

BCCC Minutes February 13th 2018 530pm Sturgis Vets Club

Meeting was called to order by Dana Limbo board members present were Cal Corey, Brad Limbo, Steve Ommen, Patti Weber and Jorin Eisenbraun. Not present was Mike Beck.

Open Forum: Jamie Jurgensen asked about incentives for memberships and members not receiving their membership letter in the mail. Brad Limbo explained the early membership drive that was conducted and what was discussed at the JAN Meeting and why we had to do that financially. See JAN Minutes for more info. After discussion the board decided to make a new deadline and send out the information to the membership. Motion to move the deadline from the DEC 31st incentives to March 10th (later changed MAR 15th) by Cal, second by Patti, further discussion Jorin will work with Maddy and new pro to ensure anyone paying between JAN 1 and FEB 31 get the correct incentives. Board discussed how giving free passes to member could cost the club \$30,000 and may not be financially feasible or reduced in the future. Motion passed unanimously.

Treasurer's Report: Steve Ommen Checking balance \$26,783, obligations are payroll (Chad and Maddy).

Number of paid members as of 13 FEB are 135 and of those new memberships are 15. Profit and Loss for taxes last year is complete showing a loss of \$85,000. There was discussion regarding where taxes would be completed. Patti motioned for Karen Simmons to do the taxes, seconded by Steve, motion passed unanimously. Steve was going to work with Maddy and Karen Simmons to complete.

Bills: Steve went through the bills. Then only bill in question was a \$1700 bill from Callaway. (might be a fitting cart fee that is reimbursed/credited back from Callaway later) Then new club pro can look into the Callaway bill. Bank interest is being charged monthly for some loans and it was to be annual Steve will look into this. Motion by Dana to pay bills with the exception of 2 bills that need to be looked into (Callaway and bank interest), second by Cal, motion passed unanimously.

Approval of minutes from both NOV and JAN Meetings, any changes? Brad had a change for the NOV annual meeting minutes say I was in attendance and I wasn't. Change was made. Patti requested to change JAN minutes. She stated the minutes reflect that Dana said the board received financials at the meetings however we didn't receive the financials. Also the minutes or agenda. Patti stated that is a misrepresentation that we received financials and I would like it changed. Dana asked the board members from last year if they received the financials. After discussion from Brad and Cal both of them did get the financials at the meeting. Patti didn't remember getting the financials at the meeting but did get them at some point. The minutes were provided at the meeting without a chance to review them prior. Patti explained that we didn't know what the budget codes were so I didn't know what the report was saying. Dana explained that was exactly my point, the board didn't look at or understand the financials. Patti said we were looking at them, we just didn't understand them. Moving forward we will try and have the financials sooner however it is difficult as a book keeper to have them at a meeting early in the month. Steve will provide an explanation and synopsis of the financials compared to the budget. JAN minutes were not changed because financials were provided. Patti wanted to include portions of the executive session into the minutes. Dana explained that if motions/decisions are made by the board in the executive session the decisions need to be made public however the discussion is not. Cal asked if minutes should be taken during executive session. Steve thought that we should come out of executive session to make motions/decisions.

We do not have a contract for our secretary/treasurer, Steve and Patti will work out a contract for Madelaine. All of our employees will abide by the contracts they sign or face the consequences, the board agreed.

Motion to approve minutes from NOV meeting with the once change of Brad not in attendance by Patti, second by Cal, motion passed unanimously.

Motion to approve JAN Minutes made by Jorin, second by Brad, further discussion by Chad Anderson whether or not he should get to review them prior to them being approved in case I am quoted wrong. Dana explained the minutes aren't verbatim or quotes they are a general synopsis of the meeting conversation. We don't send the minutes out to the membership for review prior to approval. You are like any other member you can review the minutes after they are approved. Steve added that if they need amended afterwards that can be addressed at a board meeting. Motion carried unanimously. Brad will post all minutes through FEB.

Correspondence: Sturgis PAL Bike track fundraiser silent auction, motion made by Dana for 2-18 hole passes no cart, second by Brad, motion carried unanimously.

Motion made to allow Jorin to work with the Pro to handle future charity requests that are (2) 18 hole passes without cart any requests outside of this needs approval of the board by Dana, Second by Patti, motion carried unanimously.

