

EL PASO GOLF CLUB MINUTES

August 16, 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 5:40 pm. Present were directors: Aaberg, Koth, Marten, North, Schulkins, Spachman, and Weldon. Walker was Present via Zoom. Mounce and Young joined the meeting late. Also present was employee: R. Robbins. Ben & Becky Wilson were guests. Ben had requested permission to speak regarding the By-law ad hoc committee.

GENERAL MANAGER REPORT (Robbins)

- Continue to be busy, with several outings & club events. Will have a mid-season pizza only night next Wednesday with pizza & apps being the only offerings. Upcoming events include Club Play Day 8/27. Large outings for Country Financial, Toys for Tots, & Crusin will also take place in August. Many outings/events have booked again for next year. 9/7 restaurant will be closed for 120 person Lake Bloomington meal. This was questioned as to why it would be closed this year. In the past there has still been activity & open in the bar area. Recently had 2 great women's events with good turnout & responses received.
- Robbins has also purchased a booth space for the El Paso Corn Festival & will need volunteers to staff this from Thursday 9/7 through Saturday 9/9.
- Staff challenges begin now for all areas since we lose several going back to school.
- A server training took place last week presented by Performance Food Group. This went over well & will continue to do more in the future, hopefully another yet this fall.
- Robbins is in the process of creating a banquet menu for events. This is something they have never had & is needed for events & outings & to give interested parties.
- Continuing to receive great comments on the course & what Gene is doing. There was a wonderful article in the CDGCSA about Gene. Encourage everyone to read this & pass it on. Will send a link in an email also. The article is attached.
- Irrigation system is an ongoing struggle and fortunately the weather has cooperated. Toro & Rainbird quotes should be ready in the next 2 weeks. Estimate for course only, not pump house, \$60,000 refurbished verse new \$90,000, installed. Adding pumps & control box will approximately be an additional \$180,000-\$220,000.
- Keep making improvements on the clubhouse. Ron Wilsey is getting a crew together to stain the deck & building as much as they can possibly do regarding height & safety. Jim Bagnell has continued to install some lighting & address other issues. We owe all these volunteers a huge thank you.
- Weekly emails will begin going out for food specials, events, projects, etc.
- Robbins will be starting on the budget. Will begin asking staff management & adding his projections, then will work with the board.

- Need to be deciding on what the club will do for new software. Golf Now has their program called Easy Links which is claimed to be nothing like the current system & much better. Mounce will also reach out to Mickelson for the system his club uses & get more information.
- Aberg brought up the question of why the bar/kitchen will close for the Lake Bloomington event. It hasn't in the past & if it's closed, they need to get this out to the membership asap so golfers/members are aware.
- Walker questioned why the breakfast has stopped service & turned to lunch at 11am on weekends instead of 12pm as in the past. Robbins stated that it gets to be a hard crossover for the kitchen since they are also serving lunch.
- Koth mentions that for the Ladies Interclub event, before ladies of the evening, that the staff was not aware of the Interclub. Coordination was bad with the staff. This usually has a "special" offered to show off our club to the ladies from other clubs & to help the kitchen.
- Issue was asked about how the 5-somes were going & how this is being monitored for us to evaluate. Robbins & Schuerman have had no complaints so far. A metrics from the pro shop needs put in place on this.

SECRETARY'S REPORT (North)

- North has posted the missing 2022 Board Minutes & all of the 2023 Board Minutes to the Stockholders page of the website. Also posted the updated By-laws from the stockholders meeting changes in January.
- The minutes were sent via email to everyone previously. Motion was made by Schulkins to approve and seconded by Weldon, approved by the board.

TREASURER'S REPORT (Mounce)

- The P&L was sent to everyone via email. Any questions please ask.
- Mounce met with the accountants to discuss plans moving forward towards our budget for next year and items to investigate for the future. Met with Robbins & accountants on 8/8 to discuss the remainder of this year moving forward. Robbins & Laura are working with the accountants to get our new chart of accounts set in stone for the future. Mounce also provided accountants with last year's tax return & sent a request to Hjerpe & Tenison CPAs for them to send the depreciation schedule and tax return from 2021. He will then work with the accountants to see the tax situation for this year & look for any possibilities to save.

- All figures are YTD through July 2023 compared to 2022.

GOLF:

- Total dues (including dues, hole in one, handicap, shed rent & trail fees) up \$34,215.
- Cart rentals up \$78,151
- Cart rental card down \$50,794 (reclassified under Cart rental)
- Green fees up \$45,713

F&B:

- Food & snacks sales up \$4,979
- All beverage sales (pop, beer, wine & liquor) up \$21,515

COGS F&B:

- Total food COGS down \$599
- Total beverage COGS down \$3,635

ADMIN:

- Total Income up \$53,353
 - Total payroll down \$19,329
 - Total expenses down \$6,698
 - Total Net Income up \$67,840
 - Cash in the bank \$399,119 down \$24,689 verses June 2023
- On 7/17 Mounce met with Anette Schisler of Midwest Electronics and discussed the board's concern regarding video gaming machines and the criteria of having them at the Club. Due to the tight schedule tonight, we will table this discussion for the September board meeting.
 - Where or why are the fireworks donations not listed was questioned. Need to find out where they included as income.

