OSOYOOS GOLF CLUB

BOARD MEETING MINUTES May 28,2026 , 9:00 am

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

1. Call to Order 9:00 am
a. Quorum established.
b. Agenda Changes or addition
b. Adoption of Agenda
Moved and Seconded: (Doug B, Ann P)
THAT: The Agenda be approved.
CARRIED

2. Consent Agenda
Consent Agenda Items
a. BOD Meeting Minutes March 28,2028
b. Greens Committee Meeting Minutes May 21
c. CC Committee Minutes May 7th,2026
d. Agronomy Report Month May 2026
e. 5 yr Long-range plan Minutes Apr 28th,2026
f Membership Committee Minutes May 17th,2026

Consent Agenda Approval (Alan G, Roger P)
Moved and Seconded**:**
THAT the Consent Agenda be approved
CARRIED

3. Presidents Report

a. AGM Review
The AGM was held on May 13, 2026, with all Board Members and 45 members in attendance. The meeting went very well. While the AGM's formal purpose is to approve the financial statements, draft minutes, and by-law changes, the real value came from the discussion and information shared with members, including Bryan's presentation and the strategic plan presentation.

Round table discussion on how the board members felt about the AGM. The consensus was that It was a very positive meeting and the presentation very professional. Having the KPMG auditor review the financials which was a good news piece.
Ryan Dunkley, our course superintendent, was well received as he answered members' questions.

b. 5 yr Long Range Planning.

Tim, Ann, and I prepared the high-level notes and sent them to James, who incorporated them into the plan. Significant work remains to finalize the goals and timelines through year-end. We need to review the proposed dates, confirm each action item, clarify the Board's leadership role, and define how progress and completion will be measured. Member communication will also be an important part of this process.
My recommendation is that the Long Range Planning Committee meet to confirm that we are aligned on the strategic goals and future timelines before moving to the next phase.
Another issue in the plan is the financial gap between green fee pricing and member pricing. The Board discussed options for narrowing that gap.
Although Alan is leaving the Board, he has offered to continue supporting Long Range Planning in an advisory role. As a member, he is interested in serving on a committee and contributing to the Club's strategic planning work. I will draft a memo to the Board, share it with Anne and Tim to ensure all key points are captured, and prepare an action item list for the strategic plan.

c. **Steps to migrate from Tresorit to Share Point.**

We have been using Tresorit as our Document Storage and have decided to move to Microsoft Share Point and it will integrate with our Microsoft windows environment. The goal will be to have all the board members to share and have to access to the documents. Being a nonprofit society allowed us to apply for a product called TechSoup – Technology software for a substantial discounted price, so we qualified and getting our whole Microsoft package at a substantial discount

4. General Manager's Report

Osoyoos Golf Club | Board of Directors Meeting

General Manager's Report
May 28, 2026

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1. Operational Update

Financial Position & Cash Flow

- The Club continues to operate within approved banking and line-of-credit parameters. Note from BMO account manager on May 01, 2026:
    - *Bryan, What a difference a year makes. I appreciate you and keep up the good work. I'll be in touch with any questions once we start the review. Let me know if you want me to*

come down to discuss anything you may have coming down the pipe. Given the substantial improvement under your leadership, we may be open to helping with additional CAP EX now. I haven't done the numbers yet but I can see you generated over 1MM in EBITDA so we may be able to look at financing opportunities for you. Have a great weekend. Todd Schneider, BBA Senior Relationship Manager

- Spring revenue performance has remained positive through April and early May, supported by strong public play demand, membership participation and increased group activity.
- Early-season green fee performance has exceeded internal expectations despite some early-season course conditions on select putting greens.
- Ongoing focus remains on disciplined expense management while balancing operational and course conditioning priorities.
- Management continues to work closely with department leaders on forecasting, labour controls and operational efficiencies as the Club transitions into peak-season operations.

Membership & Revenue

- Membership engagement remains strong heading into the core golf season.
- Positive feedback continues regarding communication improvements, expanded event programming and operational transparency.
- Group bookings remain ahead of prior-year pace.
- Dynamic pricing implementation through Lightspeed launched April 23 and is being monitored closely to evaluate occupancy trends and revenue optimization opportunities.
- Food & Beverage minimum program implementation continues smoothly with ongoing member education and communication.

