OSOYOOS GOLF CLUB

BOARD MEETING MINUTES – October 30, 2025, 9:00 am

Board Members in Person in Members Lounge
Alan Bajkov, Henry Saltiel, Roger Pires, Alan Gow, Doug Booth, Tim Alder, David Peterson, Grant Fiddes, Anne Phillips-Harris (Minutes recorded by A. P-H)
Absent:

Staff:
Bryan Ewart, General Manager
Bev Newton, Recording Secretary (Absent)

1. **Call to Order 8:55 am**
   a. Quorum established.
   b. Agenda Changes or additions.
   Motion made to move Board Self Evaluation Results from President Report to In Camera session. David Peterson moved, Roger Pires second. Approved.
   b. Adoption of Agenda

Moved and Seconded:
THAT: The Agenda be approved.
CARRIED

2. Consent Agenda
Consent Agenda Items
a) Board Meeting Minutes – September 29, 2025

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

3. Presidents Report

a. Welcoming comments made and thanks expressed to new board members.
b. Information Meeting Review – Comments reflected a positive reception of the meeting by members, especially regarding reports delivered by department heads. Proposal to do a combined AGM, Information Meeting and Social event.
c. 2026 Meeting Schedule. Discussion resulted in consensus that the board does not need to meet as often as in the past. A schedule will be developed by the executive.

Updates (i.e. finance) to board members will be provided and board meetings can be called if required.

d. Handicap Committee. Consensus reached that there will not be a board committee on handicaps, but that it might be appropriate as a sub-committee under the Club Captain. Further discussion will take place in the Club Captain committee.

4. GM Report

Osoyoos Golf Club | Board of Directors Meeting
General Manager's Report
October 30, 2025

1. Operational Update

Cash Flow & Financial Position

- We remain within our authorized line of credit utilization with no additional drawdowns required.

- Operating expenses are tracking to budget despite continued inflationary pressures on supplies and utilities.

a. Two 25-year-old HVAC units are being replaced with the approval of the executive. Each unit is $15k, but by replacing both at this time there is a discount. This unexpected expense impacts the budgeted discretionary funds. The Treasurer updated the board on the cashflow. The fence replacement and HVAC can be done. If there are no further issues this year the outlook for next year is for a similar financial position as this year.

b. Budget concerns due to the HVAC began discussion around the S10k budgeted for hole 14 Park Meadows. Consensus is to put work on hole 14 on hold at this time but concerns on course playability and enjoyment remain. Suggestion made to make the Meadows the front nine and the Park the back nine. Board members hear positive feed back from members when the course is played this way. It is felt that guests would have a more positive ending to a round having played the more difficult nine first, when not so tired. It was noted that a Starter's Box, positioned at the current hole 10, would allow a starter to direct guests to both courses easily from that spot. A starter would inform guests of course rules and conditions and control play. Cost to do this is minimal - signage and cards. Bryan Ewart (GM) will do a member survey.

- Work with BMO on our 2026 operating forecast and credit review is nearing completion with positive engagement. LOC seasonal bulge will be in place as of November 1, 2025.

Membership Update

- Early communication regarding the 2.5% pre-payment rebate (deadline: Dec 19, 2025) as well as the 2.5% rebate for paying without a credit card has been well received.

- Digital membership & cart liability waiver process will streamline administration; in-person option remains available.

    a. Discussion occurred regarding the new Credit Book. Board members report members are unhappy with prize winnings being placed in this account for their use in the Proshop, others are unclear on how it works. More communication is required to the members on this new account, which is separate from their House Account.

POS & Technology

- Lightspeed is fully embedded across departments.

- Continued reporting enhancements improving forecasting and revenue tracking.

- Ongoing data cleanup of inventory classifications and member profiles.

Department Collaboration & Planning

- Weekly management meetings continue to align focus across fall/winter programming, capital planning, and staffing.

- 2026 operating budget and major capital planning (including cart fleet, drainage, etc. are progressing as scheduled.

Events & Programming

- Fall events performing well; Winemakers Dinner is close to sold out and Christmas Toy Drive has just been released.

- Holiday event planning underway to maximize F&B winter revenue potential.

    a. December 9 is the date for Christmas Toy Drive. Members bring food for food bank and unwrapped toys. Chef Herman has planned an Italian night dinner and a Chinese dinner.

2. Grounds Maintenance Report

Irrigation & Water

- Continued proactive engagement with Town of Osoyoos on both short-term operational needs and long-term solutions.

Staffing & Equipment

- Grounds team morale remains positive and focused on recovery success.
- Equipment servicing and winterization programs are on schedule.