The Committee reports were given as follows:

GOLF COURSE - Grounds & Equipment (Young / Weldon / Weiser)

Grounds: (Young / Weldon)

- Kim Elder has done a terrific job with the landscaping & flowers this year.
- Weiser would like to keep the grinders owned by Lane with the price of \$7500. He feels this reasonable & will pay for itself then produce income in a couple of seasons of doing work for other clubs over the winter. Motion was made to purchase the grinders from Lane at a price of \$7500 by Weldon, seconded by North, approved by board.
- General maintenance ongoing. Weiser is having groups fix ball marks when setting cups. Pond maintenance has been working, looking much better. Weiser has also aerated some problem areas on the course.
- Work continues with sand trap issues. Sand in bunkers a constant repair. Weiser will assess bunkers for future solutions.
- Equipment is in fair condition with some regular work & maintenance needed. Weiser will continue to evaluate & suggest anything new needed.
- Some noted issues: Carts having a lot of steering issues. Weiser has been maintaining & will order more replacement parts to have on hand since this seems to be

a continuing problem. Also noticing a lot of burn holes on the seats. Suggestion was made for a bell on #15 bridge for warning.

In closing Gene continues to have the challenges of this facility and is prioritizing & tackling issues as needed. The staff continue to learn from Gene & respect him.

HOUSE – Restaurant, Pro-Shop & Social (Spachman)

- Spachman reported they have spoken to Jim Bagnell to look at quotes they will get for a 3-phase generator & assess feasibility.
- They will be meeting again soon to work on recommendations for a “wish list” to present to the board.

PLANNING, PERSONNEL & MEMBERSHIP (Koth / Schulkins)

- Some topics brought up are adding to the cart protocol, where to drive & park carts, guidelines for handicap flags, and the way the membership classes are listed. Possibly a table style instead of the current layout. Some suggestions for the Senior category were made, which need further discussion.
- This committee is reviewing the entire membership handbook and suggesting updates/changes accordingly.

OLD BUSINESS (Marten)

- Ben Wilson addressed the Board regarding the Ad-hoc By-law

committee. **Ad hoc Committee – By-laws** (Wilson)

- Wilson presented the suggestions/considerations from the committee.
- This committee came to the realization that the By-laws are the guidelines for the policy/procedure that governs the Board of Directors and the details of many items listed are & should be spelled out in the Membership Handbook. This is currently duplicated, and the By-laws aren't the place these details belong. Keeping this in mind the committee has focused on 3 major changes:

1. Simplification of Article 2
2. Article 5 – Directors
 - a. Reduction of Board Directors to 9
 - b. Placing a limit on consecutive terms
3. Elimination of Stock

#1: Eliminate the majority of Article 2 except for high level items. All the membership categories and dues listed and changing the verbiage to refer to the Membership Handbook, which is basically what the by-laws say now though they currently list all the detail that is duplicated in the handbook. This Article would retain when the individuals are declared active members, membership privileges, membership classes (no details),

& verbiage addressing when the Membership Handbook must be completed & published for the new year.

At this meeting the board majority agrees with the recommendation to change Article number 2.

#2: Reduce the number of Board of Directors from 11 to 9 & having terms in place. This could possibly have a transition timeline so that we aren't replacing the majority of directors in the same year. Terms run 3 years & we suggest no person serving more than 2 consecutive terms. After a year of not being on the board they can run again & serve up to 2 consecutive terms again. Any vacancy would have a board appointed person until the end of the year when the Stockholders would then vote a new board member to replace that vacancy.

At this meeting the boards majority was to leave the Board of Directors at 11 members.

#3: Eliminate the voting stock and give any member the privilege to vote except social & student since they are not considered full memberships. This would create rules for how many voting privileges per membership and at what age a person in that membership would need to be to vote. Eligibility of a voter would be 18 & a full time student, under the age of 26, living in the same household in a Family Membership.

Discussion to keep the stock & current process &/or the possibility to increase the amount the stock costs, which is currently \$25. Possibly raise this to \$50 & any current stockholder would need to pay the difference from old to new or elect to cash out their stock. At this meeting the board feels there needs to be further discussion.

- It was also discussed to change the age of the voting stockholder to 18 instead of the current 19.
- Also discussed was to hold all stock fees in a separate ledger line & funds cannot be used as general funds.
- Absentee/Proxy Voting: Allow Absentee Ballots to be sent in via email and mail. All absentee ballots are sent to a third party that is not currently on the board or staff. This should be monitored, recorded & stored. This includes in person, email, and mail.
- **Additional Notes:** EPGC needs to have a better process of informing new members of the Membership Handbook and making sure they understand the policies & privileges.

NEW BUSINESS & GENERAL COMMENTS (Marten)

- Nothing new discussed.

NEXT BOARD MEETING

- **Next Meeting: Wednesday, September 20, 2023 at 6:00 pm at the Clubhouse and via Zoom.**

The meeting was then adjourned at 7:10pm on a motion by Schulkins and seconded by Spachman, board approved.

Respectfully submitted,

Sally North
Sally North, Secretary