage Officer': Timo Pitkänen managed our stand magnificently and the sponsoring brewery Feldschlösschen provided professional equipment, support and provisions. Our stand was open from 12PM to 12AM. The weather was gorgeous and the event attracted an estimated 20'000 visitors in the space of 12 hours. Our bar was a great attraction and customers did their best to drink us dry.

Events Review 2023



END OF SUMMER PARTY AND BBQ

WHEN: SEPTEMBER 2023

IMCZ End of Summer Party, 3rd September: We welcomed over 90 guests, a club record. The theme was Western and many adorned themselves with the garb to match. Cowgirls, cowboys, or cowpersons thank you all for making our Summer Party a resounding success with your presence and participation. We loved having you there.



STIERENMARKT ZUG — NO BULL

WHEN: SEPTEMBER 2023

One of Zug's iconic events happened on the 6 & 7 September, the Bull and Cow Market and Auction. Some impressive Swiss Brown Cattle were on display in patting distance from the public. Massive bulls to unnerve a bullfighter, auctioneers rattling off prices in Swiss German faster than the speed of sound, wizened farmers in traditional garb, and all the atmosphere of a county fair. A number of our members enjoyed the event.



OKTOBERFEST

WHEN: SEPTEMBER 2023

7 Gallivanter's headed off to Munich for Oktoberfest 2023. This iconic event attracts close to 6 million visitors over a three week period. Despite the name, the festival takes place mainly in September. Apparently the mismatch of the name has something to do with the weather being better in September. Traditional lederhosen were worn by many of our group.



NEW MEMBERS' RECEPTION

WHEN: DECEMBER 2023

The Annual New Members' Reception on December 7th: at Flanagan's is one of the highlights of our calendar. The turn out of veteran, new and potential members and friends reached forty. The evening went very well with a lot of mixing and making of acquaintance among members. Complimentary food and beverages were provided, the President made a welcome address, The Events Coordinator presented the new Weekender Group & the Sports Editor presented the Ski Weekend.



ZIWC SAMICHLAUS BREAKFAST

WHEN: DECEMBER 2023

Samichlaus and Schmutzli visited the Ladies of ZIWC: Every year the ZIWC puts on a St. Nicolas Brunch for their members with attendance of around 80. The traditional St. Nicolas celebrations, are known to every child in Switzerland. Bishop Nicolas is the patron saint of poor children. Switzerland is where St. Nicolas delivers the kids what they deserve through Samichlaus & Schmutzli. For the last two years, IMCZ has provided Samichlaus & Schmutzli. This year Samichlaus was played by Richard Beswick & Schmutzli by Andrew Glass.



ZUG TOURISMUS NETWORKING EVENT

WHEN: OCTOBER 2023

Zug Tourismus Networking Party: Bill and Richard attended the Zug Tourismus Networking Party at the Freiruum on Wednesday, October 25th. It was an enjoyable event and we made many useful contacts. IMCZ and our contribution in Zug society was clearly recognised. We did our bit to spread the word further about our club. Zug Tourismus and Stadt Zug are also noteworthy for providing venues for our events, posting our event posters on the towns 20 Morris columns, placing our flyers in their display racks, contributing articles and advertisements to our newsletter, donating goodies for our raffles and gift bags.

Events Review 2023



SPECIAL STAMMTISCH HOSTED BY PALUMBO, KUDELSKI, AND DOW WHEN: OCTOBER 2023

Three members put on memorable presentations on their respective areas of competence and interest. André with a deep dive into the area non traditional finance, Antonio on the evolution and aging and Joe recruiting a state of the art ski manufacturer to present his craft. In all cases the audiences were enchanted. We hope these interesting lectures are a prelude to further interesting presentations from members as well as external speakers.



REGULAR STAMMTISCH AT 10 DIFFERENT LOCATIONS

WHEN: OCTOBER—DECEMBER 2023

We continued our wanderings to different venues for the weekly Stammtisch following the hiatus in availability of the premises at Bundesplatz 16. Notably venues included Fischerstube (4 times), B&B Sports Bar, Sky Lounge, Shed Winebar, Kurioz, Lözarn Weihnachtsmarkt and finally the return to Bundesplatz 16 formally the Gotthardhof, now run as Flanagan's Irish Pub, our designated oasis going forward.



BOARD DINNER AT THE FONDUE CHALET WHEN: DECEMBER 2023

The Annual Board Dinner Monday December 18th was held at the Fondue Chalet, Bossard Arena. It was a delightful dinner and a chance for the Board Members Bill, Jens, Peter and their spouses, Bernice, Kathy and Isabel, to enjoy each others company in a convivial atmosphere.

Events Plan 2024

Achieved or planned in 1st quarter 2024:

1. 10 Stammtische
2. 3 Special Stammtisch — Gardening, Investment, Luzern Fasnacht
3. Burns Night, 57 Guests
4. The English Theatre Group of Zug (ETGZ) Production of Mean-Kind
5. Annual General Meeting
6. Exhibiting at Montana Institute
7. Zugerberg Finanz Event
8. 10 Snow Sports Outings
9. Sauna and Swim
10. Ski Weekend in Davos