Patti will give information to Jorin to work Besler family reunion July 3rd.

Brad said Mike Short(Apple Springs) wanted to formally open up communication with board to work proactively. The committee that was formed last year wasn't very productive. There are still contractual obligations that need to be worked out pond, gravel, cul de sac etc. Board decided to have the initial meeting with the entire board, Brad will work out a date/time with Mike Short in the coming months.

Hiring Committee: Steve Ommen said he and the committee (Jorin, Brad, Scott Sabers, Shawn Mechling) worked the description and interview process. 24 applicants, narrowed down to 7 for phone interview and 3 for in person interviews. Jorin said there was a very strong candidate pool. Steve said the committee is recommending Kristin Sabers however there will be further discussion in executive session.

Budget: everyone was sent the budget that was completed in NOV. Steve explained that these are the categories that will be accounted towards in the financials. If any of you have recommendations to change the categories or what goes into them please let me know so I can get them changed before we get started this year. Dana explained a few items on the budget the board needed to be aware of. Membership dues are \$162,000 that is divided by \$700 equates to 232 members we need to get to 232. Green fees and Cart rentals from last year are predicted at 1.5 times the amount last year. Clubhouse sales (liquor, food, pro shop etc) total sales are 218,000 projected total cost 129,000 for a net gain of 88,000. At the bottom of the budget we have a net gain after paying bills with projected incomes of \$47,500. However we paid \$50,000 in bills from last year with this years money already so roughly if we hit this budget we are right around break even. Steve said we need to look at it like we start the year 50K in the hole. Brad added that there were also 2 line of credits for 35k each last year as well we have to pay. Steve said those line of credits can be managed and we will meet with the bank on that. Motion

by Brad to approve budget, second by Patti, motion carried unanimously. Chad asked if he could see the budget, Dana handed him a budget.

BY LAWS- Board discussed by law changes and the difficulty of putting out by law changes now because not all members are paid and only paid members can vote. Board decided to make 3 by law change proposals now and continue to look at the by laws and potentially make additional changes during the next board member election.

Board discussed the draft BCCC newsletter. Patti asked about ability tee boxes and whether or not we are doing it or if we are looking at it. Patti asked if that was a member decision or a board decision. Dana explained that this board per the by laws has the ability to make all decisions for the course. The board could have decided on the back 9 without member input per the by laws however on big decision getting member input is preferred. After discussion the newsletter is going to be changed to reflect this is being looked at by the board not that it is happening. Patti said she looked it up on the internet and it looks like this is the trend. She just know how it would work for tournaments and rating, would the course have to be rerated? Dana explained the tournaments would tell you which tee to play from. When you play enter the score from the tee (color) you played and it automatically updates it based on the tees being rated. Steve said from the interview process for our club pro they all strongly encouraged "tee it forward" was the way to go (ability based tees) and that now moving to 18 would definitely be the time to implement. Patti said absolutely because the back 9 has to be rated anyways. Dana said people can still play any tee they want. Patti said yeah educate yourself on this it is the trend. Cal said this may speed up play. The idea with the newsletter is to let our members know there could be some changes coming.

Moving forward there will likely only be 1 to 2 mailings per year. We may do a pro newsletter monthly however it will be electronic. We need people to start using electronic communication forms. Cal said hard copies should be at the course to post/take one.

Clubhouse committee: June came to the meeting to discuss restaurant operations. June wanted to know what the menu was going to look like this year and if you need my help and what that would look like. Jorin described that the hiring committee has made a decision to combine both pro shop and restaurant in order to save on labor costs. We expect that an employee could be doing food as well as cleaning our carts and checking people in. June asked if the new hire had food experience and Jorin said the hire had the most food experience of all those interviewed in person. Dana explained that we don't probably have all the answers to your questions however we will be discussing them in executive session. In addition no one here is blaming you for the financial situation in the restaurant last year nor is anyone disappointed in what you did. What the board is looking at and taking in to account is your letter of ways to improve and last years performance and ways to financially have a better bottom line including labor. June agreed and wanted to know what type of employees are you looking for in the restaurant. Steve said the hiring committee wasn't tasked with deciding what you are asking however we did discuss it a lot. To answer your questions specifically we haven't discussed what you are asking and don't have an answer at this time. We all may have opinions and they may not be the same but the decisions haven't been made. June said we could definitely cut out breakfast and labor to reduce costs. Steve said I was thrilled with what you did but to be blatantly honest I don't know if we need someone of your expertise depending on what we decide to do on food. We will decide on food decisions tonight so that we will be able to get you an answer on this summer, Jorin will get ahold of you to let you know

what is decided. June said ok thanks, regardless of what you decide to do whether I am part of it or not I would be willing to help with next year to improve on what we did based on the road map we laid out last year.