3. Golf Operations Report
Guest Experience & Staffing

- Associate/Assistant Golf Professional job posting has been released through PGA of BC and Canada.
- Service levels remain strong with positive member and guest feedback.
- Seasonal staffing wind-down and role transitions underway in alignment with demand.

Cart Fleet & 2026 Fleet Strategy

- Current fleet performance remains stable; batteries and chargers closely monitored.
- Evaluation of 2026 cart fleet replacement including on-board GPS for pace-of-play and zone enforcement in progress.

4. Food & Beverage Report — Greenside Grill

- Solid fall performance with member-driven traffic and strong event participation.
- Seasonal feature menus continue to support guest engagement.
- Greenside Grill is scheduled to remain open through December 19, 2025, with focus on lunch service, holiday bookings and special events.

5. Administration & Marketing
Communications & Engagement

- Ongoing transparent updates regarding course conditions and recovery.
- Member newsletter engagement remains strong; additional digital touchpoints improving service accessibility.

Marketing & Tourism Efforts

- Shoulder-season promotions targeting regional golf tourism continue to convert effectively.

- Social media and on-site content highlight member experience, course recovery, and hospitality offerings.

Staffing & Training

- New Finance & HR Manager Kathleen Dedemus has been onboarding with Susan Henry. Training has been focused and will wrap up on October 31, 2025.
- New Membership & Admin Coordinator Jody Hindes successfully onboarded (Oct 21–31) with cross-training across Finance & HR.
- Training focus on service consistency and operational readiness for 2026.

6. Membership Renewal Dashboard

- **2026 Billing Date**: Thursday, November 6, 2025
- **Early Payment Rebate**: 2.5% if paid in full by December 19, 2025
- **Credit Card Incentive**: 2.5% rebate if payment is made without a credit card.
- **Incentive Goal**: Improved early cash flow heading into fiscal 2026.
- **Digital Waiver**: Electronic signature process is being worked on — supports faster renewals.

Summary

October maintained strong momentum in service delivery, member engagement, and financial control. Course recovery remains on track heading into winter, supported by proactive agronomic practices and clear communications. With fall programming performing well and financial planning for 2026 advancing, the organization is positioned for a stable and strategic transition into the new fiscal year.

Draft Policies – Medical Leave/Leave of Absence Policy; Food & Beverage Minimum Policy; OGC Member Payment Incentive.

Alan Gow moved that the board accept the polies. Seconded, Roger Pires. Carried.

5. Treasurer's Report

David Peterson reviewed the cashflow position in the earlier discussion regarding the HVAC expense.

David Peterson moved that the 2026 Budget be accepted. Seconded, Doug Booth. Carried

6. Committee Reports

None presented.

7. Business Arising

8. Other Business:

a. Board committees

Reviewed and confirmed positions.

See following table.

OGC Board of Directors - 2025 -2026 Committees

Executive Committee
Alan Bajkov (Chair)
Anne Phillips-Harris (Vice Chair)
David Peterson (Treasurer)

Food & Beverage Committee
Doug Booth (Chair)
Roger Pires (Director)
Alana Elgie (Staff)
Herman Subaru (Staff)
Bryan Ewart (GM)

Club Captain Committee
Alan Gow (Chair)
Bev Newton (Tuesday Ladies League)
TBD (Senior Men's League)
Monica Olofsson (Thursday Ladies League)
Tim Alder (Tuesday Men's Night League)
Matt Vincent (Staff)

Marketing/Social Media Committee
Chair ????
Henry Saltiel (Director)
Byran Ewart (GM)
Alan Gow (Director)

Finance Committee
David Peterson (Chair)
Tim Alder (Director)
Grant Fiddes (Director)
Bryan Ewart (GM)

Human Resources Committee
Alan Bajkov (Chair)
David Peterson – Director
Bryan Ewart (GM)

Greens Committee
Roger Pires (Chair)
Doug Booth (Director)
Grant Fiddes (Director)
Bryan Ewart (GM)
Ryan Dunkley (Superintendent)
Lorraine Arthurs (Member)
Ron Newton (Member)

Membership Committee
Henry Saltiel (Chair)
Anne Phillips-Harris (Director)
Bryan Ewart (GM)

Long Range Planning
Tim Alder (Chair)

Nominating Committee
Alan Bajkov (Chair)

Anne Phillips-Harris (Director) David Peterson (Director)
Alan Bajkov (Director) Vacancy TBD – Scrutineer

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

10 Future Meeting
November 27, 2025; 9 am

9. **<u>in Camera</u>**
In camera (with and without GM)
Minutes recorded by Doug Booth

10 Adjournment 11:05 am