

# 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 May 10, 2021 at 4:30. Those present and participating at the meeting:

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

**Approval of Agenda:** The Agenda was approved with the following additions: Grass on Matt Mile's easement, Employee Raise consideration, Review of Zoom Meeting Responses

**Approval of Minutes:** Corrected versions of the minutes from 4/19/21 and 4/26/21 were reviewed and the revised versions were approved by the board and will be sent to Madison for posting. Minutes from May 3 were in the process of being revised to ensure accuracy and will be circulated to board members for review and approval for posting.

## **Old Business:**

**Employee Handbook:** The board reviewed and approved the revisions recommended by the attorney's associate and additional revisions recommended by board members. To complete the process, the board tabled the sections addressing the % discount for employees and members for ProShop merchandise and tavern drinks and food. Christine will meet with the representative from foreUp to reconcile the discounts with the software and report back to the board. Once this process is completed, the board can establish acceptable discounts for each category.

**Zoom Meeting response:** On the whole, the board received positive feedback regarding the content of the meeting. There were a number of concerns raised by the members in regard to the golf initiatives and the Tavern hours of operation.

## **Golf Initiatives:**

- A. A trial using the 30 day member/20 day public rolling tee time reservation system identified several weaknesses in the system.
  1. Being limited to four reservations for tee times was cumbersome for individuals who coordinate larger groups of golfers. Once they have used their four allowed reservations scheduling the group, they are unable to reserve tee times for themselves until one of the tee times was used.

2. Once an individual has made reservations for four tee times in the next 30 days, they are unable to schedule a last minute tee time for themselves.
3. The system only allows 4 tee times per couple instead of per individual.

Kala recommended that we return to the previous tee time reservation system which allowed members to make tee times 10 days in advance and the public access 7 days in advance. The board agreed unanimously with this change.

- B.** Kala increased the cart rental fees to \$10 while keeping the green fees the same as last year. She requested that her staff have flexibility to book tee times by phone for any visitors from out of the area or members who are expecting visitors to accommodate their trip plans without requiring them to book within the 10/7 day time frames. The board felt this decision could be made at a Golf Pro level and did not require the board's approval.
- C.** Dynamic Pricing system was put on hold. It was felt that our course is not busy enough for this type of pricing to effectively increase public play and revenues.
- D.** The board discussed discounts in the ProShop and Tavern for members and for employees. This question will be further explored after we better understand what input foreUp software can effectively manage

**Tavern:** The board received feedback concerning the last-minute closing of the tavern Sunday due to lack of staff availability. Communication of tavern hour changes will be a priority going forward. However, until the tavern is fully staffed, last minute closures will occur as needed to provide staff appropriate time off.

Tuesday nine-hole ladies league has requested that the tavern be open at 11am on Tuesdays to allow the sale of lunches and beverages as that group returns to the tavern. David and Pat have agreed to open the tavern from 11am till 5pm on Tuesdays.

At this time, there is not enough staff available to accommodate the request for meals following the couples league on Monday evenings and the men's league on Tuesday evenings. As soon as more staff is hired, providing these services along with Sunday tavern hours will be a priority.

Shortage of tavern and restaurant staff is a national labor issue. The members will be asked to be patient as we broaden our recruitment efforts to include Telluride Watch, High Country Shopper, Colorado Mesa University job postings, Montrose Daily Press and Multiple neighborhood Nextdoor Neighbor network. Joni and Madison are working social networks as well. It will also be reposted on Indeed.com. The members are asked to help identify any potential tavern cook and/or bartender applicants as well.

There was a request from some members to be allowed to bring their own liquor to consume on the patio of Creekside when the tavern is closed. Our liquor license only allows consumption of alcohol on club premises if it has been purchased from the tavern. As a result, this request was denied.

Events Coordinator – Hannah Bass has been hired as our full time events coordinator. She will be on site several half days over the next week and begin full-time May 24<sup>th</sup>. She has experience as administrator of Rocky Mountain Bliss, a freelance Marketer, Director of Marketing for Montrose Chamber of Commerce, and Marketing assistant for the City of Montrose’s Office of Business and Tourism. She will be a welcome addition to our staff.

**American Flag** The Board discussed the flag display at the front entrance of the development. Randy and Paul will work together to get the flag back up as soon as possible. A new more robust mechanism is desired to improve reliability and to reduce the frequency of repairs.

**Communication:** Christine will ask Madison to send a blast email to members. Individual responses will be sent to those members who have contacted the board with concerns.

**Pickleball Court** repairs are expected to begin on May 15<sup>th</sup>. This will necessitate closure of the court during this time period until repairs are completed. As soon as there is a definitive schedule, it will be communicated to the members.

**New Business:**

**Irrigation of grass** on the North side of Cobble Drive between the entrance of Cobble Creek and the Tennis Courts: This grass strip is owned by Matt Miles. We had an agreement with Mr. Miles to allow the club to install a sprinkler system, seed, fertilize and mow this strip of land to enhance our entry. However, Mr. Miles terminated the agreement during the Winter. Randy Griffin reapproached him stating it was in the best interests of both parties to provide care of the grass on the street side of the fence line. Mr. Miles replied by email, giving Cobble Creek the approval to resume irrigating and mowing this strip. He predicated the approval on the basis that he could withdraw permission “on a moment’s notice” and intends to do so once construction starts on the HUB project

After some discussion, the board approved resumption of irrigation and mowing of this strip of land to improve the entrance to our development until such time as Mr. Miles withdraws his permission.

**General Manager Interview:** The board discussed and formatted the zoom interview with a qualified applicant scheduled Tuesday May 11, 2021.

**The meeting adjourned to executive session to consider a request for an employee change of status and pay raise.**

**Projects:** Discussion of ongoing and new projects was tabled till next meeting due to lack of time.

There being no further business, upon motion duly made, seconded and unanimously carried, the meeting was adjourned at 7pm

Betsy Wilby  
Secretary