OSOYOOS GOLF CLUB

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

Board Members in Person in Members Lounge
Brenda Hendrickson, David Peterson, Gary Stead, Sherry Chamberlain , Roger Pires, Doug Booth, Tim Alder

Via: Microsoft Teams: Alan Gow
Absent: Alan Bajkov

Staff:
Bryan Ewart, General Manager

1. Call to Order 9:05 am
a. Agenda Changes or additions. Brenda chaired the meeting in Alan Bajkov's absence.
b. Adoption of Agenda
Moved and Seconded:
THAT: The Agenda be approved.
CARRIED

2. Consent Agenda
Consent Agenda Items
a) Board Meeting Minutes – October 30th, 2024.
b) Board Meeting Minutes – November 4th, 2024.
c) Club Captain Meeting Minutes – November 25, 2024
d) Membership Committee Minutes – November 21, 2024
e) Adoption of the Consent Agenda

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

3. Presidents Report:
- Included in your agenda package is the new corporate secretary position description and responsibilities which was approved by the Board at the November 4th, 2024 Board meeting in camera. The Board approved the appointment of Bev Newton as the corporate secretary for a one year period.
- A question about the need for the Director's to have a criminal record check done prior to commencing the role. This was a requirement related to the past restaurant leasing for Licensing purposes, but according to our current By-Laws, we do not require record checks for directors.

4. GM Report

Bryan Ewart, as GM, provided a written report included in the agenda package. He expanded as follows:

- This last week he was at the National Golf Course Owners Association (NGCOA) annual national conference held in Calgary. He is currently the BC chapter president and has been on the board for the last 8 years. When you are a chapter president you have a seat on the National Board. Those two things are great from the perspective of the Golf Club, as it engages him in high-level conversations within the golf industry and some offers great connections. Bryan states he gets to know in advance what is coming down the pipe. First and foremost, at the conference is the education sessions which are very valuable.
- Bryan has really only had two weeks at the club, and has worked to familiarize himself with the staff and to some degree the members. He is trying to follow his 8-week plan.
- The priority task upon starting the GM job was dealing with the bank and our cash situation. The bank has requested a draft 2025 budget, which has now been shared with the bank.
  We are bumping up our overdraft for a short term until the member dues start coming in Jan and Feb. This is not a surprise as everyone around the table is aware.
- Membership Category Review. Bryan and Jamie have done a preliminary review of membership categories. One of the items brought to their attention from the Board at the last meeting was the *Member Retainer Category*: There seems to be a number of members who went on retainer membership actually golfing a few times to many times but paying at a reduced rate per round and yet not paying member dues. That will definitely be changed going forward so that if the retainer members choose to play they now must pay the current full Rack rate and Cart rate of the day played. *The 25-game package category:* The current practice allows the member to carry un-played rounds forward to the next year (s). Given this, in the extreme case, they could play one round of golf per year for the next 25 years. This is not viable option anymore. These passes will now expire at the end of the year. The passes purchased in 2024 have been grand-fathered and will expire at the end of Season 2025. *The 5-year pre-paid membership option:* This idea has been tabled for the time being.
- Bryan reports he is connecting to the local community like Spirit Ridge Hotel/Resort and attended a Rotary meeting. He had a positive meeting with Brian McDonald the GM at Fairview Mountain Golf Course.
- Bryan will be meeting with Rod Risling, CEO, Town of Osoyoos in the coming week.
- Ryan's Agronomy report was shared with the Membership and has generated some great feedback from members and the Board Directors .
- Golf Carts: Bryan and his staff are in the process of compiling a golf cart audit/inventory. Thereafter, Bryan will consider various options for determining the golf cart fleet needs, maintenance and costs for next year for Board consideration. Cody, the Grounds mechanic will begin working on the cart repairs in January and February, 2025.
- Retail Plan: Ryan has introduced a program called "Open to Buy" which Estian is now starting to learn and apply.

- We have reviewed the Green Fee and Cart Rates for 2025 and will have them ready for the Budget Review.
- F&B…. We have cut back the hours to 11 to 3 Tuesday to Saturday. There are some Christmas party events booked for December. The F & B Department did not realize the net profit hoped for. Current cost-of-food are not sustainable and we need to find ways to reduce costs from 46% to average 34%. Exploring ways to reduce food costs, while maintaining quality and realizing net profit is a struggle for all restaurants. All of these factors and wages will be reviewed over the next few months. Bryan was quick to note that the members and guests were very happy and complementary about the food and services this past year and he would strive to find ways to maintain that but cut costs.
- Bryan attended most of the board committee meetings scheduled these past weeks and is becoming familiar with each committee, its purpose and its members.

