# OSOYOOS GOLF CLUB

## BOARD MEETING MINUTES – March 27th, 9:00 am

**Board Members in Person in Members Lounge**
Brenda Hendrickson, David Peterson, Gary Stead, Sherry Chamberlain , Roger Pires, Doug Booth, Tim Alder
**Absent:** Alan Bajkov, Alan Gow

**Staff:**
Bryan Ewart, General Manager
Bev Newton, Recording Secretary

**1. Call to Order 8:55 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 – February 27th, 2025.
b) Club Captains committee Meeting Minutes – March 4th,2025.
c) HR Committee Meeting Minutes – March 21st, 2025
d) F&B Committee Minutes March 21st, 2025
e) Green's Committee Minutes March 18th, 2025
f) Adoption of the Consent Agenda

**Consent Agenda Approval**
Moved and Seconded**:**
**THAT** the Consent Agenda be approved
**CARRIED**

## 3. Presidents Report
Board Governance workshop for Sherry C and Alan G will need to be rescheduled.

## 4. Treasurer's Report

## Finance Report for the Month ended February 28, 2025

### Balance Sheet

Cash and cash equivalents were -$21K compared to $231K for the same period last year. The cash position continues to be tight with Management monitoring daily.

Current Liabilities were $235K, which is the same last year. This includes a Prepaid Capital Improvement of $100K which represents the funds raised by the $300 levy for the practice green. This amount is offset against the Putting Green Bank Loan in Long Term Liabilities. The amount of this loan is $271K as it also includes the lithium batteries for the golf carts. The amount in Prepaid Capital Improvement should be offset against the loan when cash is available.

It should also be noted that the pro shop inventory count was completed in February and no material discrepancies were found.

### Income Statement

Revenue for the month was $72K; $34K under budget and $250K lower than the same period last year (see YTD comments). YTD revenue was $1,085K; $106K below budget but $142K higher than same period last year. More member dues were paid in February last year which skewed the monthly total. On a year-to-date basis membership is $120K below budget. There were 31 executive members that resigned, which accounts for about $69K in lost revenue. It is anticipated that some of the deficit will be made up from intermediate members joining later in the spring.

Wages for the month were $70K; $26K below Budget and $13K below the same period last year. Wages YTD were $141K; $42K below budget and $14K below 2023. Grounds wages account for most of the savings ($30K), however, as it is early in the year this savings could be used during the course of the year.

Expenses for the month were $105K; $1K below budget and $42K below the same period last year. YTD expenses were $169K; $8K below budget and $47K below the same period last year. On a departmental basis Administration was over $14K due to the marketing expenses ($4K) starting a month earlier than planned, additional bank fees and interest ($6K) related to temporary increase in the operating credit and expenses related to the head pro hiring process ($2K). Utilities is showing a variance of $5K which is the water/sewer bill to the end of March. This was previously included in the property tax bill and paid in July. The amount appears high and is being investigated. Grounds expenses were below budget ($13K) relating to Irrigation repair and maintenance some of which may be long term savings.

Net Income for the month was -$103K; $7K below budget and $211K below 2023. YTD Net Income was $776K; $57K below budget but $205K above the same period last year.

## 5. GM Report

**Operational Update**

- Cash Flow Management:
  a) Temporary LOC bulge reduced to original limit of $250,000 as of March 1, 2025. March has been a lean month for the club. Additional cost and expense controls still remain in full effect.
  b) Rate increase from Prime + 1.5% to + 2%.
  c) Monthly and quarterly fees are being increased and having an impact on the club's expenses.
  d) As the golf course and Greenside B&G are now open for the season we are in a position where we must start to incur additional costs including labor, inventory, and supplies. We continue to monitor expenses and ensure we are sufficiently staffed and stocked, but keeping within budget and cash flow restraints.
- Membership Analysis and Adjustments:
  a) We have an approximate shortfall on forecast membership dues of $233,000 as of March 1, 2025. A proactive membership drive is required to try to fill/reduce this gap.
  b) Updated membership policies will be reviewed and implemented going into 2026 membership renewal process. Advance payment incentives, lates payment penalties and other incentives to reduce credit card processing fees.
- Operational Strategic Planning Session:
  a) Successful day with the Sr Management team. A detailed Operational Strategic Plan will be presented to the board for review.
- Community and Industry Engagement:
  a) Meetings and partnership building continues. Bryan recently met with Watermark GM and toured their facility.
- Golf course opened on March 7th:
  b) Members only and on March 8th for everyone. Bryan and Matt (plus Sr Management Team) greeted all members who played on March 7th on the first tee. It was a wonderful opportunity to connect with the membership. Many positive comments about the improved communication, the new booking system, and the member survey.

**2. Grounds Maintenance Report**

- Key Projects and Observations:

a) 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.