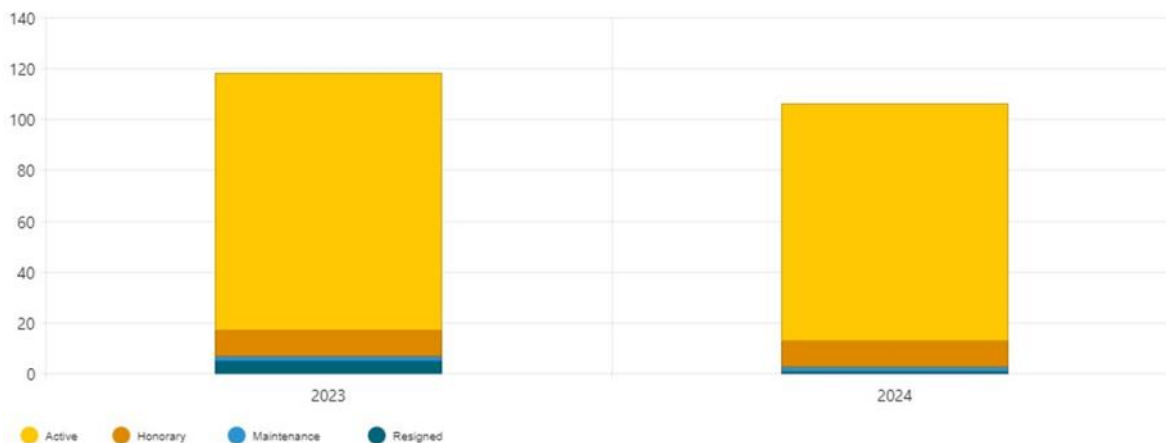
Plans for 2nd-4th quarter 2024:

1. Expat Expo 9th June
2. Summer Party 14th September
3. New Members' Reception December
4. Regular Weekly Stammtisch
5. Special Stammtisch
6. Reaction to Members' Suggestions for Special Stammtisch and Events

PR and Membership Report

Membership Report

Membership numbers have remained relatively static during 2023, with resignations (26) exceeding registrations (19) by 7 taking the year end membership to 107. Churn rate is around 20%. The end year resignations reflect in part the impact of increasing the membership fee from CHF95 to 120. But exit interviews indicate that the two primary reasons for resignations are lack of time or interest in participating in IMCZ Events and aging. The Club has been successful in attracting a younger demographic, rejuvenating our profile. Member payment discipline improved by approximately 50% compared to 22.



Membership Change February 2023 - February 2024

List of New Members and Resignations

Membership levels	Membership February 2023-February 2024			
	Start	End	Diff #	Diff %
Active	101	93	-8	-8
Honorary	9	10	1	11
Maintenance	2	2	0	—
Resigned	0	1	1	—
Summary	112	106	-6	-5

Membership levels	Members 2021-2024			
	Start	End	Diff #	Diff %
Active	124	93	-31	-25
Honorary	8	10	2	25
Maintenance	1	2	1	100
Resigned	1	1	0	—
Summary	134	106	-28	-21

PR Report

IMCZ has been active in building strong ties to key public organisations such as FMZ, Stadt Zug and Zug Tourismus.

IMCZ has also been active in establishing connections to major employers in the region such as Glencore, and Zuger Kantonalbank.

Notable Organisation Interaction 1-1-23 to 1-1-24		
Glencore	Speck	Montana
Feldschloesschen	Etter	ZIS Zurich International School
Zug Tourismus	Flanagan's	Engel & Volkers
FMZ Fachstelle Migration Zug	Timbaer	Lohri

Newsletter Report

In mid 2023, Alan Cattell and Ron Sumners handed over the Newsletter to Richard Beswick and Elina Vigand. The foundation format was maintained and the focus has been on building more content articles and advertisements, using up to date publishing software and reducing the cost of publishing, without compromising on the quality, previously established by Cattell and Sumners.

To date numerous articles have been submitted by members as well as external contributors, providing a rich mix of light and heavy reading. Advertising subscriptions increased during the year as a number of new advertisers came on board, and existing ones renewed. As a supplement, some advertisements of both own events and those of other advertisers were added to our website home page.

A Fortnightly Bulletin with a focus on the Events Calendar has been published throughout 2023 and continues in 2024.



INTERNATIONAL MEN'S CLUB OF ZUG, P.O. BOX 7212, 6202, ZUG

IMCZ NEWS

OCTOBER-DECEMBER 2023

Celebrating Summer in Style

IMCZ at the Fest der Nationen, 2nd September – The Festival of Nations is organised by the FMZ City of Zug, as a celebration of cultural diversity within our community. ZIWC and IMCZ had adjacent stands at this event. IMCZ provided a beer and soft drinks oasis. IMCZ's 'Chief Beverage Officer', Timo Pitkanen managed our stand magnificently and the sponsoring brewery, Feldschlösschen provided bar equipment, support and provisions. Our stand was open from 12PM to 12AM.

An amazing team of volunteers featuring Timo, Cleoan, J-P, Tobias, Sasha, Nikola, Sergey, Peter, Richard, Pete, Bill, Robert and Gregor manned the bar and the beer flowed. That's the spirit chaps!

Read more inside this issue.

IMCZ End of Summer Party, 3rd September – We welcomed over 90 guests, a club record. The theme was Western and many adorned themselves with the garb to match. Cowgirls, cowboys, or cowpunks thank you all for making our Summer Party a resounding success with your presence and participation. We loved having you there. IMCZ laid on a full programme of entertainment, including – mouthwatering Food – amazing Drinks – challenging Games – Texas Dancing – Lady Luck Raffle – Country Music – Mixing and Meeting folk from our community and more.

An amazing team of volunteers featuring Timo, Cleoan, Tobias, Richard, Peter, Bill, Ian, Robert, Gregor, Suzanne and Kevin as well as Perfect Party, Skippy Dance and the Travelling Dangleberries made for a memorable event in an idyllic setting. Now for next year!

Read more inside this issue.

RICHARD BESWICK, PRESIDENT IMCZ

IMPORTANT NEWS

Dr. Alan Cattell has stepped down as Editor of IMCZ NEWS after long and outstanding service to the Club.

Alan has done a remarkable job as editor, designer, researcher, publisher of learned and humorous articles and club news snippets. Not to mention, his long service as a Member of the Board. Thank you Alan!