Grounds Committee: Chad you were sent your contract did you have any questions. Yes the budget which I now have the answers and the cart isn't listed with the membership, do I get a cart lease. Dana responded yes, I will add the cart in. I didn't take it out, no one could give me last year's contract. Chad said I got last year's from Maddy and compared this year's to it. Chad said who is the board member assigned to course, Dana is, is anyone else or just you, just me, those assignments were done last meeting. Chad said dues for GCASSA went up this year the contract has a lower amount. Dana said he will take the amount out and just leave it as we will pay the GCASSA dues. Chad said Exhibit A discusses the amount the course gets mowed, I have concerns that we need a fairway mower. I have put together a list of equipment and the shape it is in. The equipment is in pretty good shape but we need more. I don't know how strict Exhibit A is but I would have to run the fairway mower 7.5 hours a day 3 days a week. Dana said those are guidelines that were put together as minimum guidelines by me 7 years ago because the board had different ideas than some of our past greenkeepers of what is an acceptable level of maintenance for our course. Chad agreed and said those are good minimum guidelines of what a course needs. Dana said if a mower breaks down or we have some issue out of our control those will definitely have to change for a period of time the idea is this is what we are looking for if there are no circumstances that don't allow it. Chad will get the list completed and give it to Mike Beck because that is his area. The only other area is the salary, I have talked to other 18 hole superintendents are making more than I am and was wondering what the schedule was to increase my salary. Dana responded that when we hired you we were on our way towards 18 holes so BCCC paid you more than our previous greens keepers. After the first year you were given a cash bonus and a 10% increase. This year we didn't give one, in my opinion your future salary will be based on 2 things BCCC financial situation and your performance in your duties and roles. Chad said I understand the financial situation we are in. Steve said we are growing and we want our employees to grow with us. Chad asked if there has been any consideration given if we have a bad spring and can't get golfers have we talked to a bank to make sure we can make it through the summer? Dana responded that yes our financial situation has been looked at and the board is working it and have met with a bank. Chad said ok so you are doing something, do you have a plan? This board has done more in a few short months regarding the financial situation than last year's board probably did all year. Steve said we have another meeting scheduled with the bank. Chad asked do you know what I spent last year on grounds hourly labor help outside of my salary? Dana responded you were right at our budget number last year of around 58k. The budget item for course labor was doubled 3 years ago when you came here knowing we would be moving towards 18 holes and additional work needed to be done. Chad said that the course double too, right now we are not able to do much extra all we are able to do is maintain the front and what little we are able to do on the back because of not having enough hands. I have spoke to 2 other courses and its not even close. There is a lot of daily maintenance and work that needs to be done. In reality you have to have hands to get the work done. Dana described the planning for going 18 and the recommended maintenance for 9 hole courses, 18 hole courses and constructions costs for building a course. BCCC was half of what the recommendation was for maintaining. BCCC cost to construct additional back 9 is way cheap compared to recommended costs. This is the way BCCC has always operated, finding a way to be efficient and economical and get the job done. Chad said I agree sometimes those national averages are way inflated. It's just hard because you have to hire young kids and babysit and that's

probably what I am going to have to do this year because my 2 main guys are gone. I will sign the contract and get it back to you. Brad said I will have a spot on the website for people to apply or see job openings.

