

OGDEN GOLF AND COUNTRY CLUB
MINUTES OF BOARD OF DIRECTOR'S MEETING

May 16, 2024

A regular meeting of the Board of Director's of the Ogden Golf and Country Club was held at
5:30 p.m. Thursday, May 16, 2024 at the Club.

The following were present:

CONDUCTING: President, CARTER RANDALL

PRESENT: Vice President, CORY NIELSON
Secretary, DAN BUCKWAY
Treasurer, FRANK REDD

DIRECTORS: CATHY BULLARD
JOHN REDD
JOHN OLIVER
TRISH CANNIZZO via phone
CASEY SCOTT
CHRIS DURRANT
CASEY BISHOFF

ALSO PRESENT: Club Manager, VICTORIA THOMSON
Superintendent, GREG GILMORE
Head Chef, MATT TRUJILLO
Nate Messerly

EXCUSED: Restaurant Manager, KAREN COBB
Head Golf Pro, BOB WALLIS

President Carter presided and Katherine Patten recorded the minutes.

APPROVAL OF THE MINUTES:

Upon motion duly made, seconded and unanimously adopted, the minutes of the April 18, 2024 meeting were adopted without opposition through e-mail voting.

Nate Messerly- Young Equity Membership

Mr. Randall says there is some confusion on Nate's membership of being a non-equity junior or an equity junior. Mr. Messerly claims he switched to equity in 2019. Mr. Randall asked if everyone read the email Nate sent to the board. Mr. Nate Messerly says in 2019 he wanted to upgrade his membership. There was no initiation fee at the time. He asked April, can I upgrade to junior equity since there is no cost to switching? April said yes and he assumed everything was good from there. Mr. Messerly also talked with Rob Despain and Mike Fisher. Nate's statement also said junior equity dues. Mr. Messerly pointed out to April that he didn't see his name on things. And she said, we need to update you to an equity member. April said recently, we spoke to the board and you have to join as an equity member and pay the current initiation fee. Mr. Messerly says, our system got hacked in 2020 so that may have played a role. He attached his emails saying junior equity. Mr. Messerly has been a member his whole life and plans to stay a member his whole life. Mr. Messerly proposes that he is willing to catch up on dues or assessments he has missed over the years to be where he needs to be. He thinks there was bad communication and has assumed he's been a junior equity member since 2019. Mr. Messerly wanted to clear this up with the board. It was a big surprise when April said you have to do all this stuff. Mr. Nielson asks if he was billed any assessments. Mr. Messerly paid everything upfront and has assumed he has. Mr. Randall says it was confusing when we went back through and the changes in the statement said junior equity. Mr. Randall reached out to Katherine, April, Rob, and Sarge and no one remembers. Someone asked if Nate received ballots. Mr. Messerly says no. The board appreciates you being here. Mr. Scott says to Nate, are you proposing you make right with assessments and dues and there is another fee? Mr. Randall says at the time there was no initiation fee when he thought he switched. The dues go up based on age. Currently it's \$25,000 to become a junior equity. They would become equity based on the current rate. Nate wants to make this fair. If he leaves the club in one year and makes money off his membership that's one thing. Mr. Messerly says you can put whatever stipulation you want on it, but Nate plans to be here for the rest of his life. Mr. Buckway says, no one thinks you are being manipulative, there is just a process we have to go through. If we do this for you, we may have to do it for everyone else. We want you here, but we are trying to do it without breaking policy. We will chat about it and let you know. The board says thank you to Nate and he is excused.

Grounds - Greg Gilmore

Mr. Gilmore says the course is in good health. The growing weather is perfect. Grass and weeds are growing like crazy. May is the time that we are watering some things in. He is adding insecticide when he is watering. The cart path on 15 is done and they did a great job on it. We are going through the edges trying to get them. Collars are a process that you have to do in levels. The sod on number 14 needs to be replaced because it didn't take. We will work on collars. We got 10-14 days to finish up some projects before we focus on the golf course. Mr. Gilmore says we have a rough mower problem. An employee drove out on Washington Blvd and hit one of the snow plow stakes and it stopped him. The oil filter was punctured. I get

