

The Club at Cobble Creek
Board of Directors Memo to the Membership
October 14,2022
Subject: General Manager Status

General Manager: Eddie Anderson was hired to be our general manager of operations after extensive interviews in 2020 by the previous board of directors and again in 2021 by the current board. He submitted an accurate resume outlining his previous experience and qualifications for the position. The BOD completed due diligence through interviews with his references including his most recent employer along with a criminal background check. The board unanimously agreed that based on this information, Eddie would be a positive asset to the accomplishment of the Club goals.

During his tenure as our general manager, his wife Celeste has filled as event's coordinator to ensure that we fulfilled our commitments to our event customers in the absence of an employed events manager. After many months of volunteer services to the Club, the board believed it appropriate and fair to begin paying her for the work she was doing. Eddie was against paying Celeste but acquiesced to the Board's position. Celeste was paid from mid-March until early June. At that time, she continued to volunteer without compensation. When the event coordinator left in September, Celeste again was paid for a period of two weeks.

It is the board's opinion that Celeste has been a true asset to the organization through her creativity and work ethic and through this has ensured that the Club did not default on any contracts for outside events.

It has recently come to the board's attention that Celeste is on probation for two incidents which occurred while employed at other clubs prior to moving to Montrose. Some members have expressed concern that she may have had access to Club funds or charge cards thus putting the Club at risk. This was not the case except for occasional serving behind the bar during rush hours at the tavern.

Having verified these facts, the board has instructed Eddie to refrain from allowing her to provide any type of service to the Club either as a volunteer or paid employee. Those of us who got to know Celeste personally enjoyed working with her and valued her contribution to the Club.

Following Club policy, the performance of our general manager is reviewed by the Board of Directors on a periodic basis. Growth opportunities are identified, and goals established. Follow up reviews are completed to assess and coach the employee as he works to accomplish these goals. While no employee is perfect, the board feels that Eddie is doing an excellent job in most areas of his performance and is working diligently to progress in other areas. He has been a valuable asset to our Club business operation and the Board of Directors continues to support him in this endeavor.

Rumors: Concerns or complaints regarding his performance or that of the Club businesses should be brought directly to the attention of the Board of Directors so that they may be addressed and corrected. Lurking and rumor mongering are not just non-productive, but dangerous to the integrity, credibility, and reputation of your Club as a whole. If you are the recipient of rumor-based information, please

refute it and seek fact-based information from the board. If you are the instigator of rumors which are deemed detrimental to the Club, and are judged to “endanger the welfare, safety, harmony or good reputation of the Club or its members or is otherwise improper, the member may be reprimanded, fined, suspended or expelled from the Club and have all privileges associated with the membership suspended or terminated by the Club.” (Member Rules and Regulations: Section VII (1.)

It is the responsibility of the membership to bring concerns and issues regarding the Club at Cobble Creek directly to the attention of the Board of Directors to allow the board to thoroughly investigate allegations and take appropriate action. The sharing of Information that is not fact based undermines the quality of our organization and delays any appropriate action to correct the situation.

Harassment of employees, members of the board of directors or members of the Club in any form will not be tolerated. Individuals sincerely desiring to contribute to the advancement of the Club at Cobble Creek are welcomed to provide the board with their concerns along with information based on facts which may assist the board in its work to further the goals of the Club.

Simply email the club board at the club@cobblecreek.com. This email address goes to each member of the board. Given an appropriate amount of time to investigate, the board will respond to the individual and if appropriate to the members at large. We thank those members who have been supportive of the Club and look forward to positive interactions with each member.