

EL PASO GOLF CLUB MINUTES

April 19, 2023

CALL TO ORDER

The regular board meeting of the Board of Directors of the El Paso Golf Club, Inc. was held on the above date at the clubhouse. The meeting came to order at 6:00 pm. Present were directors: Aaberg, Marten, Mounce, North, Schulkins, Spachman, Strader, Walker, Weldon, and Young. Koth was absent. Also present was employee R. Robbins. There were 3 stockholders present, Ken Colmone, Ben Wilson, and Danny Maffeo.

The following guests requested to speak: Ben Wilson and Ken Colmone presented a plan to update the hallway wall with a project they are calling the "Titan Pride" wall. They will replace the pictures of the past presidents with a metal fabricated verbiage and poster type pictures of achievements of the boys & girls golf teams. This will be at no cost to the club. All cost and maintenance will be from EPG Boosters and the Jake Colmone Memorial Fund. Everyone was supportive of this plan and vision they presented to update and highlight our youth. Motion to proceed by Weldon and seconded by Strader, approved by the board.

Danny Maffeo gave an update on the search for a Superintendent that he, Matt Schuerman and Don Young are pursuing. They have posted on several platforms. There have been 5 good candidates, and all have passed on our position except one. Today, Robbins, Marten, Young, Weldon and Maffeo met with this very promising & experienced candidate. He now resides in Iowa and is willing to relocate immediately. He is affordable and requires no benefits, he is retired military. The committee will move forward with reference calls and background checks. This candidate sounds very promising to pursue.

The board is very appreciative of the efforts of Danny and his committee on this ongoing search for a superintendent that has taken longer than expected.

GENERAL MANAGER REPORT (Robbins)

- Robbins has expressed he has had great support and members are appreciative of the restaurant/events so far. Approximately 100 meals were served for St. Patrick's and good participation when we've been open.
- The staff have been great, and he is challenging them to prove themselves in their roles.
- The new menu is being printed & new silverware is in use.
- Rodney the interim superintendent is working out very well and he has kept Robbins appraised of his progress and needs.
- The GolfNow software is an ongoing process. It has been terrible trying to work with the system and the scope of reports it offers are not adequate. We need to start looking for a new software now so that when late fall arrives the process to install a new system can begin. The food & beverage POS is a very manual process and not efficient.

- The process is ongoing to find all members in the software that are current and any that have not yet paid so we can follow up on payments. Also make inactive any past members we know are not joining this year
- Looking into any contracts or obligations we have with GolfNow software.
- We have a need for new computers, online QuickBooks, & another cordless phone. The current computers in the office are extremely slow & old. May look for a laptop and desktop or both laptops if we have a hub installed. Aaberg will get the phone.
- Laura is working out well assisting in the office. They are working out a system to get all bills, payroll, etc., looked at by Rick, coded and put in the system. They take work to the accountants & pick up completed work.
- We now have a safe in the clubhouse. Still a need for a drop-safe for the staff to put cash in after closing. This is also a safety concern for the club.
- Have events on the books to be starting soon and restaurant hours to begin also.

SECRETARY'S REPORT (North)

The board approved the minutes from the previous board meeting. These were sent via email to everyone previously. The motion was made by Schulkins to approve and seconded by Spachman, approved by the board. Nothing new to report.

TREASURER'S REPORT (Mounce)

- The new accountants are making progress. They are not submitting any new financials until they are assured all accounts are up to date & the bank reconciled.
- Cash in the bank is \$446,000 up \$61,000 from last month.
- Mounce suggests we switch to QuickBooks online so everyone can have access from their homes, office, or anywhere in the Clubhouse. Accountants are having to travel to the club to do transactions.

The committee reports were given as follows:

GOLF COURSE - Grounds & Equipment (Young / Weldon)

General:

- Rodney Bowman with GMS our acting superintendent began on April 3. He came during the prior week on his own time to see and assess the course & equipment & meet Don, Rick, Randy & others.
- Met with the owner of GMS, Steve Schendel to discuss what their company does from coast to coast, including consulting, workers, total maintenance. They also offered to help us advertise for a superintendent. They are an option we have & can use in many different ways for our grounds & superintendent if needed.

Grounds:

- Rodney has begun spring work. Has tined all 18 greens, applied pre-emergent on 9 holes, applied fungicide, fertilized greens and other necessary applications.
- Filled the irrigation system and found one pump is okay and the other pump needs maintenance. Overall, the system is working. Found all the sprinkler heads, some were buried. He is also aware of a leak on 17.

- Will probably need 1-2 more workers. Would like to implement a new system for setting cups on the greens & need 3 people trained on this.
- New flags are in & sand bottles ordered for new carts.

Equipment:

- Overall equipment assessment is good & all in good condition.
- Purchased a used run about with an electric dump bed from Tom Kearfott for \$4995 instead of purchasing a new one as previously planned.
- Ball washers were all sandblasted at a cost of \$100 each, this should last for many years.

Future Projects:

- Have the ditch dug out on 10 & 11 for drainage.
- Probably need to purchase a rough mower.