Technology & Systems

- Lightspeed POS and booking systems continue to perform well across operations.
- Continued refinement of reporting dashboards, inventory tracking and labour reporting tools remains ongoing.
- GPS integration on the new Desert Gold cart fleet has been extremely well received by guests and members.
- Additional revenue opportunities through GPS advertising, sponsorship and on-cart ordering features continue to be explored.
- Continued system optimization and member database cleanup remains ongoing.

Events & Club Activity

- Tournament and event participation levels continue to trend positively.
- The 2026 Rattlesnake Open was successfully completed with strong participation and excellent feedback from players and sponsors.

- Management would like to acknowledge and thank the volunteers, sponsors and staff who contributed to the success of the event.
- Men's Night, Ladies Leagues and Senior programs have all started strongly with excellent participation and engagement levels.
- Summer programming, including junior camps, clinics and concert events, continues to generate positive community interest and visibility for the Club.

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2. Grounds Maintenance Report

Course Conditions & Agronomy

- Significant management focus continues to be directed toward putting green recovery and overall course conditioning improvements.
- Slit drainage projects on Desert Gold and Park Meadows greens have been completed successfully and are expected to improve long-term surface performance and consistency.
- Irrigation water storage conditions are significantly improved compared to the same period last season, with Storage Pond #1 currently full and Storage Pond #2 continuing to improve with Town effluent inflows.
- Management continues ongoing discussions with the Town of Osoyoos regarding long-term irrigation water sustainability and communication improvements.

Staffing & Operations

- Seasonal staffing levels have improved significantly compared to prior years, with a stronger and more stable maintenance team in place.
- Continued emphasis remains on training, accountability and operational consistency.
- Spring setup operations including bunkers, signage, irrigation startup, amenities and turf preparation were completed successfully.
- Additional focus continues on presentation standards and detail work throughout both golf courses.

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3. Golf Operations

Guest Experience & Service Standards

- Overall rounds activity has remained strong through March, April and early May.
- The new GPS-enabled cart fleet on Desert Gold will enhance operational oversight and improved the overall guest experience.
- Additional on-course communication and education initiatives continue regarding cart operations, pace-of-play and course care.

Staffing & Operations

- Seasonal Golf Operations staffing is now substantially in place and operating effectively.
- Continued training and operational alignment remains a focus as seasonal traffic increases.
- Management continues to monitor tee sheet utilization, member access and public demand to maintain an appropriate balance for all user groups.

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4. Food & Beverage – Greenside Grill

Operations & Performance

- Food & Beverage operations continue to see strong utilization as golf activity increases.
- Positive feedback has been received regarding menu quality, service levels and atmosphere improvements.
- Staffing stability has improved compared to previous seasons, although recruitment challenges continue across the hospitality industry. We are currently looking for additional serving staff.
- Continued focus remains on consistency, speed of service, labour management and financial performance.

Events & Revenue Opportunities

- Event bookings and league participation continue to support Food & Beverage activity.
- Summer concert and patio programming initiatives are expected to generate additional shoulder-period traffic and community engagement.
- Opportunities continue to be explored regarding sponsorship, reciprocal partnerships and operational efficiencies.

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5. Administration, HR & Marketing

Communications & Member Engagement

- The inaugural editions of the quarterly “OGC Insider” newsletter have been well received by members.
- Continued focus remains on transparent, proactive communication regarding Club operations, projects and priorities.
- Member surveys, direct feedback and ongoing engagement continue to assist Management and the Board in identifying operational priorities and opportunities for improvement.

Marketing & Business Development

- Collaboration with tourism and community partners continues to strengthen.
- Digital marketing initiatives through Par Six Golf Media continue to drive strong visibility and online engagement.

- Continued focus remains on shoulder-season golf travel, group business and destination golf opportunities.
- Sponsorship activity and corporate partnership development remain active and positive.

HR & Organizational Development

- Staff orientation and training sessions were completed successfully with strong participation across all departments. Over 70 staff members participated.
- Continued emphasis remains on service culture, teamwork, accountability and member experience.
- "The Toolbox" employee communication and training initiative is nearing completion and will launch shortly.
- Management continues to focus on creating a positive, supportive and accountable workplace culture throughout all operations.

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6. Key Priorities – Next 60–90 Days

Operational

- Continue monitoring and improving putting green recovery and overall course conditioning.
- Maintain strong operational consistency during peak-season traffic periods.
- Continue disciplined labour and expense management.
- Enhance member and guest experience initiatives across all departments.

Strategic

- Continue long-term irrigation and infrastructure discussions with the Town of Osoyoos.
- Advance capital planning priorities identified through the Strategic Planning process.
- Continue development of sponsorship, tournament and destination golf opportunities.