Richard Beswick, Interim Editor




Want to know what IMCZ is all about?
Join our Weekly Stammtisch, every Thursday at 18.00. No strings attached!
See our Events Page for weekly location: imcz.club/Club-Events



info@imcz.club imcz.club

Inside this issue

- New People, New Events PAGE 2
 - Parade of Summer Events PAGE 3
 - Upcoming Autumn Events PAGE 5
 - Facilitators of Integration & Diversity PAGE 7
 - Swiss Data Protection Law PAGE 9
 - Photovoltaic Panels PAGE 10
 - In Love with Zug PAGE 11
 - Nordic Ski Fanatic in Zug PAGE 12
 - Get Ready to Ski PAGE 14
 - Glucosamine and Hesperin PAGE 16
 - ZIS ensures children develop a life-long love of learning PAGE 17
 - A night of laughter PAGE 19
 - What's IMCZ all about? PAGE 20
- Keywords: Current Club Affairs, Integration, Privacy, Energy, Zug, Skiing, Healthcare, Education and IMCZ




IMCZ Current Events Fortnightly Bulletin – September 4th 2023

FMZ Fest der Nationen & IMCZ Summer Party



WHAT HAPPENED AT IMCZ IN THE LAST COUPLE OF WEEKS?

Fest der Nationen, 2nd September – The Festival of Nations is organised by the FMZ City of Zug, as a celebration of cultural diversity within our community. Both ZIWC and IMCZ had adjacent stands at this event. IMCZ provided a beer and soft drinks oasis. IMCZ's 'Chief Beverage Officer': Timo Pitkanen managed our stand magnificently and the sponsoring brewery provided good equipment, support and provisions. Our stand was open from 12PM to 12AM. An amazing team of volunteers featuring Timo, Cleoan, J-P, Tobias, Sasha, Nikola, Sergey, Peter, Richard, Pete, Bill, Robert and Gregor manned the bar and the beer flowed. That's the spirit chaps!

IMCZ End of Summer Party. We welcomed over 90 guests, a club record. The theme was Western and many adorned themselves with the garb to match. Cowgirls, cowboys, or cowpunks thank you all for making our Summer Party a resounding success with your presence and participation. We loved having you there. IMCZ laid on a full programme of entertainment, including – mouthwatering Food – amazing Drinks – challenging Games – Texas Dancing – Lady Luck Raffle – Country Music – Mixing and Meeting folk from our community and more.

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WHAT HAPPENINGS ARE AHEAD FOR IMCZ IN THE NEXT COUPLE OF WEEKS?

September 11th 12th exchange meeting between the leaders of the Zug Migration Associations and The Migration Office Zug. Do join our delegation. Register to join on our events page.

September 23rd. Luzern Oktoberfest, party organised by ZIWC, to which IMCZ is cordially invited.

Vagabond Stammtisch journey continues

- 7 [Joo Hof](#)
- 14 [Skolodonec](#)
- 21 [Freinum](#)
- 28 [Ochsen](#)

Venues subject to change.

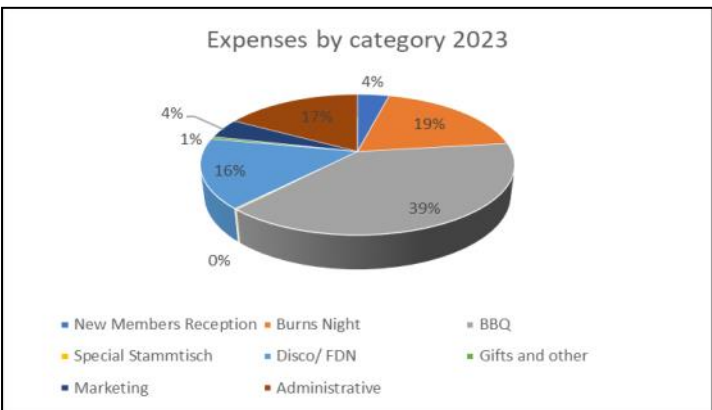
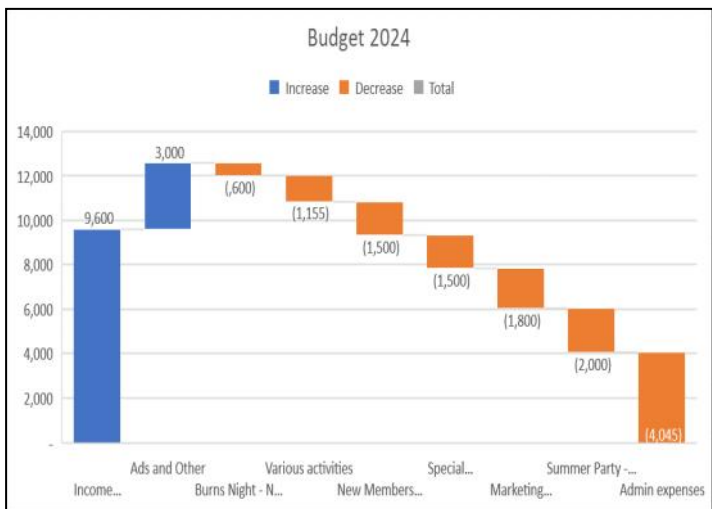
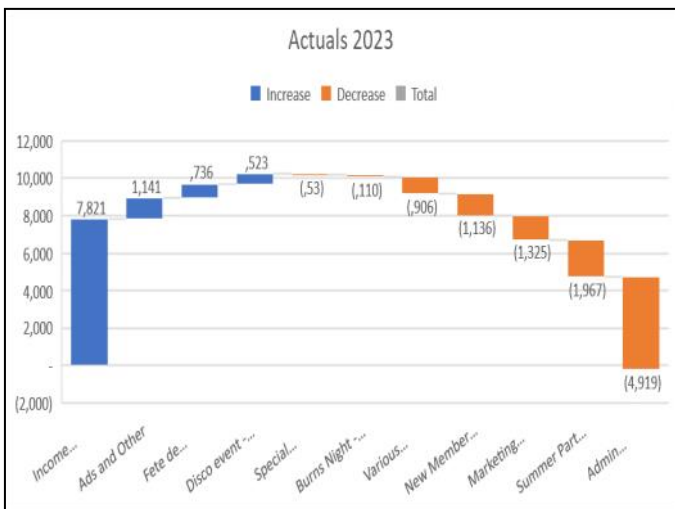
The Summer Schedule for Stammtisch