In closing Young, Marten, Weldon & Robbins have been very impressed with GMS & Rodney as acting superintendent. The owner of GMS Steve Schendel visited the club and has briefed them of the scope of amenities they offer clubs and courses from coast to coast. They offer any type of maintenance needed per location and provide a good option if we would need to pursue that route. They encourage us to use them when needed.

HOUSE – Restaurant, Pro-Shop & Social

Board member assigned to chair this committee is Spachman.

PLANNING, PERSONNEL & MEMBERSHIP

The board member assigned to chair this committee is Schulkins.

Also noted; Membership Classifications & fees which are attached for the 2023 year. Robbins noted we do not have a current membership count. The new software has omitted the history for all members in the system and just brought over a balance due. This is another issue and Robbins is looking into it. We still need to know each members classification and birthday for the system to be useful and for future needs. This is all an ongoing process with GolfNow software.

Ad hoc Committee – By-laws (Wilson / North)

Marten has created an Ad hoc committee for by-laws. Ben Wilson has volunteered to work on this committee. Marten has also asked North to participate. He has several members that have shown interest in being on this committee. Wilson would like to get input from this group and focus on 2-3 priority items to review and possibly re-write.

OLD BUSINESS (Marten)

- Employee memberships have been discussed and consensus is all salaried clubhouse, and all grounds employees are entitled to full membership privileges.
- Continuing discussion on insurance & renewal on D & O. Would also like to get quotes this summer on medical insurance for salaried staff.

NEW BUSINESS & GENERAL COMMENTS (Marten)

- Adding to the Committee's assigned we have some volunteers: Ron Wilsey, Steve Newman & Julie Baird to volunteer on committees.
- Discussion on the past audit team indicates that Bill Taft and another member have done this in the past. Possibly they would continue, or we need to inquire on other members to fill this team.
- New computers and the QuickBooks online were discussed as indicated in Robbins comments. Possible need to consult an IT person on our specific needs.
- Strader brought up a concern he was questioned about. He asked if the staff was being paid out correctly regarding tips on dining, events, and outings. Robbins answered he is taking care of the tip pool and there had been discussion with staff on how it had been done in the past. There didn't seem to be a clear system in place to pay the kitchen and waitstaff regarding events and outings. Robbins stated he is paying tips and possibly not the same way it was done in the past, which is not a customary method. He has talked to the staff and challenged them to put the effort into their work. Robbins stated tips taken in are being paid out.
- Aaberg is working with not-for-profit organizations & is in contact with a person that specializes in fundraising efforts. She has volunteered to look at our needs to assist us in finding the correct avenues to proceed on. We anticipate needs for irrigation system and possibly other large projects in the future.
- Discussion on date for fireworks since the 4th is on a Tuesday. Agreement to be on Tuesday the 4th to coincide with the golf event that is held that day also.
- Walker has reported that Vance would just like a small group from his Thursday friends for his retirement party. We would supply the food & beverage. Walker will pursue this with Vance for date & other needs and relay to Robbins.
- Discussion on raising the green fee rate from \$48 to \$50.00. This rate was confirmed with Schuerman in the pro shop. North called several courses around our area & we are still a good value. Cart fees would not change so members are not affected. Motion made by North to increase to \$50, seconded by Walker, approved by the board.

NEXT BOARD MEETING

- **Next Meeting: Wednesday, May 17, 2023 at 6:00 pm at the Clubhouse and via Zoom.**

The meeting was then adjourned at 7:45p on a motion by Marten and seconded by Young.

Respectfully submitted,

Sally North

Sally North, Secretary

El Paso Golf Club

2023 Membership Classifications & Fees

Class A – Family	\$1250
Class YA – Family 18-35	\$870
Class AA – Single + Guest	\$1250
Class AAA – Single	\$870
Class YAAA – Single 18-35	\$580 ??
Class B – 23 & Under Students	\$250
Class C – 19 & Under High School	\$200
Class D – Household	\$1250
Class E – Social	\$175
Class F – 75 & Older	

El Paso Golf Club
EPGC Board Meeting
4/19/23

Advisory Hiring Committee Update

Committee: Don Young, Matt Schuerman, Danny Maffeo

Platform Posts to date:

- GCSAA (Golf Course Superintendent Association of America)
- CIGCSA (Central Illinois Golf Course Superintendent Association)
- IPRA (Illinois Parks & Recreation Association)
- [Golfjobs.com](https://www.golfjobs.com)

Next Platforms to Post:

- [Indeed.com](https://www.indeed.com)
- GMS (Golf Maintenance Solutions)

Candidates Update - since Danny L resigned: Five candidates have submitted resumes

- One candidate was very young and had little experience
- Two candidates were VERY well qualified with Superintendent experience. Both had left the golf industry and were considering coming back to golf course maintenance. Regretfully, both candidates decided to stay in their current careers.
- One candidate is an existing Assistant who is very well qualified to be a Superintendent, but is staying at his current course due to long term employment, compensation and benefits.
- **Candidate #5** — Today, Rick Robbins, Randy Marten, Don Young, Rick Weldon and Danny Maffeo met with a VERY good candidate who has Superintende.pt experience and significant in-depth technical knowledge of every aspect of golf course maintenance. He currently lives in Iowa and can relocate immediately. He is affordable and does not need any medical insurance benefits. We all agreed to move forward with reference calls and if they are positive, will probably move forward with an offer asap.