Member & Guest Experience

- Maintain strong communication and visibility with members and guests.
- Continue enhancing service culture and operational consistency.
- Focus on member retention, recruitment and overall Club engagement.

Summary

The spring operating period has demonstrated strong participation, positive revenue momentum and improved organizational alignment across the Club. While challenges remain regarding putting green recovery and long-term irrigation sustainability, Management and staff continue to work proactively to improve overall course conditions and member experience.

Operationally, the Club is in a significantly stronger position heading into peak season, supported by improved staffing stability, strong member engagement, enhanced communication and continued focus on long-term strategic priorities.

The Management team remains committed to disciplined financial oversight, operational excellence and delivering a first-class golf, hospitality and member experience throughout the 2026 season.

Bryan Ewart

General Manger OGC

IN ADDITION

The collective agreement expired at the end of December 31, 2025, and the agreement continues until the new one is in place. The committee moving forward is comprised of Brenda Hendrickson, Ryan Dunkley and I. We will meet on Monday to discuss strategies.

The fire inspection was completed and the OGC passed with flying colors. Our insurance is in good standing.

The 1.12 Disciplinary Policy is in place and will be followed on the OGC website.

The other Policy is the Accessibility Document and there will be a list created in the Pro shop that has the approval to have a handicap flag. We will have three of your piers vouch for you to have a flag. Information will be emailed to the members in the coming week.

5. Treasurer's Report David Peterson

Finance Report for the Month ended April 30, 2026

Summary

Based on in-house financial statements YTD to April 30 we are tracking to budget at 9% above on revenue and 1% over on wages and expenses.

Highlights

- Revenue was driven by F&B which was 16% over budget YTD and Green Fees which were 26% over plan.
- Planned Capital Expenditures were completed on budget, including Phase 1 of the putting green drainage ($68K) and the new sound system for the clubhouse ($24K).
- This year Membership Dues will be accrued over the course of the season as opposed to reporting when collected. This will throw off year over year revenue comparisons.

Balance Sheet

Cash and cash equivalents were -$53K compared to $9K for the same period last year.

Income Statement

YTD revenue was $423K; $28K over budget.

Wages – YTD wages were $608K; $7K under budget but $143K over 2025. The year over year variance was due to a full grounds to start the season.

***Expenses* – YTD** expenses were $686K; $16K over budget and $90K over 2025. The largest impact on expenses was F&B which was $26K over budget.

Net Income YTD Net Income was -$371K; $66K over budget.

Agronomy Report for OGC – May 2026

Staff & Department News

- **Of the 5 new full-time staff, we have lost two. I have hired a replacement for the Sunday – Thursday Shift who starts this weekend.**

- **Jeff Markewich arrived on May 5th to fill our Seasonal Assistant Superintendent position. He is working out very well so far. His arrival has been more than welcome with Mitch and myself working a minimum of 6 days a week to accommodate the supervision of the staff, training of the new employees and performing the time sensitive applications to the golf course.**

- **All of our seasonal staff have returned to work and the new Assistant Gardener, Rita de Arriola, has started and is currently assisting Laura in the planting of the flower beds.**

- **Scott Simpson, with an assist from Daryel Nore, has completed the 5 Park Washroom. They are now undertaking the renovation of the washroom adjacent to 2 DG Gold tee. New roofing and facia, a new interior wall and plumbing as well as counter tops are included in addition to a welcome paint upgrade. A portable toilet will be at that location until the project is completed.**

Greens & Agronomy

- Growth of turf on the property has been anything but consistent over the period. Colder temperatures overnight in late April had suppressed growth, only to explode in the first couple weeks of May, with 4 to 6 times our desired levels for maintaining acceptable green speed. Not to mention the jungle our rough became.
- The faster the turf grows, the more that needs to be done to maintain it. Increased
- Verti cutting, topdressing and mowing are all biproducts.
- Greens have been mowed at our regular season HOC of .125” since the week of the Rattlesnake Men’s Open.
- Damien Hannah has continued his diligent work with our hexagon cutter to patch smaller blemishes. The putting green, 4,5,6,7,8,10, 11 PM and 1,5,7,17, and 18 DG have all benefited from his care. While time consuming it is effective in removing damaged areas, transplanting from the cleanup cut that has the least impact on play.

Projects/Notes

Stairs on 16 DG Forward Tees: Scott, Daryel, Jason Azyan and Greg Larson removed and replaced the staircase beautifully. Very well done.