Date	Time	Location
Thursday 29/6	18:00	Freinum
Thursday 6/7	18:00	Cafe Glücklich
Thursday 13/7	18:00	Seeliken Badi

Treasurer's Report

Overall, the club year 2023 finished with total revenues of CHF 29,266 and expenses of CHF ° 29,461, amounting to a break even result of CHF 195, compared to a loss of CHF 2,328 in the previous year. All the events during the year generated an expected loss of CHF 2,913 with some positive contributors such as the Disco event and the Fete de Nations in September 2023. The new member reception was richer in terms of free drinks and food compared to other years. The membership income was lower compared to the prior year due to a one-time change in accounting practice, revenue from advertising picked up nicely in the fourth quarter. Marketing expenses included the participation at the Expat Expo in Cham and the purchase of flyers, key chains, and other marketing material. Total administrative expenses were slightly higher, attributable to cost for board meetings, AGM, member administration software, and depreciation expenses.

Looking forward to next year, we are planning membership revenue of CHF 9,600 and a solid year of newsletter advertising income of CHF 3,000. Marketing expenses are slightly higher, but administrative expenses will drop significantly related to improvements in the newsletter area and the generous contribution of a free storage space by a member of the club. All these items sum up to a surplus of CHF 6,755 of funds that can be spent on events for the enjoyment of our participating members. Accordingly, we are planning a loss for Burns Supper of CHF 600, a summer party contribution of CHF 2,000, new member reception of CHF 1,500, and other activities. The club year is budgeted to be break-even.



Treasurer's Report

International Men's Club Zug 2023 Financial Statements and 2024 Budget

Statement of Revenue/ Expenses			Overview by major component		
All numbers in CHF	2023	2022	All numbers in CHF	2023	2022
REVENUE			Events		
Income - Membership Fees	7,838	10,725	Burns Night - Net Loss	(110)	(935)
Income - Special Rebate	-	865	Summer Party - Net Loss	(1,967)	(2,258)
Income - Newsletter Ads	1,141	-	Disco event - Net Profit	523	-
Income - Burns Night	5,495	3,340	Fete de Nations - Net Profit	736	-
Income - BBQ	9,458	4,645	New Members Reception	(1,136)	(398)
Income - Others	5,335	768	Special Stammtisch	(53)	(487)
TOTAL REVENUE	29,266	20,343	Various activities	(906)	(3,927)
EXPENSES			Total Events - Net Loss	(2,913)	(8,005)
Event - New Members Reception	1,137	398	Income/ expenses outside events		
Event - Burns Night	5,605	4,275	Income Membership	7,821	11,445
Event - BBQ	11,339	6,904	Ads and Other	1,141	768
Event - Special Stammtisch	53	487	Other	-	(2,000)
Event- Others	4,695	3,927	Marketing expenses	(1,325)	-
Event - gifts and other	166	2,000	Total Admin expenses	(4,919)	(4,536)
Board Meetings	956	828	Total inc/ exp outside events	2,718	5,677
Club - AGM	495	349	Net (Loss)	(195)	(2,328)
Publication - Newsletter	1,050	1,200	Budget 2024		
Marketing - Expat Expo	361	-	Overview by major component		
Marketing - Misc. Expenses	964	-	All numbers in CHF	2024	2023
Admin - Postages	120	240		Budget	Actuals
Admin - Office Supplies etc.	75	-	Events		
Admin - Storage room	545	510	Burns Night - Net Loss	(600)	(110)
Admin - Insurance	351	366	Summer Party - Net Loss	(2,000)	(1,967)
Admin - Webhosting / Internet	974	847	Disco event - Net Profit	-	523
Admin- Banking Fees	2	9	Fete de Nations - Net Profit	-	736
Admin-Paypal Commissions	221	144	New Members Reception	(1,500)	(1,136)
Depreciation Expense	353	187	Special Stammtisch	(1,500)	(53)
TOTAL EXPENSES	29,461	22,671	Various activities	(1,155)	(906)
Net (Loss)	(195)	(2,328)	Total Events - Net Loss	(6,755)	(2,913)
BALANCE SHEETS			Income/ expenses outside events		
All numbers in CHF	12/31/2023	12/31/2022	Income Membership	9,600	7,821
ASSETS			Ads and Other	3,000	1,141
Zuger Kantonal Bank	7,390	5,208	Marketing expenses	(1,800)	(1,325)
Prepaid Expense	625	351	Total Admin expenses	(4,045)	(4,919)
Fixed Assets	1,276	608	Total inc/ exp outside events	6,755	2,718
TOTAL ASSETS	9,291	6,167	Net Income (Loss)	-	(195)
LIABILITIES			Income/ expenses outside events		
Accounts payable	1,711	-	Income Membership	9,600	7,821
Deferred Income	1,608	-	Ads and Other	3,000	1,141
Club Equity opening balance	6,167	8,495	Marketing expenses	(1,800)	(1,325)
Profit (Loss)	(195)	(2,328)	Total Admin expenses	(4,045)	(4,919)
Club Equity ending balance	5,972	6,167	Total inc/ exp outside events	6,755	2,718
TOTAL LIABILITIES	9,291	6,167	Net Income (Loss)	-	(195)

VOTE ON APPROVAL OF FINANCIAL REPORT 2023

Auditor's Report 2023



Auditor's Report to the Annual General Meeting of the International Men's Club of Zug

Thursday, January 11, 2024

Dear Club Members,

As auditors, in accordance with Art. 15.6 of the IMCZ Constitution, we have duly audited the bookkeeping, the Balance Sheet as of December 31, 2023, and the Statement of Income and Expenditure for the year ended on December 31, 2023, of the International Men's Club of Zug.

