



OSOYOOS GOLF CLUB

BOARD MEETING MINUTES – February 27, 2025, 9:00 am

Board Members in Person in Members Lounge

Brenda Hendrickson, David Peterson, Gary Stead, Roger Pires, Doug Booth

Absent: Sherry Chamberlain,

Via Teams: Alan Bajkov, Alan Gow, Tim Alder

Staff: Bryan Ewart, General Manager

Recording Secretary: Bev Newton

1. Call to Order 8:59 am

- a. Agenda Changes or additions.
- b. Adoption of Agenda

Moved and Seconded:

THAT: The Agenda be approved.

CARRIED

2. Consent Agenda

Consent Agenda Items

- a) Board Meeting Minutes – January 22, 2025
- b) Adoption of the Consent Agenda

Consent Agenda Approval

Moved and Seconded:

THAT the Consent Agenda be approved

CARRIED

3. Presidents Report

- To establish a Date in April for board governance, I will send an email to board and see who would like to join and confirm a date.
- Received a lengthy email regarding membership categories and annual dues. Bryan and Alan will respond.

4. GM Report

1. Operational Update:

Cash Flow Management:

- Temporary one-time bulge from BMO reduced from \$750,000 to \$350,000 as of February 1, 2025.
- Reduced to original limit of \$250,000 as of March 1, 2025. March will be a lean month for the club. Additional cost and expense controls still remain in full effect.

- Rate increase from Prime + 1.5% to + 2%.
- Monthly and quarterly fees are being increased.
- Monthly P&L being provided to BMO by the 15th of each month.
- Continue to work with BMO to ensure targets are being achieved and required information is being provided. Will approach BMO to extend the bulge through to April.
- We have had two fraudulent cheques received by BMO; one was stopped but a \$2000 dollar one got through. A claim has been put through to BMO and the RCMP fraud department.

Financial Review:

- Spending freeze and cost-cutting measures continue.
- Cash Flow Management continues to be top priority.

Membership Analysis and Adjustments:

- Renewal process was extremely challenging. Updated policies will be reviewed and implemented going into 2026 membership renewal process. Early payment incentives, lates payment penalties and other incentives to reduce credit card processing fees.
- We still have approximately \$100,000 in membership renewals that we haven't heard from yet. Mostly University, Intermediate and Junior members; members who have not paid the Initiation Fee. This is not surprising or unusual for this to happen.
- We have an approximate shortfall on forecast membership dues of \$188,000 as of February 1, 2025 (assuming the \$100,000 outstanding comes back). We will need to start a proactive membership drive, sooner than later, to try to fill this gap.

Operational Strategic Planning Session:

Monday, March 3rd Offsite, all-day meeting at Hester Creek with the Staff

- Reviewing the Survey results, budget, and SWOT (strengths, weaknesses, opportunities, and threats) analysis this will lead us to the department objectives where each department will set their top five priorities that they are working on this year.
- Focus on operational planning and efficiencies for the 2025 season.
- Team building.

Community and Industry Engagement

- Continue to work with local hotels and tour operators to set up packages and booking programs.
- Reestablished the South Okanagan region on the Golf in BC map. Good opportunity to have OGC, FMB and Nk'Mip working together to attract business to the region.

Grounds Maintenance Report

- Golf course is set to open on March 7th (Members only) and on March 8th for everyone.
- Key Projects and Observations:
- Ryan is extremely happy with how the course/greens have wintered. We will be starting an aggressive communication plan to get the message out to the local golf community.
- Huge appreciation to Cody (Mechanic) for all his work with the golf cart battery conversion over the past 4 weeks.

Golf Operations Report

Driving range set to open on March 3rd

Human Resources:

- Head Golf Professional, Matt Vincent, started his employment with OGC on Wednesday, February 12, 2025. Matt has many years' experiences as HP and comes from us most recently from Blue Ocean Golf Club. He had 20+ years at Colonial in Beaumont, Alberta.

Golf Cart Program:

- Record keeping on each cart is now in place.
- 61 battery conversions are being completed by golf course Mechanic.
- Usable batteries will be balanced and put into 2016 (50) golf carts.
- Outside Services Supervisor has been hired and started on Monday, February 25, 2025. Shawn York's primary objectives will be Member/Customer outside services experience (staff training and review) as well as golf cart and equipment maintenance.

Retail Planning:

- New HP conducted physical inventory count – Feb 26, 2025. Unfortunately, there appear to be many discrepancies. Will have more details by end of this month.

Member Ballot & Lottery:

- Will be running our first member "lottery" on Friday morning at 6:45am.

2025 Public Green Fee Rates:

- 2025 rates have been finalized and posted on the website.
- Public online bookings are active.
- Public group bookings appear to be strong with many travelers staying local this year primarily due to economic and political conditions in the US.

Food and Beverage Report

Operational Review:

- Food and Beverage Costs and Pricing will be focus for 2025.
- Labour Savings: Identified as a priority for operational efficiency.
- New menus being worked on. Fresh sheet, other monthly specials.

Greenside Bar & Grill Updates:

- Kudos to Alana for creatively and cost effectively getting many projects completed this winter, including:
 - New flooring in old, carpeted areas and on stairs
 - New tabletops on GSBG
 - New paint around exterior of bar
 - Chais steam cleaned.
 - New taps are being installed (paid by vendors). New on Tap: Red and White Wine, Rose, Old Fashioned

Summary:

The team is very excited for the start of the season, Many hours are being put in to get the facility ready for launch.

Review of Member Survey committee

The board reviewed the member survey and there was 171 pages of the results, and the committee attempted to find the key pieces and create an action plan. The summery report will be sent to the Members. There were 300 members that completed the survey, 276 of them were executive members. 87% of the people that completed the survey are over the age of 60. 59% of the members that completed the survey have been members over 10 years.

We now have a benchmark and will send the same survey in January of next year and then we can see how we did with the key pieces.

5. Treasurers Report

No financials for this month but we will put January and February together next month. Two key things 1 it would be prudent to extend our temporary budge for another month so make sure we are covered for March. There will not be a lot of cash coming in for March. We are putting in actually cash flow so we have a better idea of what our cash position is throughout the year so that we can plan credit facilities appropriately. As soon as we receive the financials and will prepare a report.

6. Committee Reports

a. Building:

The clubhouse has had a bit of a facelift over the winter, new paint flooring and tabletops.

b. Club Captains:

Looking to make the Senior Men's Rattlesnake open a primer event. to bring back the name and the ages from 54 to 60 and 60 plus. We need to get a Committee together to help the GM and Pro put this tournament together.

c. Food & Beverage

No meeting and will have a report next month.

d. Green

No meeting will be meeting next month. The netting on the driving range has been destroyed and the decision is to clean up the area behind the netting will be cut and the balls picked up by hand.

e. Health & Safety Nothing to report.

f. Human Resources Done

g. Long Range Planning Nothing to report.

h. Marketing No meeting but the Par 6 marketing plan is going forward.

i. Membership No meeting tabled until next meeting.

7. Business Arising

None

8. Other Business:

1. Member – Welcome Package tabled until March Meeting
2. Tresorit 2 step verification set up for all board members
3. AGM set for April 28,2025
4. Cyber Security Tabled until March Meeting

9. Other Items/Questions/Comments (open to GM & all Directors)

1. Fund Raising Committee tabled until the March meeting
2. Removed the US Flag for now
3. We are hosting a PGA of BC (interior region) Zone 2 match play event to include 32 golfers

10 Future Meeting

March 27,2025 9:00 – 11:00 am

9. Recording Secretary excused

10 Adjournment 10:11