**3. Golf Operations Report**

- Work on the driving range netting will be completed this spring. Will need to look at bringing in a large "cherry picker" to reach the top of the poles.
- Human Resources:
  a) Matt has worked hard to put a solid team in place for the start of the season. Currently hiring for Outside Services, Pro Shop and Player's Assistants.
- Golf Cart Program:
  a) Unfortunately, many of the "old" lead acid batteries that will be used in the 2016 EZGO's are in much worse condition than originally hoped. 40 new batteries have been ordered ($12k).
- Retail Planning:
  a) After reviewing the physical count at the end of February it was determined that there were not as many adjustments as first thought. Monthly inventory counts will continue.
  b) 2025 merchandise is arriving, being received into inventory, and merchandised on the Pro Shop floor.
  c) Matt attended a multi-course sale in Penticton where each course (FVM, NKMIP, Summerland, Penticton and OGC) displayed retail items. The sale was a small success with about $1,500 in sales.
  d) Tariffs will have an impact on the costs of some retail items that are being sold in the Pro Shop. More details will be provided as our suppliers keep us informed. We expect that any item manufactured in the USA will have a tariff applied, these items include golf balls and some golf clubs but will not affect all retail items.
- Member Ballot & Lottery:
  a) Appears to be running smoothly. Bryan and Matt continue to monitor the balloting process and ensure that members are satisfied with the tee time booking system.
- 2025 Public Green Fee Rates:
  a) We are working through some logistical challenges with the Club 73 Player's Card program.

4. **Food and Beverage Report**
   - Greenside Bar & Grill Updates:

     a) Restaurant opened on March 11th.
     b) A 2/1 voucher has been promoted to attract new business to the GSBG. So far this has been successful.
     c) Marketing of the GSBG has continued on social media, Bounce radio and in the Times Chronicle.
     d) New items on the menu have been well received.

5. **Administration Department**
   - Administration Office:

     a) Jamie Higgins, Membership/Marketing Coordinator, has resigned and left OGC. A thorough hiring process was implemented to find a replacement and we are happy to announce that Emilio Martinez started on Friday, March 21st. It will take a couple of weeks to get Emilio up to speed with the vast amount of training that is required.

**Summary**

It is great to have the Desert Gold golf course open for the season; especially great to have many positive comments on the overall condition of the greens and the golf course in general. We look forward to Park Meadows opening on March 28th.

The success of the Greenside Bar & Grill continues as we have already experienced strong support for the restaurant over the past couple of weeks.

**6. Committee Reports**

a. Building – None

b. Club Captain:

At this point, the Rattlesnake Senior Tournament has a low turnout - only 39 which is not enough realistically to run a tournament. Why? The age range criteria, limiting it to only golfers over 50 years of age, may be influencing the sign up. Previous Rattlesnake Tournaments were traditionally open to any age and the success we had in registration in the past could be that the two-day competitive open format seemed to attract the younger golfer versus the senior golfer. Cost may also be a factor and perhaps notification of the event did not allow enough time for golfers to plan and commit resources. Last year's course conditions may well be an additional factor. The Board identified various options going forward at this point, and in the end referred the final decision to the Tournament Committee.

c. Finance: nothing further to add.

d. Food & Beverage: nothing further to add.

e. Greens

Having a company to repair and re-hand the back of range netting is costly at this time. Roger arranged to rent a high-up for next Wednesday to rehang the netting. He has already repaired the tears in the netting. Roger will work with one of Ryan's crew to have the repairs done.

f. Health & Safety: No report

g. Human Resources: Nothing further to add

h. Long-Range Planning: No report

i. Marketing: No report

j. Membership: No report

k. Nominating: No report

**7. <u>Business Arising</u>**

1. None

**8. <u>Other Business:</u>**

1. Cyber Security: Bryan reported that there is a security company that comes to Osoyoos, and it will have a look at the OGC 's security structure.
2. Osoyoos High school – OGC scholarship - update. This scholarship has been awarded to one or more OGC High-school Grade 12 students every year who participated in the high school golf academy and junior golf at OGC. There is still some money left to award perhaps for 2-3 years at $500/year.

Policy 3.3 "Annual Junior Golf Development Program Award" was reviewed. The purpose of the scholarship was edited to clarify the purpose and now reads "To provide a financial award to a **Grade 12** student(s) pursuing a post-secondary education". This award funding came about from the Osoyoos Junior Golf Development Program (which no longer exists) and any donations that came from individual members.

Discussion ensued about the origin, intent, and future of the scholarship. Further work is needed on this policy. The Policy is tabled for a future Board meeting.

3. By-Law changes.
The Bylaws are handcuffing us for timely rule and policy changes and as such need to be reviewed and simplified and then be brought to the members for ratification.
There is too much work to make changes for the upcoming AGM but Bryan will work with Alan Gow and perhaps another Board Director to review over the next months.

**9. <u>Other Items/Questions/Comments</u> (**open to GM & all Directors**)**

Fund-raising for capital projects has been referred to the Marketing Committee to develop as part of their mandate.

**10. <u>Future Meeting</u>**

**April 24th 9:00 am to 10:30 am**
**AGM April 28, 2025 at 7:00 pm**

**11. <u>Adjournment</u>:**

Motion to adjourn at 10:15 am - approved

**12. <u>In Camera</u>**

Motion to move in-camera – approved
a. **With General Manager**: minutes recorded by the Board Secretary from meeting of February 27, 2025 - Motion to approve minutes passed.
b. **Without General Manager**: minutes recorded by the Board Secretary from meeting of February 27, 2025 - Motion to approve minutes passed.