Whilst the Treasurer is responsible for drawing up the aforementioned accounts, the auditors' function is to audit these accounts to determine that they are, to the best of the auditors' knowledge, correct and complete.

We have audited the individual bookings and also the corresponding receipts thereto as evidenced in the accounts on a random, spot check basis and verified the bank statements. We therefore, to the best of our ability, consider the bookkeeping and data content of the accounts to be in accordance and commensurate with the requirements of the Club's Constitution.

We herewith recommend that the Members present duly accept the accounts as here presented and that they discharge both Treasurer and Board accordingly.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Bastiaan Veenendaal'.

Bastiaan Veenendaal

A handwritten signature in blue ink, appearing to read 'Lindsay Johnson'.

Lindsay Johnson

DISCHARGE OF THE AUDITORS 2023

DISCHARGE OF THE BOARD 2023

Bill Lichtensteiger
Webmaster
Secretary



Jens Kordetzky
Treasurer



Peter Aschmann
Public Relations
Membership



Richard Beswick
President
Newsletter



ELECTION OF THE BOARD 2024

IMCZ Ambitions and Plans 2024

FINANCE

Produce financial results that meet the budget and maintain the solvency of the Club. Generate a positive results on the 2024 exercise from events and advertising. Continued careful management of expenditure and maintenance of adequate reserves.

MEMBERSHIP

Increase membership by 10 net new members acquired from across the demographic and professional spectrum. Achieved by intensification of promotion of the Club to public bodies, commercial enterprises and the general public in the region of Zug.

PR

Establishment of ever closer contact with public bodies and commercial enterprises in the region of Zug, to enhance awareness and appreciation of our Club and its contribution within the Community of Zug.

EVENTS

Provide our Members with a broad spectrum of Events and Stammtisch on a regular basis, in convenient format and at attractive prices, including weekly regulars' table, winter and summer parties, excursions, interest groups, presentations and other activities.

CONTRIBUTIONS TO CIVIC SOCIETY

Set ourselves the mission of enhancing the integration process within the community of Zug. This commitment would be achieved in close collaboration with the public bodies and commercial enterprises in the region of Zug.

IMCZ

SOCIAL AND NETWORKING CLUB FOR MEN CONNECTED TO ZUG

ANNUAL GENERAL MEETING (AGM)

**THURSDAY, MARCH 14, 18:00
FLANAGAN'S PRIVATE MEETING ROOM**

ALL MEMBERS WELCOME

Come and experience the IMCZ community!

Visit our website: www.imcz.club

Member's Question Time

Members present at the AGM are invited to raise questions and make comments of the preceding presentation by the Board. Due to the limited time available for the AGM, it may not be possible for everyone to ask questions or make comments. However it is intended that the AGM will afford all members an opportunity to voice their opinions. During 2023 a Poll of Members was conducted to which close to half active members responded.

The survey addressed:

- ◆ Member Satisfaction with Different Aspects of IMCZ
- ◆ Member Interest in Different Types of Events at IMCZ
- ◆ Member Satisfaction with Different Events at IMCZ
- ◆ Member Participation with Different Events at IMCZ
- ◆ Members' Convenient Times to Participate in IMCZ Events



POLL OF MEMBERS SHAPING OUR FUTURE

Poll by IMCZ President, Richard Beswick

A survey of members was conducted online with the polling function in WildApricot. 37 of 110 club members responded to the poll in March, with their opinions on the club, expectations for events and other activities and satisfaction with different aspects of their membership. A second wave did not yield any further returns and the survey was closed with the 37 entries as the sample. The results have now been analysed. Here is a summary of the results.

The Questions

How interested are you in the following types of events that IMCZ could organize: **CULTURAL EVENTS** (e.g. carnival, museums, theatre, concerts...)? Please rate each type of event on a scale of 1 to 5, with 1 being "not interested at all" and 5 being "very interested"

