OSOYOOS GOLF CLUB

BOARD MEETING MINUTES March 26th,2026 , 1:00 pm

Board Members in Person in Members Lounge
Alan Bajkov, Henry Saltiel, Doug Booth, David Peterson, Grant Fiddes, Anne Phillips-Harris, Roger Pires, Tim Alder
Via Microsoft Teams: Alan Gow
Staff:
Bryan Ewart, General Manager
Bev Newton, Recording Secretary

1. **Call to Order 1:00 pm**
   a. Quorum established.
   b. Agenda Changes or addition
   b. Adoption of Agenda

Moved and Seconded: (David P & Roger P)
THAT: The Agenda be approved.
CARRIED

2. Consent Agenda
Consent Agenda Items
a. BOD Meeting Minutes February 26th ,2026
b. Greens Committee Meeting Minutes March 17 2026
c. Agronomy Report for OGC March 2026
d. Long range Planning Minutes March 12, 2026
e. F&B Committee Minutes March 17th 2026
f Membership Committee Minutes March 25,2026

Consent Agenda Approval (Anne Phillips, Grant Fiddes)
Moved and Seconded**:**
THAT the Consent Agenda be approved
CARRIED

3. Presidents Report

Re Board communication to the members. Roy Wood has agreed to so another Rules seminar. Date late May early June.
Perhaps we could have Ryan give a seminar on Agronomy.

4. General Manager's Report

Osoyoos Golf Club | Board of Directors Meeting

Reporting Period: February 15 – March 26, 2026

1**. Operational Update**

Financial Position & Cash Flow

• The Club continues to operate within approved banking parameters and line of credit.

• March opening and early-season activity are generating positive revenue momentum.

• Membership dues collections were strong, supporting early-season cash flow.

• Daily revenue tracking and reporting processes are in place and being reviewed consistently by the management team.

• Focus remains on disciplined cost control as we transition into full operations.

Membership & Revenue

• Membership levels remain stable; we are experiencing several category changes (primarily from Exec. Unlimited to Exec. 25 Round).

• Ongoing engagement with members regarding policies, programs, and overall club experience.

• Early-season green fee demand is trending positively, supported by favorable weather conditions.

• Group and tournament bookings for 2026 continue to build, with strong interest in spring and shoulder-season dates.

Governance & Strategic Alignment

• Continued alignment with Board priorities around financial sustainability, member experience, and long-term capital planning.

• Preparation underway for upcoming Strategic Planning Session scheduled for April 9, 2026.

• Management continues to refine operational planning documents to better align with Board-level strategic direction.

Technology & Systems

• Lightspeed POS system remains fully operational across all departments.

• Continued improvements in reporting accuracy and usability.

• Ongoing work with system providers to enhance functionality, including group booking capabilities.

• Systems are performing well during early-season ramp-up.

capabilities.

• New Wi-Fi network and access points installed to support connectivity to new GPS golf carts.

Events & Club Activity

• Strong early-season event calendar underway, including leagues, member programming, and tournaments.

• The 2026 Iron Man Tournament (March 28) is sold out.

• The Rattlesnake Open (April 24–26) continues to gain momentum with strong registration and sponsorship support.

• Member Welcome Back Reception scheduled for April 15.

2. **Grounds Maintenance Report**

Course Conditions & Opening

• Desert Gold opened in early March, with conditions meeting expectations for the time of year.

capabilities.

• Park Meadows to open on March 27th.

• Initial play has been well received, with continued focus on improving conditions as growth begins.

• Cart path restrictions (cart-path-only) were implemented to protect early-season turf conditions. Expected to change (with Ryan's approval) towards end of month.

Agronomy & Projects

• Drainage project on Desert Gold #17 & #18 and Park Meadows #11 & #16 is complete.

• Club staff supporting installation to reduce costs and improve project timelines.

• Ongoing greens recovery and remediation work in progress following 2025 challenges.

Irrigation & Water

• Irrigation systems are being brought online in preparation for the growing season.

• Continued coordination with the Town of Osoyoos regarding water supply and infrastructure.

Staffing

• Seasonal staffing ramp-up is underway with new hires being onboarded.

• Recruitment challenges remain in key supervisory roles; contingency plans are in place. New Assistant Superintendent to start in May.

• Team performance and engagement remain strong heading into the season.

3. **Golf Operations**

Staffing & Training

• Seasonal staffing plans are being executed across Pro Shop, outside services, and player services.

• Focus on training, service standards, and consistency across both courses.

• Continued emphasis on delivering a high-quality member and guest experience.

Guest Experience & Operations

• Early-season operations running smoothly with strong feedback from members and guests.

• Ongoing focus on pace of play, tee sheet optimization, and overall service delivery.

• Reinforcement of policies to ensure fair access and efficient utilization of tee times.

Cart Fleet & On-Course Experience

• New cart fleet has arrived and will be deployed on Desert Gold.

• Fleet includes GPS and pace-of-play tracking capabilities, enhancing both player experience and operational oversight. GPS units are installed and geofencing areas are being programmed.