Chad said that answers contract questions. I have a quote for pins, flags cups for the back 9 for \$1251 with the boulder canyon logo. I talked him into 20% off everything. Brad said we talked about last year getting a 70th anniversary flag and working with Marv Hayford's wife and possibly selling them to our members at the end of the year. Chad said people steal flags and we could lose them. Chad asked if we are having a 70th anniversary tournament? Patti is looking into that. Dana asked how long does it take to get the flags, chad said 2 weeks. Patti said I would be interested in buying a flag after a tournament or year, you think about it 70 years ago the first 9 was played 70years later the new 9 is played, I think its kind of cool. Decision was made to have Brad look into different versions of flags and come back next meeting to discuss. Chad didn't have anything else.

Dana said Chad the board emailed you a question asking what your plan was for the back 9 greens and if it would be quicker to use plugs from the old #5 green to fill in bad spots or what your timeline is? Last fall it was brought up to use plugs, I am against that because it is a different strain. I would use plugs from the new 5 green. Timeline I am going to go back to weather. I think we are going to be ready to play by mid May. I don't think it matters which way you go it would be the same. I would just move the bad spots to the edges of the greens. Dana asked if we don't do plugs what is your plan? I am going to verticut and hand seed, also move some cups from the bad areas. Essentially do what we did last year but it has to be done quicker. Dana asked hole #13 is probably our worst green, last year how much new grass seeded germinated and grew. Chad said I would say 60 to 70% of new grass. Chad said number 13 when we took the cover off didn't have any grass it looked like a table top. Dana said number 10, 11, 18 and new 5 didn't have grass when we took the covers off last year. #13 and all the rest of them had grass when we took the covers off from the year before. Chad said yes I agree the others had grass the ones you mentioned had to be planted new. Of the areas on 13 that didn't have grass I think 60 to 70 percent grew in but its hard to give a number. Dana said I agree grass grew in, the old grass from the year before, I am asking about new seeded grass from last year? Chad said if it filled in or grew in I can't put a number on that. Chad said I think 60 to 70 percent of the sand filled in, we had grass and the areas without grew in. I know 13 is the worst one, the tarp blows off from the wind. Chad said depending on weather mid may good weather worst case June 1 with bad weather. Dana said as the board has mentioned before and so you know as a greenskeeper the back 9 greens are your biggest priority and getting the course open. The board will be discussing further in executive session and will let you know.

Marketing and website: I have been updating the website, someone can now go into our online store and purchase membership cart shed etc. I will continue to update stuff and change the theme to update it but GOLFNOW is kind of holding back on that. Dana and I have been working with the Lodge, Cadillac Jacks and others on stay and play packages and being advertised on their website. In addition what sponsorship package makes sense for a casino. We will come back with some information so decisions can be made. We need to work our sponsorships for the new scorecards. Bob Davis is working a drone video for advertising with us. I will be working an advertisement to push memberships again. I spoke with Eddie Heisinger and he would like to sponsor the range again for corporate sponsorship. Over the years he has put a lot of money into the range. The board agreed to let Brad work the range sponsorship with Eddie.

Youth Activities and tournaments will be worked when the new Director of Golf is on board.

Jorin said in our interviews a handicap committee was mentioned, I don't exactly know what that is or if we should have one. Dana said some courses post your scores for you especially if you play in a day game or other event.

Member events: Patti is going to look into whether or not we are a chamber of commerce member and what the cost is. Patti is going to look into holding a chamber mixer at BCCC. Patti is also looking into having a sip and paint event in April. Patti is going to look at fun things for MON and WED nights. Bradley said if you have others that can help you on that committee please add them to the committee. Steve has added financial people to his committee, there is a lot of work that can be needed in events, so don't be afraid to ask for help.

Brad asked people to look at the website and see if the new pictures look ok.

Chad asked for Will Storhaug and his dad Jeff to be thanked or noted for shingling the old pumphouse.

Patti received a text from a member about security cameras. Discussion ensued that Mike Beck was in charge of this area since OCT. Members were donating up to 500 in additional cameras to be added to existing system. Mike was going to work with the members and best buy to get cameras. At the last meeting the anonymous thing came up and Mike was to contact the members and discuss with them. At this point none of it has been completed. Patti forwarded the text to Mike. Dana said he would check in with Mike on it so it could go in the newsletter possibly.

The board then moved to executive session.

Motion made by Steve second by Patti to hire Kristen Sabers as the Director of Golf and let the hiring committee negotiate a contract. Motioned carried unanimously.