5. **Treasurer Report**

David, as Treasurer reported

- It was a non-eventful month as per Finance Report, but the takeaway is our cash position, and we are in a critical state right now.
- The new green build final cost tally is $116K and on budget.

Finance Report for the Month ended October 31, 2024

Balance Sheet

Cash and cash equivalents were -$213K compared to $225K for the same period last year. The cash position is depleted, and the Management is working with the bank to provide support through to March 2025.

Current Liabilities were $351; $89K increase from last month and an increase of $260K over the same period last year. This does include deferred revenue of $147K which represents 2025 dues paid early.

Income Statement

Revenue for the month was $192K; $34K over budget and $2K higher than the same period last year. YTD revenue was $4,345K; $434K below budget but $348K higher than same period last year. Green fees were on budget for the month but $12K below 2023.

Wages for the month were $220K; $17K over Budget and $10K over the same period last year. Wages YTD were $2,072K; $93K over budget and $239K over 2023. The year-over-year increase is attributable to Grounds ($66K), Golf Ops ($42K) and F&B ($109K).

Expenses for the month were $194K; $31K over budget but $49K below the same period last year. YTD expenses were $2,038K; $158K over budget and $106K higher than the same period last year. The main drivers of the year-over-year increase were F&B ($123K) and Grounds ($123K) expenses .

Net Income for the month was -$222K; $14K below budget but $38K above 2023. YTD Net Income was $235K; $685K below budget but $3K above the same period last year.

CAPTIAL EXPENDITURES

For September $35,131 is included under Irrigation, and represents the 10% holdback from the irrigation project. Management will determine whether this cost can be included in the irrigation financing.

For October $96,512 is for the costs relating to the new practice green. The final cost of the practice green has come in at $116,000.

6. <u>Committee Reports</u>

a. Building: None

b. Club Captains Committee: Thank you Sherry for taking on the Vice-Captain position Sherry stated we now have a Thursday Ladies League Captain. Monica Olofsson will chair the committee. Bev has volunteered to work with Sherry. Others are being approached to join in helping the committee.

c. Food & Beverage Committee: Alana reports we had nine events in November and 7 are booked for December.

d. Greens Committee: Ryan's report covered the Greens committee. This report will be added to the Members' website.

e. Health & Safety Committee: None

f. Human Resources Committee: Will meet with Bryan to look at the policies and procedures next week.

g. Long Range Planning: None

h. Marketing Committee: Sherry is now the Chair of this committee. She, Bryan, and Jamie met recently.

- Social media posts are on track and Bella is doing an excellent job creating content and sending to Jamie for posting as needed.
- The OGC website should be kept updated as soon as we know about events, & tournaments.
- January and February folks start getting excited about golf and start looking for events in the Okanogan. We would like to see the website updated with as much information for the coming season so OGC can be first on the Social Media sites.
- Initiating ways of cross promoting with Rotary and the business community.

i. Membership Committee: None

j. Nominating Committee: None

7. <u>Business Arising</u>

1. New Board Member Orientation will take place in March; both new directors are comfortable with that.

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

1. Member survey – Board discussion regarding expanding the F &B survey to include all departments and touch points. Bryan will be heading this up.
2. Green Fee/Cart Rates – a proposed Green Fee and Golf Cart rate schedule will be presented to the board on Dec 18th at the December Board Meeting.
3. 2025 annual Budget – Presentation and discussion is scheduled for the Board meeting on Dec 18th.

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

1. Tuesday Men's Night survey
   - The Tuesday Men's committee will be sending a survey out to all men- members tomorrow.
   - The survey will provide feedback for the committee to plan prior the spring start-up.
2. Fund Raising Committee
   - A previous survey sent to the members saw a positive response to the idea of forming a Fund Raising Committee.
   - We thought we could create a combined committee including board members and members at large. The Chair of this Committee would sit on the Board Marketing Committee as the Board Marketing Committee has a fundraising element to it.
   - There should be clear TOR for the new Fund Raising Committee that includes how it intersects with the Marketing Committee.
   - The intent, for now, would be fundraising for specific elements of the Capital Projects Plan. The Marketing Committee and the Fundraising Committee would be linked with regard to fund-raising. The Fundraising Committee would be an arm of the Marketing committee.

10 Future Meeting

December Board Meeting - December 18th, 2025 - 10:00 am to review and approve the 2025 Budget and any matters that need to be addressed.

The next Regular Board Meeting is January 30th, 2025, 9:00 – 11:00 am

9. **<u>in Camera</u>**

a. With General Manager: None.
b. Without General Manager: None

10 Adjournment 10:30 a m