up to him and he's slowly driving the mower and I can see mower oil. He shut it down and I asked why he was out here and he didn't know. He said he was upset and he didn't get any sleep the night before. And then he said, I am going to give you my 2 weeks notice, this is too much. Mr. Gilmore said, you can leave now. I get up to a shop and order a new oil filter and he's 6 quarts low. I start it up and it's fine. Then just today, the mower starts puffing smoke. Mr. Combe is letting us borrow a 4300 D Mower that is shorter than what we have for a few weeks. We have a mower for now, but we may need another one soon. Mr. Durrant asks if insurance covers this. Mr. Gilmore says we are number 11 on the list from Toro so we should get a mower this year. Mr. Frank Redd says to call Brett Neilsen, our insurance agent, to see what he thinks. Mr. Gilmore says we are renting the mower so that's the problem. Mr. Scott asks if we think he was on pills. Mr. Gilmore heard through other employees that he was diagnosed with cancer. He previously worked at Schnetiers and they suspected he was on something. The ladies day league suspected he was off one day. Mr. Gilmore will look into the rental agreement and see if we are covered. If this was an accident, we would be covered by insurance. Mr. Gilmore says, we need a prognosis first to see what the problem is.

Mr. Randall says they will be planting a few more trees and it costs \$175 per tree. The total tree cost may be between \$300 and \$400. They will get two sycamores and maples on number 2, 3, and 5.

Mr. Gilmore says it costs \$16,000 to get the building repainted. The painter is asking if we want to move forward. The board will discuss this.

Food and Beverage – Matt Trujillo

Mr. Trujillo says we hired a new pastry cook and she has done great so far. We discussed in the last meeting that she may need more supplies like a mixer and other small supplies. We are also limited on space in the kitchen and it is an issue. Mixers cost between \$750 - \$1000 for an industrial one. The total Mr. Trujillo will need for equipment is between \$1,500 and \$2,000. The board says, at that cost you and Victoria will get together to buy the equipment you need. Mr. Trujillo says the staff is looking good. We may need one more part time employee for the summer. Mr. Trujillo also says we have had some electrical issues in the kitchen. Steve is looking into it and we are having an electrician come look at it. Some of the plugs aren't working.

General Manager Ms. Thomson-

Ms. Thomson says we got everyone hired for the snack shack and they have been trained. We hired a company to come in and clean the snack shack to get it ready. The pool is fully staffed. Sydney is our new pool manager. She starts training on Tuesday. She is also getting her certification to get the new employees trained and certified as lifeguards. We are fully staffed for the pool and snack shack. We will have a soft opening on Saturday, and hard open on Monday (Memorial Day). Mr. Oliver asks about the costs of first aid supplies and uniforms. Ms. Thomson says we went through the first aid stuff and we had to order additional supplies. It

costs \$2,000 for a defibrillator. Sydney highly suggests we get one. All the other first aid stuff was a couple hundred dollars. Ms. Thomson says there was no pool budget created for 2024. Uniforms are an average of \$44 per employee. All uniforms will be black and white with our logo and lifeguard labeled. They will come with a visor and tee shirt also logoed. And all lifeguards will need a whistle. There are two ways to do it. We can charge the employees a uniform fee or the club can pay for it. We have about 20 employees. It costs \$900 for uniforms and \$1,100 total for uniforms and first aid supplies. The board agrees that the club should buy the lifeguard uniforms. Ms. Thomson also says we need a new lifeguard chair ranging from \$750 to \$1,700. There are four options costing; \$750, \$849, \$1,200 or \$1,700. We need the chair at least 5 feet high. We plan to get a plastic chair to replace the metal chair. The \$849 looked the best. It's about \$4,500 needed for the pool starting out.

Ms. Thomson has the invitational sign-ups for the board. You can all get signed up. Tomorrow everyone else will get it. Victoria will pass the signup out.

Mr. Randall addresses April St. John resigning. We don't want anyone to read it the wrong way. We all appreciated April and everything she did for the club. We trust Victoria to run this show and we have been pleased. One of the things we learned was side bars between staff and the board or members. Everyone needs to understand their lane. How can we communicate with the membership? If there are concerns, we want to follow the chain of command. We don't want any rumors moving forward. The board chart is what we are talking about. We want to feel comfortable and want transparency.

Ms. Thomson says Mondays have picked up for lunch and dinner. Tomorrow burgers and hot dogs will be served until 3:00 pm on Fridays.

Mr. Durrant says Jim Berger and his group will be coming out to play his final match tomorrow. We have 15 - 20 guys coming to watch his match and tee off. Jim doesn't know about tomorrow. It is at 3pm so we are inviting you all to come and support. Mr. Randall says Jim Berger has been on the board twice and was the president. Anyone is welcome to show up. . He's got a great attitude. It would mean a lot to Jim. He relishes in social environments.

