

## MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS OF THE CLUB AT COBBLE CREEK, INC.

A meeting of the board of directors of THE CLUB AT COBBLE CREEK, INC. (the "Club") was held on April 12, 2021 at 4:30. Those present and participating at the meeting:

Christine Collin, President  
Lisa Hylton, Treasurer  
Randy Griffin, Director at Large  
Betsy(Betty) Willy, Secretary  
Pat Pitz, Vice President

**Approval of Agenda:** Was unanimously approved

**Approval of Minutes from March 29, 2021:** Were approved unanimously

### **New Business:**

**Vice President:** Betsy Willy nominated Pat Pitz for the position of board vice president made vacant with the resignation of John Szyfer. Lisa Hylton seconded the nomination. All voted in favor with Pat Pitz accepting the position.

**New Staff:** David Whitney has been hired as tavern manager and Haley Woods as part time bar tender. Both of these individuals began working this past week. Both David has extensive experience in tavern and restaurant business. They are outgoing and enthusiastic and will be welcome additions to our team.

**Proforma with full year financials:** The board reviewed the proforma projecting potential income growth and expenses which would be incurred with the addition of full time general manager and events manager. The Proforma was developed by Christine Collin.

The board examined the financial impact of adding these two full time positions, the pay increases granted to current personnel, and the savings realized by reduction of an assistant golf pro versus increased seasonal help. They then examined the potential business growth by first projecting realistic goals for the tavern, events and the pro shop.

The projected increase in tavern profit was based on the tavern manager's management of inventory, improved pricing and consistent hours of operation. The projected increase in golf business was based on projected increase in public play, increased rounds from new members, and competitive pricing. Projected increase in event profit was based on improved marketing and availability of an enthusiastic experienced full-time events manager. These projections were kept conservative as the economy is just beginning to recover from a year of Covid restrictions.

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## **Old Business:**

**Events Coordinator and General Manager positions:** Following in depth discussion of the basis of the projections and costs, the board concluded that it was financially prudent to proceed with an offer to the current candidate for full time Events Manager. In addition, the board will continue interviewing candidates for the General Manager's position with the goal of finding the right person with the right skill set for this position.

**GM Skill set:** The board further discussed the qualifications for the General Manager, the role of this individual and how this position relates to the duties of the Clubhouse Manager, Event Manager, and Tavern Manager. The board's consensus was that the General Manager must be able to effectively lead an integrated business model, be a dynamic leader with excellent listening and communication skills. He/she must be able to build credibility with members, staff and the board by taking the time to learn the needs of community members, the staff and the business and seek buy in from all stake holders as he/she moves the business forward. This individual will need basic financial acumen and an understanding of the golf and hospitality businesses.

Following discussion of the qualifications of the current candidates for this position, Christine was asked to contact those qualified and further explore their interest in the position.

**Events Manager Position Offer:** Christine was asked to make the offer for a full-time position to the board approved candidate for events manager. This person will be responsible for growing the outside event business, increasing events to meet the interests of non-golfers and non-tavern goers, manage overall marketing for the entire Club's businesses and manage the events as they take place. This is visualized as a 40-hour position with hours that vary dependent on the event schedule. It is hoped that the Events Manager candidate can begin work immediately to provide overlap with our current Events Coordinator before she leaves following the May 15<sup>th</sup> wedding event.

**Member Golf Lessons contracted with Gerard Lanser:** Following no response from Gerard regarding the individuals who have paid him for golf lessons, the board moved to provide these lessons at no further expense to the members through Kala Rusk and reimburse her. Kala will be asked to contact those members that are known to have contracted for lessons through Gerard and schedule lessons at a time suitable to the member and herself.

A motion was made by Betsy Willy to ask Kala to provide the lesson's contracted between Gerard members within the past six months and to pay Kala to provide these lessons. Motion was seconded by Lisa Hylton.

The board voted 3 in favor with Pat Pitz voting against the motion. Motion carried.

**Irrigation of land to the East of the Tennis Courts:** As a result of the ongoing process taking place with the HUB project, alternative ways of providing a water source to the Curve Project are being evaluated and the board will provide additional information as it becomes available..

**Member Discount – foreUP:** Member discount is not installed in the foreUp computer software for merchandise sold in the ProShop or for Tavern sales. David Whitney and Christine will continue working with tavern pricing and discount management.

**Corn Hole Tournament:** This public charity event was held Sunday afternoon to raise money for Aiden Hutto, a Montrose High School Senior who has been diagnosed with Cancer. This tournament was attended by approximately 400 individuals. The Club contributed the venue, planning by Deb Patterson and volunteer labor by Pat Pitz, Paul Heide, Christine Collin and Madi Freismuth and others. The board also agreed to donate \$1.00 per beer pour which resulted in a \$200 donation to the event's charity fund.

There being no further business, upon motion duly made, seconded and unanimously carried, the meeting was adjourned.

*Betsy Wilky*  
*Secretary*