• Existing fleet remains in use on Park Meadows.

4. **Food & Beverage – Greenside Bar & Grill**

Operations

• Greenside Bar & Grill reopened in early March with strong initial traffic.

• Early-season promotions (including 2-for-1 offers) successfully drove both member and local market engagement.

• Menu execution and service levels are performing well during ramp-up.

Financial & Performance Focus

• Continued emphasis on improving labour efficiency and food cost management.

• Focus on increasing average spend per guest and overall utilization.

• Monitoring early-season performance closely to adjust as needed.

• F&B continues to support club events, leagues, and tournament programming.

• Planning underway for Easter Brunch (April 5), expected to be a strong member and community event.

5**. Administration, HR & Marketing**

Communications & Member Engagement

• Continued proactive communication with membership regarding course conditions, policies, and club updates.

• Positive engagement across newsletters, email communications, and social media platforms.

• Ongoing focus on clarity and consistency in messaging.

Marketing & Business Development

• Digital marketing campaigns supporting early-season rounds, memberships, and events are performing well.

• Continued collaboration with Destination Osoyoos and regional partners.

• Sponsorship development remains a key focus area, with strong early results tied to major events.

capabilities.

• New guest experience survey introduced and being sent by email to public golfers. Link (QR code) can also be located on both scorecards.

HR & Organizational Development

• Seasonal onboarding and training programs are underway.

• Continued emphasis on team culture, accountability, and service excellence.

• Management team remains aligned and focused on delivering a strong 2026 season.

6**. Key Priorities – Next 60 Days**

Operational

• Continue ramp-up of full operations across all departments.

• Monitor financial performance and adjust staffing levels as needed.

• Deliver consistent course conditions and service standards.

Strategic

• Execute Strategic Planning Session (April 9).

• Strengthen group sales and corporate partnerships.

Member & Guest Experience

• Maintain strong communication and visibility with membership.

• Ensure positive early-season experiences to support retention and referrals.

• Continue focus on pace of play and tee sheet integrity.

Summary

The period from mid-February through March has been a successful transition into the 2026 operating season. Course opening, staffing ramp-up, and early-season programming have all progressed well, supported by favorable conditions and strong member engagement.

The Club is entering the season with positive momentum across operations, financial performance, and team alignment. Continued focus on execution, communication, and disciplined management will be key to sustaining this momentum through the spring and into peak season.

Bryan Ewart

General Manager

Osoyoos Golf Club

IN ADDITION

The new carts have been added to the fleet. There are no rain covers as they are approximately $1200 so we tried to save money by not installing these covers.

We are committed to meet with the team one on one and will do that in the next little while. Matt and Bryan are trying to be more visible around the course.

There were no financial statements in the Board package. There are some challenges of balancing the deferred income. The new accounting system is posing some challenges and Kathleen is working with KPMG to resolve the issue. We have not dipped into our Line of Credit this year and are in a much better position than last year.

Food and Beverage: I have drafted an email that will explain the minimum spend program for the members

The construction on the bathroom in the Park one side has been completed and is open. It was being done by a volunteer.

5. Treasurer's Report David Peterson

No report this month

6 OGC Agronomy Report December 25 to Feb 9th Ryan Dunkley

Agronomy Report for OGC – March 2026

February 10th – March 16th

Staff & Department News

- We have hired 5 new full-time staff for 2026. Very excited for the year and what we will be able to accomplish with the new bodies.

- Jeff Markewich has been hired as our Seasonal Assistant Superintendent. He will be here no later than May 5th as he sorts out the move from Sask. He has secured a location at Nk'Mip Campground for accommodation for the start of his tenure. Coming with Wife and Doggo.

  I will be working the Tues-Saturday shift until his arrival.

- Nathan, Paul, Damien and Sparky were recalled for opening and the drainage project. Levi and Doug Church have come back at regular seasonal start. Laura Vierra has started to work on the Flower Beds and Clubhouse Area.

- Returning Seasonal Staff will be called back on a weekly basis until everyone returns by April 7th.

- Scott has completed one side of the 5 Park Washroom but will be going for hernia surgery at the end of the week so will be out of commission to heal.

Greens & Agronomy

- Driving Range, Putting Green and JRL Opened Wed March 4th
- Desert Gold Opened Friday March 6th – Cart Path Only
- Currently mowing as needed on Greens, Tees and Fwys. Greens HOC is .150, up from our regular .125". This height is used for early and late season mowing as well as incorporating our sod work.
- Sand Traps are being raked once a week currently.
- Adjustment to mowing patterns for aesthetic and playability have been incorporated on both golf courses. **DG Changes:** 4DG, 5DG, 13DG, 14 DG. **PM Changes:** Widening of 1 Park at the start & end, removal of the transition rough strip on 4 Park between the High & Low Fwy, 8 Park, 9 Park, 12M, 14M at the end of the BIG Fwy and LS Landing Pad, 16 M towards the green, 17 M, and 18 M towards the green.
- Replacement sod for patching drainage installation & last year's damage has been purchased from BOS Sod and commenced. The crew completed 2 DG, 3 DG, 5 DG, 14 DG, 16 DG, 17 DG and 4 Park. This week we will be finishing up with 16 M, 18 DG, 15 M and any other places to be utilised.
- Damien Hannah has been working diligently with our hexagon cutter to patch smaller blemishes. While time consuming it is effective in removing damaged areas, transplanting from the clean up cut that has the least impact on play. He cut 100+ plugs to repair the middle of 3DG green alone. He will continue with this work on additional surfaces over the coming month.