Ms. Thomson says she would love to turn the space where the river is into an event space. It has been discussed. It will bring a lot more revenue to the club. She would like to have it ready by next summer. Mr. Buckway asks if there is a wedding and a golfer is playing at the same time? Mr. Johnny Redd suggests playing from the reds only on wedding nights. Mr. Nielsen says to do some homework and get bids on what that would be. Leif Handy is a great asset. There is a lot of work involved with adding electricity, tree work, and creating an alternate path. Netting might be involved there too. It has great potential and can be a revenue stream. It's one of the prettiest spaces. Ms. Thomson asks if she has permission from the board to start getting bids. The board supports Ms. Thomson to start getting bids.

Department Heads excused.

Committee Chair Members

Grounds - Frank Redd

Mr. Frank Redd says it's \$16,000 to paint the whole place. It's a bandaid to make it look better. They did a remodel in 2019 and they repainted the trim. The board thinks it's a good thing to do for now. Ms. Thomson asks about a portion remodel and just remodeling a chunk of the clubhouse at a time. Mr. Nielson says the survey from the membership didn't want to put money into the clubhouse or the pool. Everything is a band aid until the membership is ready. Ms. Bullard says it would cost 22 million to redo a clubhouse. And what would an assessment look like? Mr. Frank Redd said in 2017 we wanted to do a full tear down, but that didn't happen. Mr. Nielson says once we have the finances in order, we can start stockpiling some money and then get a true assessment. Mr. Frank Redd says we need a total assessment on the underground. If it is a disaster, we don't know how to find someone to fix it. What does our sewer and water look like? We keep band-aiding it. We make minimal improvements knowing that one day we will need a new clubhouse. We have contractors that can look into the underground. Mr. Randall nominates Mr. Buckway and Mr. Johnny Redd to take that on. We need to understand the underground before we make any decisions.

Upon motion duly made, seconded and unanimously adopted, to repaint the clubhouse for \$16,000.

Mr. Randall asks Ms. Thomson if she followed up with the black mold on number four's bathroom. One of the ladies used the men's bathroom and said it was back. Ms. Thomson says two months ago they deep cleaned it and now it's back. There is a problem.

Pro Shop - Casey Bishoff/ Cathy Bullard

Ms. Bullard says the womens' league is dealing with Bob on golf genius. Slowly we are getting to where we need to be.

Men's Association - Johnny Redd

Mr. Johnny Redd says we are making efforts to get our budget back on track.

Invitational - Casey Scott

Mr. Scott says we have a great committee with great ideas. This list will go out tomorrow and Mr. Wallis invisions 15 open spaces for sponsors and other members to participate. There will be a par 3 tournament on Thursday and a \$50 derby buy in. There will be ice cream and food trucks. All the vendors will be there on Friday, Thursday, and Saturday. Rain gear is the tee prize. Bob ordered rain gear without our logo so they are easy to return if needed. The participants have the option to get different colors and styles. Ogden made hoodies is another tee prize. VIP sponsors will get a minky couture blanket. We are excited! We are doing well on sponsorships. We had to bring in more carts, and we have a \$4,000 sponsor for that. The new

price is \$1,200 for the entry fee. Victoria has been awesome. We will have a party hole on 15 with outhouses. We will not do stadium seating, but will do canopy tents.

Handicap - Chris Durrant

Mr. Durrant says you have seen the emails. We had a problem last year. The ladies have the opposite problem then the men so they can participate in team play at other country clubs. The UGA will send out notes to several members who don't post all scores. There have been complaints about some members. There will be an audit and we will freeze their handicap and once scores are legitimate it will unfreeze. Mr. Nielson had a friend who got frozen and a UGA notice. The handicap can refute that and they can decide what to do. It's the process of UGA to do it this way.