We will be adding to or replacing the stone in the walkways and tee sign areas on the property in the coming months.

Bunkers: We have identified 22 greenside traps on the property and have been approved to purchase the sand required to bring up the consistency of their playability. We have completed 16 of the bunkers, with the remaining 6 to be completed in the next week. The remaining greenside traps have all been tilled to improve playability. Each week, we trim, weed and pick stones in all traps, which is a constant maintenance requirement.

Sod Replacement: With the purchased sod patching unsuccessful, we attempted to replace it with sod from the Junior Linkers green. With replacing the sod with the same thickness, and its mostly sand composition, we were unable to maintain it and have it take, even through day and nighttime additional waterings. We replaced the sod on 17 & 18 DG this week at double the thickness to provide the best chance for its establishment. The remaining patches will be replaced in the same manner over the coming weeks.

With the sacrifice of the Junior Linkers green, we will take the opportunity to improve and expand that green sight. Once the Nursery green is ready (Approximately July 1st) we will open it for use for practice chipping and putting. We will place a target flag at the Junior Linkers in the fairway to allow for bunker practice and short irons while we reestablish the practice area.

Water & Irrigation

Our water levels remain good.

The Town has continued to have issues with staffing and continuity, and in result, the lines of communication had broken down. I have had a phone conversation with Tyler Madsen to discuss their issues, the breakdown of communication, and the detrimental side effects that can have on the property. We are meeting with interim CAO Marg Coulson on Friday May 22nd to establish a relationship with her after the departure of Rod Risling.

The Park Meadows pump shed went through an extreme pump and motor failure at the end of April. Original installer, Brian Palsson of Mechanical Advantage, has taken both 75hp main pumps for inspection and determination of failure. I was able to install the 2 old Park Meadows 100 HP pumps in the period of two long days and was extremely fortunate to have all the stars align as far as the variables that could have been significant setbacks. I had those two replaced pumps refurbished at the time of their removal for insurance and back up in case of such an instance. Brian was on hand to electrically connect them and reprogram the control panel to accommodate the increase in horsepower

Next Month

- Stone Shale Replacement
- Continued Sand Additions and Bunker Work
- Continued Sod Patching
- Nursery Green Establishment

7. Committee Reports

1. **Club Captains**

a. Leagues policy states each League will provide a financial summary twice a year June and November of how money collected has been distributed to the membership.

b. Tee sheet problems where times are booked and the regular groups are getting very late teetimes when they wanted 11 through 11:30 some get 4 in the afternoon. Bryan will look into this problem. Doug Booth showed Bryan an example of the problem

c. Fisette's membership is down because OGC is too expensive. Nk'Mip is undercutting OGC and Fairview and we do not know why this is happening. Many of the Fishettes live in Oliver so maybe playing closer to home.

2. **Finance Report - Nothing further**
3. **F&B Committee**

There was a short F&B meeting. They are having excellent days. Liber wines are going to be doing pourings at 5 different events. There is a new menu coming for summer. Concert coming on June 24 Rocking the Range with Diane Ball and special guest. Our Goal is 100 and we should put some Posters around Osoyoos.

4. **Greens**

There is an issue where the holes on the greens and flags and Tee markers have not been set properly. The problem has been solved as the person setting pins could not understand how to do it.

5. **Health & Safety**.

The Grant from the Town of Osoyoos was approved $1100. for a new AED for the Kiosk. Very easy to use the staff has been trained on how to use it.

6. **Long Range Planning:**

Covered

7. **Marketing:**

Par 6 is constantly working to promote the golf course. Each group coming from out of town receives a call before they come to make sure they are still on track and if they need markers or special meals.

8. **Membership:**

The membership committee would like to add OGC Members. Advise the Recording Secretary who those people are so they can be added to the committee form.

9. **Nominating on going search**

10. **HR Committee** no meeting

8. Business Arising

None

9. Other Business:

None

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

Doug Booth reported that:

Fortis BC has implemented a **Public Safety Power shutoff (PSPS)** policy to temporarily shut off power during extreme wildfire risk conditions. This policy aims to prevent wildfires ignited by electrical

infrastructure by shutting off power to limited sections of the electricity system when wildfire risks reach critical levels, such as Fire Weather index greater than 47 and sustained wind speeds exceeding 75 km/h There was a question regarding having a generator available for OGC to use. Bryan to look into this notice.

11 Future Meeting June 25,2026

12 Adjournment TIME am. 10:30

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

In camera (with and without GM)
Minutes recorded by Doug Booth