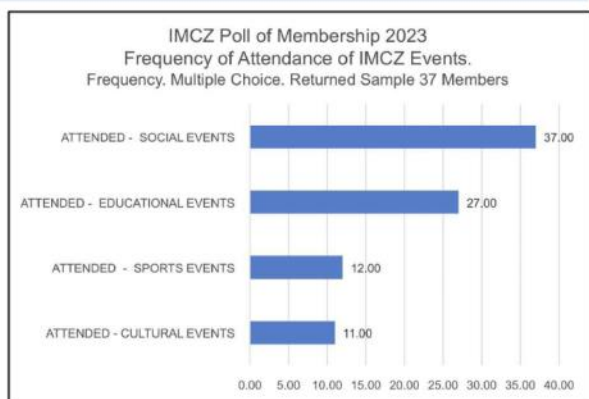
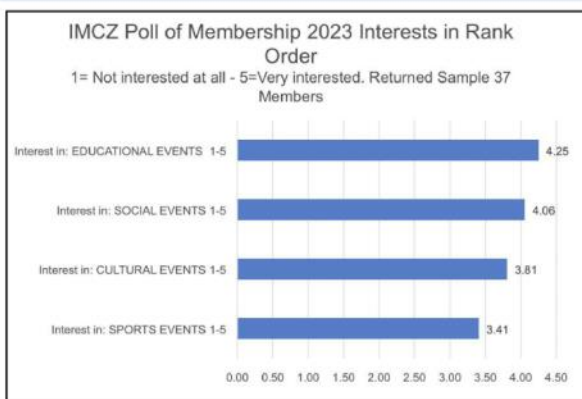
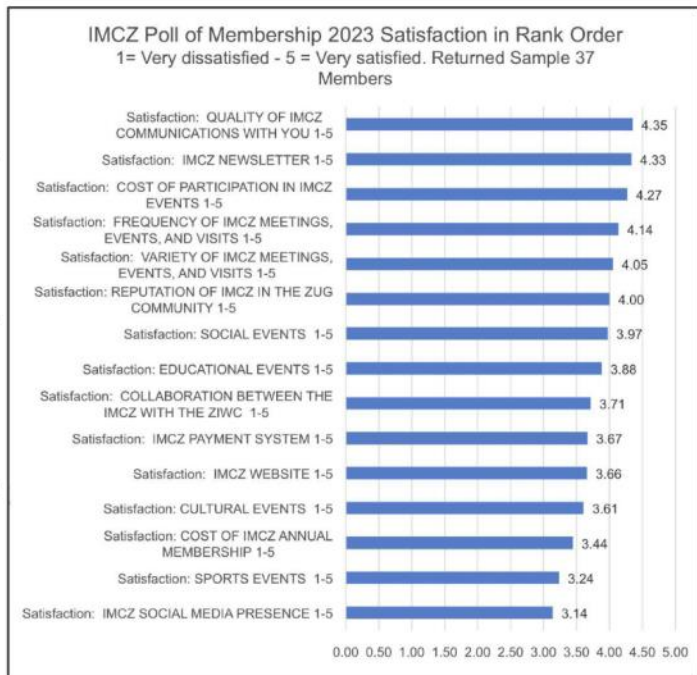
How interested are you in the following types of events that IMCZ could organize: **SPORTS EVENTS** (e.g. skiing, hiking, golfing, swimming...)? Please rate each type of event on a scale of 1 to 5, with 1 being "not interested at all" and 5 being "very interested"

How interested are you in the following types of events that IMCZ could organize: **SOCIAL EVENTS** (e.g. Stammtisch, dinners, parties, networking...)? Please rate each type of event on a scale of 1 to 5, with 1 being "not interested at all" and 5 being "very interested"

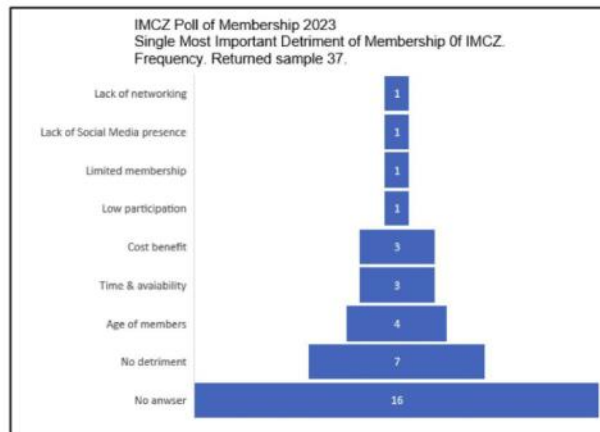
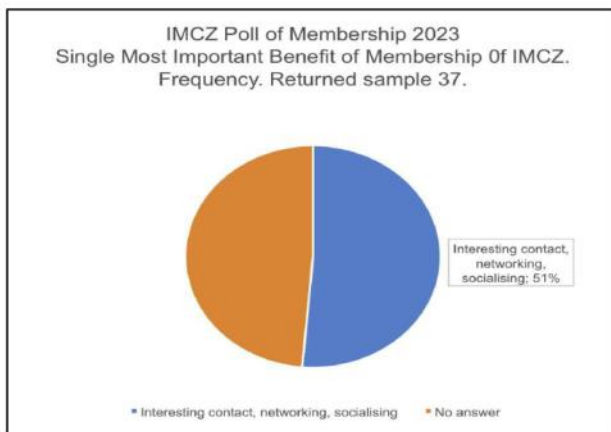
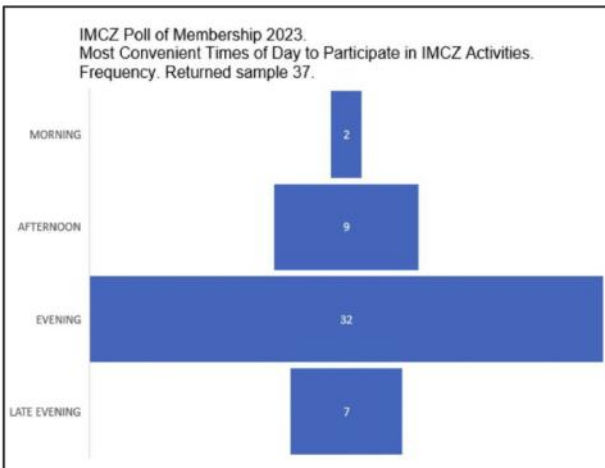
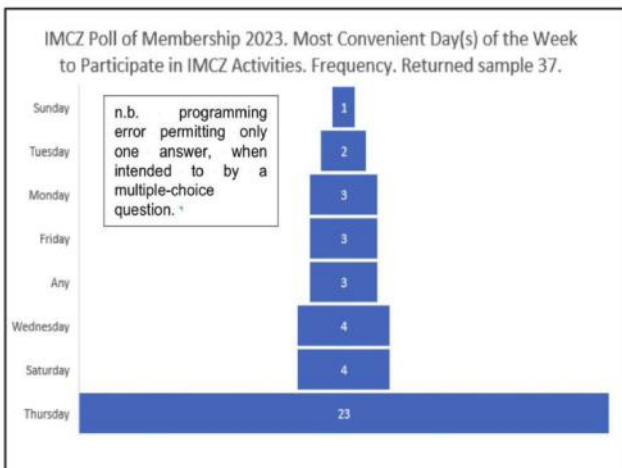
How interested are you in the following types of events that IMCZ could organize: **EDUCATIONAL EVENTS** (e.g. wine tasting, degustation, interest groups, guest speakers...)? Please rate each type of event on a scale of 1 to 5, with 1 being "not interested at all" and 5 being "very interested"

Total 37 votes

The Results



Poll of Members Shaping our Future



Comments / Suggestions captured from the poll

In addition to the above information, many Members took time to give some specific suggestions, complaints or praise. Thank you for this information. The board are reviewing it and will take your comments to heart. If anyone wishes to have a look at the comments, we're happy to make them available to any IMCZ member on request.