House - Dan Buckway

Mr. Buckway asks the board about the food. Has it come out cold for any of you? Mr. Buckway says that service has been slow. Ms. Bullard had to go to Karen, because it took 30 minutes to get their drinks. Mr. Buckway says a few meals have gone out cold recently. A member Ms. Thomson talked to said the food was cold at banquets. Mr. Buckway said the Easter and Mother's Day food was cold. Ms. Thomson got complaints, but that the Mother's Day food was better than Easter. Mr. Buckway wants to get feedback to see what we need to do. Mr. Frank Redd says we need to do a better job at anticipating the need before the member asks for a refill. The servers need to check in with tables more often. Ms. Thomson appreciates the feedback. She's been working with Karen to refill drinks and not let food sit at the bar. Mr. Johnny Redd says the servers are always huddled in the bar. Ms. Cannizzo asked if we have a lead server when the manager isn't there. Ms. Thomson says Emerson was our lead, but now he's gone. He will be back for big events only. Mr. Johnny Redd says there were several complaints on Mothers Day that they could not get drinks after playing. The servers said, "we are closed, because of the event." Now we know for future events. Ms. Thomson appologizes there was not good communication and states in the future it will be open. We will do a cart girl on those days moving forward. Mr. Buckway suggests putting a survey on the bill to get feedback from the membership. Ms. Thomson says we can look into attaching something to the bill. We can do a QR code or separate papers, but if a server is collecting those, they can throw away a bad review. Mr. Randall suggests using survey monkey quarterly. Ms. Thomson asks what the feedback is on Jackie. A lot of the board members don't know who she is. Ms. Bullard has an idea to take away the automatic gratuity. Ms. Thomson says Karen and her have talked about how we feel about automatic gratuity. Having an automatic tip disincentives servers to have good service. Mr. Frank Redd says if you take it away, some members wont tip. Mr. Randall says the membership has changed. All other country clubs have automatic gratuity. Ms. Thomson thinks automatic gratuity takes away from service. They don't upsale or refill drinks. Mr. Frank Redd says to train the staff better and leave it. This conversation is tabled until Karen is here. Ms. Thomson can see both sides.

Membership - Trish Cannizzo/ Frank Redd/Carter Randall

Mr. Randall says the membership committee met over the variety of memberships. Mr. Randall listed all the membership types. Some memberships are equity and some are non equity. Mr. Randall wants to stop selling some of the membership types including non-equity junior under parent. There are only 5 members in that category. Do we want to keep it? Mr. Frank Redd disagrees on junior under parent. This membership gives them an opportunity to pay a little bit less until they turn 30 years old and then go into a full equity membership. Mr. Bishoff has a son who may become a junior under parent so he disagrees. Mr. Bishoff says once the parent leaves, there is no longer a junior membership. We are no longer selling most of these membership types so eventually everything will disappear over time. Mr. Nielson thinks there should be only one membership type under a Corporate Primary instead of 3 different affiliate types. Most of these memberships are grandfathered and will run their course and eventually disappear on their own. Ms. Cannizzo asked if we are we selling non-resident with golf passes? Do we want to take those off and roll those off? Some have already complained about the price. Mr. Randall says these non-residents can only play 20x per year.

Upon motion duly made, seconded and unanimously adopted, to only sell the full equity, corporate, social limited sports, social dining, junior under parent, and non-resident memberships moving forward. Eventually the other membership types will disappear with time and are no longer being sold.

Finance - Cory Nielson/ Frank Redd

Mr. Nielson says we have a fractional accounting group and they have been working with Hannah and Katherine. They said all the material items are legitimate. The balance sheet cash is one account and allocated to FFE (furniture, fixtures, and equipment) and APF (Asset Protection Fund). We don't have the assessment or ERC credit to rely on this year. We do have \$100,000 in initiation fees this year. Pro shop is doing better than last year. The red numbers are what we are looking at. We are running at an operational loss of -2.1%. Even from an operational income. We are more strict with late payers and will take off repeat offenders from accounts receivable.

OGCC Year To Date April 2024 Financial Synopsis:

	Apr-24	Apr-23		2024	2023	2022	
Checking	\$ 561,717	\$ 1,630,509		Department profit	\$ 580,997	\$ 1,161,294	\$ 77,769
Savings	\$ 126,758	\$ 808,473		Membership	\$ (36,361)	\$ (39,396)	\$ (54,166)
FF&E	\$ 66,658	\$ 71,055		Food & Beverage	\$ (85,506)	\$ (101,609)	\$ (32,728)
Asset Protection	\$ 554,669	\$ 29,839		Proshop	\$ 4,106	\$ 3,411	\$ 3,241
Total Cash	\$ 1,311,247	\$ 2,541,376		Locker Room	\$ (1,853)	\$ -	\$ (404)
Receivables	\$ 509,399	\$ 778,000		Swimming Pool	\$ (392,406)	\$ (307,200)	\$ 135,419
Inventory	\$ 34,408	\$ 25,690		Grounds	\$ 68,977	\$ 716,500	\$ 129,131
Accounts Payable	\$ 13,940	\$ 70,107		Totals	\$ 68,977	\$ 716,500	\$ (6,288)
Working Capital	\$ 1,353,068	\$ 2,258,397		Operating profit/(loss)	\$ 68,977	\$ 716,500	\$ (6,288)
Debt - Note Payable	\$ 1,299,871	\$ 1,336,549	change \$ (36,678)	YTD Summary:	\$ 1,460,687	\$ 1,107,637	
				Revenue Recognized	\$ 68,977	\$ 716,500	
				Net Income	4.7%	64.7%	
				Net Income Margin			
				Net Income Margin less Assessment	4.7%	13.7%	
				Net Income Margin less Assessment & ERC credit	4.7%	13.7%	
				Net Income Margin less Assessment & ERC credit less Initiation Fees	-2.1%	-2.8%	