Projects/Notes

Drainage Project: The installation is now complete for the four greens, 11M, 16M, and 17&18DG. TDS did a fine job of replacing the existing turf and maximizing the amount of water collection for the greens. The sod strips have been tank watered daily to promote healing.

Once the purchased sod patching is completed, those surfaces will be put through the following treatment this week:

- Rolling of Sod
- Overseeding
- Heavy Topdressing

- Mini Solid Tine Aeration for sand incorporation and blending of sod seams
- Drag Matted
- Heavy Rolled

-17&18 DG will be put back into play ASAP, no later than the opening of the Park Meadows on March 27th

14 Meadows Greenside Bunker: We have received approval to fill in and contour this trap to re-grass. We will be installing 2 additional sprinkler heads to maintain this area and will begin that process this week.

Annual Tree Trimming for Safety and Aesthetic commencing this week with Rented Tree Lift

Stump Grinder has been rented for the following week to remove the 100+ stumps from tree removal over the past 4-5 years

1 Park Tee Cart Path: Paving on Monday March 23rd.

Water & Irrigation

The Freshwater systems were turned on Monday March 2nd for washrooms on course and clubhouse service.

The irrigation systems will be charged and ready to go this week. The PM main pumps have been reinstalled and there is some repair work to be done to replace the leak pump system in the DG building.

There were 40 block sprinkler heads that were replaced/converted to electrical control last season. We use electric impacts during the season & then convert to gear drive the following spring to reduce inventory. Nathan will be installing those heads this week.

The Town has repaired our effluent service supply valve for the Park Meadows & communication of steps on their end has been very good regarding start up and maintenance so far. They will be beginning BioMaxx treatments to the sewage for odor control around the lagoons.

Next Month

- Park Meadows prep for opening end of March (same process as DG)
- Remediation of Greens damage (from 2025 & Drainage)
- Tree Maintenance Park Meadows prior to opening
- Start of Regular Maintenance both Courses w/ mowing as necessary

7. <u>Committee Reports</u>

1. **Club Captains**

Fixture Sheets have been completed and the Registration for each league is coming up. Senior men's will be on Monday except when it's a Holiday and then it will move to Wed. Food specials the senior men would like a simple lunch soup and sandwich if possible Tournament registration is going well. We are doing winter rules through to greens until further notice

2. **Finance Report** We will have the financials for the Year End for the AGM

3. **F&B Committee**

Two Friday ago, the Greenside Grill reported the highest amount of money ever made in one day and the next week they broke that record. The reputation for the Greenside grill is growing through social media.

4. **Greens**

The four greens that had the irrigation worked on are healing and starting to look good. One issue is that we are using the ground land for our burn pile. We were investigated and we don't have a permit to use that area, so we need to find some other option.

Netting is almost complete to the side of the driving range . The Cart Path to number one park has been completed.

5. **Health & Safety**.

Committee meeting is scheduled for tomorrow

6. **Long Range Planning:**

We reviewed other long range plans with other golf courses and will get a report together for the strategic planning session The Agenda will be coming out for the full day on strategic planning

7. **Marketing:**

Par six is working towards a very organized page on Instagram. Have sold 35 snowbird membership. We have sold 75 of the Club 73 cards you buy the card for $200 it's a player's card first round is included, and you get 20% off all the future games from Sunday to Thursday. Wednesday there is a local special you have to be a card holder for $79 you get green fee cart and $25 dining vouchers for the restaurant

Penticton Toyota would like to sponsor the Rattlesnake Open after meeting them we put together $17k and may go for 7 to 9 thousand. Would like to put a car on display at the course.

8. **Membership**

The new attrition report will provide visibility over all the movements and between all the member categories and will be a very useful tool going forward.

The 25 round membership is a continuous issue. If you plan to upgrade, we have brought in a 10% upgrade fee.

9. **Nominating**

Would like to start looking for members that would be interested in serving on the board.

10. **HR Committee** no meeting

8. <u>Business Arising</u>

1. **Handicap Flags**

People have purchased their own flags. These are not legal and should not be allowed on the course. The only people allowed with a flag would be one that has been issued by your doctor.

2. **By Laws review**

Final By Laws were circulated so will not go over them again.

Moved & Seconded (Alan Gow & Ann Harris)

THAT the new Bylaws as submitted today are accepted for distribution to the membership for review

CARRIED

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

None

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

11 Future Meeting May 28th, 2026

12 Adjournment TIME am. 2:34

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

In camera (with and without GM)

Minutes recorded by Doug Booth