Summary and Conclusions

Among those that responded, there seems to be general satisfaction with the club and what it provides. Of course, there are criticisms, and these are taken seriously by the Board, and wherever they have widespread validity, action will ensue. I look forward to reviewing the results with members and the board as the occasion arises and make the following call to action to all IMCZ Members:

- To make their voices heard regularly to the Board and Presidency.
- To propose activities and events that they want to see incorporated into our programme.
- To attend our weekly Stammtisch, whenever they can.
- To volunteer their time to organize and deliver IMCZ events.
- To encourage their family and friends to join IMCZ.

International Men's Club of Zug Voice of the Membership Survey 2023

IMCZ Constitution (1/4)



International Men's Club of Zug

CONSTITUTION [amended as of March 2nd, 2023]

I. Name, Domicile, Object and Duration

Art. 1 – Name

The name of the Club shall be “International Men’s Club of Zug”, hereafter, “the Club”

Art. 2 – Domicile

The address of the Club shall be in the City of Zug.

Art. 3 – Object

The principal objects of the Club are to foster fellowship and to promote friendly relations, social activities and business interests among English-speaking residents and organizations in the Zug area. The language of the Club is English.

Art. 4 – Duration

The duration of the Club is not limited, except by its possible dissolution per Article 29.

II. Membership

Art. 5 – Membership

All male residents in the Zug area or with some particular interest in or connection to Zug shall be eligible for membership in the Club and, upon application, may become regular members.

Application for membership can be made online via the club website, or may be submitted in writing to the Membership Secretary.

The Board shall consider and either approve or deny the application for membership. Membership privileges may be withdrawn at the discretion of the Board if a member’s conduct proves incompatible with the object of the club set forth in Article 3 or in the reasonable opinion of the Board, is deemed to be in some way detrimental to the Club. A member thus excluded may appeal the ruling of the Board at the next AGM, until which time, the member’s membership privileges shall remain suspended.

Art. 6 – Honorary Members

The Club may invite men of prominence, at the discretion of the Board, to become Honorary Members of the Club. The Board may also propose Honorary Membership to Club members who have provided exceptional service to the Club. Such proposals must be approved by the AGM.

Art. 7 – Resignation

All members are entitled to resign their membership at any time. Resignation must be tendered in writing and may be addressed to any member of the Board.

Membership automatically ceases if membership dues are not received by April 30th of the membership year.

Resigning members are still obligated to fulfil all financial obligations which are connected with their membership.

Art. 8 – Liability

The liability of Club members shall be limited in that no individual member of the Club shall be subject to, nor liable for, any debt, obligation or liability of the Club other than his membership dues.

The Board shall maintain a third-party liability insurance policy for the activities of the Club to a value to be determined by the Board.

Art. 9 – Regular Meetings

Regular meetings of the Club shall be considered to include a “Stammtisch” (round table) event to generally be held weekly except in the case of public holidays.

The Board shall meet on a regular basis – typically monthly – in order to execute Club business.

Art. 10 – Membership Dues

The amount of annual membership dues shall be proposed by the Board.

IMCZ Constitution (2/4)



International Men's Club of Zug

Should the board propose a change, the amount of annual membership dues shall be determined by the membership by means of an electronic vote prior to the end of the year. The membership year is the same as the calendar year.

Members joining between January 1st and June 30th shall be invoiced at the full annual membership rate. Members joining between July 1st and December 31st shall be invoiced at ½ of the annual membership rate.

Honorary members are exempt from paying membership dues.

Membership dues are not refundable in the event of resignation, death or other incapacity to attend events of the Club.

III. Organization of the Club

Art. 11 – Organs

The organs of the Club are:

- a) The General Meetings of the Members
- b) The Board
- c) The Auditors

A. The General Meetings of the Members

The General Meeting of the Members is the highest organ of the Club. There are two types of General Meeting of the Members:

- a) The Annual General Meeting (AGM)
- b) The Extraordinary General Meeting (EGM)

Art. 12 – Annual General Meeting (AGM)

The AGM is a planned event and must be summoned by the Board as per Article 14.

Art. 13 – Extraordinary General Meeting (EGM)

An Extraordinary General Meeting (EGM) must be summoned by the Board on demand of at least one tenth of the membership of the Club. The demand must be sent to the Board in writing and must list the requests and the agenda which is proposed for the EGM.

An EGM may also be summoned by the Board of its own volition.

Art. 14 – Summons

The AGM must be summoned by the Board to take place within the first quarter of each calendar year.

The summons for an EGM demanded by the Membership must be issued by the Board within 30 days of said demand as per Article 13. Should the

Board decide to call an EGM, it will issue the summons within one week of said decision.

The summons must list the requests and the agenda and must be sent at least 20 days prior to the meeting to the members of the Club.

Members may submit additional items for inclusion in the Agenda to the Board in writing up until 10 days prior to an EGM or 20 days prior to an AGM.