Membership Summary:		
	2024	2023
Equity	376	376
Non-equity	86	86
Total members	461	462

**OGCC
Financial Highlights - April 2023**

- Grounds:** Was "Other Income" for '22
- Food and Beverage profitability:** consistent with prior year 1st QTR
- Accounts Receivable:** More proactive approach to addressing late payers, etc.
- Membership Profit:** Includes initiation fees and assessments; will not include Grounds expenses; **Initiation Fees (\$100,000)**

5 Sales Detail	2024	2023	Change
Membership	1,058,375	726,257	332,118
F&B	351,423	352,716	(1,293)
Proshop	45,429	23,554	21,875
Locker room	5,460	5,110	350
Pool	-	-	-

Pool- Casey Scott and Oliver

Mr. Oliver says we need to create a budget for the pool.

Upon motion duly made, seconded and unanimously adopted, the board gives Ms. Thomson approval for a starting budget of \$4,500 needed for uniforms, first aid supplies, a defibrillator, and a lifeguard chair.

5 year planning - Executive Committee

Social - Trish Cannizzo/ Casey Scott

Mr. Scott will get with Ms. Cannizzo when she is back in town. We are going to sit down with Ms. Thomson and plan more events at the club. We have a lot of great events happening at the club. We will create a wonderful program that is inclusive of all. The glow ball tournament is going to be huge. We will do yoga on Saturday mornings.

Tournament Committee - John Oliver

Rules - Dan Buckway

OLD BUSINESS

Board Pictures

Ms. Cannizzo and Mr. Scott need to get their board pictures. Ms. Thomson will send another email to the board with the contact and location to get their pictures taken.

Card Room

Mr. Johnny Redd says we are going to do this. Mr. Buckway talked to Kord Cutrubus to get a shuffle board with a logo burnt into the shuffle board. We need chairs, couches, and two tables. Ms. Thomson asks if we can rent the room out to families? The board says no. No family dining will be offered in the card room. Mr. Frank Redd wants to have enough seating for 40-50 chairs. The board approves a self funded/ sponsored card room.

Terrace Room

Ms. Thomson is working on a budget to get new chairs. She will have it squared away for the next meeting. Pricing is higher. Mr. Buckway asked if we can refurbish what we have? Ms. Thomson says it's not worth it. Ms. Thomson bought chair covers for some of the events. She plans to charge events for chair covers.

NEW BUSINESS

Member

The executive committee brought in a Member to talk about demeaning Victoria about Alexa and the incident between an employee and himself. The Member was not sorry about his

incident report. He's 94 years old and doesn't pay for sex. Cory, Frank, and Dan were there. Mr. Buckway said Frank said it best, he's going to act like nothing is wrong. First he said it didn't happen and then he admitted to a few things during the interrogation. We have a no tolerance policy for that. The Member berated Victoria about Alexa. The executive committee told him that won't be tolerated. Ms. Bullard says to expel him and he should be done. Mr. Frank Redd says to give him a letter of what we expect and if he has any repeated offenses, he's gone. The employee, was considering the offer. Mr. Randall says he's been a member for 60 years and is currently a lifetime member. Mr. Randall entertains a one month probation and suspension. He is at the club all of the time. Mr. Buckway, Ms. Cannizzo, and Ms. Bullard agree that he should have a one month suspension and if he commits one more offense, he's done. Mr. Frank Redd says the letter needs to address exactly what we expect.

Upon motion duly made, seconded and unanimously adopted, detailing a letter with what is expected of him with no suspension. If he commits any of the offenses detailed in the letter, he's expelled from the club. Mr. Randall will write a letter and certify it. Member will have the right to refute it.

Ms. Thomson says the employee has been spoken to and the incident report is in her file. We talked about it with the employee and Karen.

Nate Messerly

Upon motion duly made, seconded and unanimously adopted, Nate Messerly will have to pay \$1,500 for the past assessment. Mr. Nate Messerly will be an equity member with no initiation fee. We (the club) will hold his membership and we will have restitution on past assessments. If he ever leaves the club, the club holds the equity and he won't be eligible to sell the membership.

There being no further business, the meeting was adjourned at 8:04 p.m. APPROVED BY:

DATE: _____