Art. 15 – Business of the AGM

The AGM is conducted under the direction of the sitting Board. The following functions shall be carried out by the AGM:

- 15.1 Should the number of attendees warrant, the Board may propose that the AGM elect two vote counters.
- 15.2 Approval of the minutes of the previous AGM.
- 15.3 Presentation of the President's report for the previous year.
- 15.4 Presentation of the Membership Secretary's report for the previous year.
- 15.5 Presentation of the Treasurer's financial report for the previous year.
- 15.6 Presentation of the Auditor's report for the previous year.
- 15.7 Vote to approve the previous year's financial reports.
- 15.8 Discharge of the Board and the Auditors.
- 15.9 Presentation and Election of the President, the Vice-President, the other board members and auditors.
- 15.10 Presentation and approval of the proposed annual budget.
- 15.11 Vote on any proposed amendments to the Constitution, such amendments having been proposed in writing ahead of the AGM in accordance with Article 28.

All members have equal voting rights at the AGM and resolutions are passed by a majority of the votes cast by all members present. In the event of a tie, the President of the Club shall have a casting vote.

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Art. 16 – Business of the EGM

Under the direction of the sitting Board, the business requested by member demand or at Board request shall be carried out. As required by the membership or by the Board, business typical of the AGM may also be carried out at the EGM.

The voting procedures of the EGM are identical to those of the AGM.

B. The Board

Art. 17 – Members of the Board

The Board must be constituted by at least three members who are the President, the Secretary and the Treasurer. Other members may be elected as required by the expanding activities of the Club. The Board may at its discretion appoint a Vice-President from within its ranks.

If the need arises and the Board cannot appoint a member from its own ranks, the Board may, at its discretion, appoint additional members to serve on the Board – either to accommodate for expanding club activities and/or to fill a Board position left vacant through resignation. Such an appointment must be announced to the Club in writing.

Members not in agreement with such an appointment may demand a vote at an EGM per Article 13.

The Board may, at its discretion, appoint regular club members to perform administrative duties for the club, e.g. Membership Secretary or Stammtisch Coordinator. The Board shall ensure that a Membership Secretary is appointed, either as a Board Member, or as a regular club member.

Art. 18 – Election

The members of the Board are elected by the AGM for a period of one year to serve until the subsequent AGM. Board members are entitled to stand for re-election at any subsequent AGM.

Art. 19 – Management

The Board is responsible for the management of the Club. The Board may delegate certain functions to one or several of its members, or to a specially empowered third party at its discretion.

Art. 20 – Representation

Only members of the Board may represent the Club at all outside activities or functions. The Board shall determine which Board member or Board members are to represent the Club as required.

Art. 21 – Resolutions

All members of the Board have equal voting rights and resolutions are passed by a majority of all Board members. Board members may vote on resolutions in person or in writing.

In case of deadlock among the Board members, the President shall have a casting vote.

Art. 22 – Signatory Power and Financial Approval

The President, Vice-President and Treasurer shall be empowered to sign singly on behalf of the club.

All expenses incurred on behalf of the Club must have the prior approval of the Board.

C. The Auditors

Art. 23 – Election

Two members, elected at the AGM for a period of two years, shall act as Auditors of the Club. If an auditor should resign, and a replacement cannot be found, then it will be acceptable to continue with only one auditor until a second can be found.

IV. Communications and Notice

Art. 24 – Club Newsletter

The Club shall publish a newsletter on a regular basis containing club notifications, news and event information. This newsletter will be sent to Club members upon publication. Published newsletters will also be available on the Club's website. The Board may, at its discretion, sell advertising space in the Newsletter to third parties, with revenues generated being added to the Club's accounts.

Art. 25 – Club Website and Member Database

The Club shall maintain a website in order to provide Club members with information about the Club, its members and events. The Board may, at its discretion, sell advertising space on the website to third parties, with revenues generated being added to the Club's accounts.

The Board shall exercise due diligence to prevent access to the online member database by non-members.

Club members shall keep this information confidential.

The Board shall ensure that the Club complies with Swiss data protection regulations.

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Art. 26 – Member Address Information

It is the responsibility of each member to keep his postal address and any e-mail address information up to date in the membership database. Members may either modify their own information online or inform the Membership Secretary in writing of a change.

Art. 27 – Communication to the Members

The Club newsletter will be delivered by e-mail to any member who has provided the Club with an e-mail address.

All Club event announcements, reminders and notices will be delivered by e-mail to any member who has provided the Club with an e-mail address.

E-mail announcements will be sent to the membership on a regular basis. It is the responsibility of the member to notify the Board should they not be receiving regular e-mail notifications or the Club newsletter.

Any communication from the Board which is required to be "in writing" may be sent either to the member's e-mail or postal address at its discretion.

V. Amendments to the Constitution and Dissolution of the Club

Art. 28 – Amendments

Amendments to this Constitution may be proposed by Members, in writing, to the Club President. To be accepted, a proposed amendment shall be approved by a majority vote of the members voting at the corresponding General Meeting (AGM or EGM). Any proposal must be received at least 20 days in advance of the corresponding General Meeting in order to be voted upon.

Art. 29 – Dissolution

The dissolution of the Club is subject to majority decision of the full membership of the Club and by secret ballot. An application for dissolution must be submitted to the Board by at least 20% of the membership. The Board must then provide ballots to the membership within 20 days and conclude the vote of dissolution within 30 days after receipt of said application of dissolution.

In the event of dissolution, the assets of the Club shall be disposed of by the Board with the concurrence of the membership, to designated charitable organizations of the Canton of Zug.

This document cancels and replaces the amended Constitution of the Club dated January 29th, 2019. It was authorized by a majority vote of the AGM of March 2nd, 2023.

Signed in Zug, Switzerland this 2nd day of March, 2023.

President
Bill Lichtensteiger

Vice-President
Richard Beswick