

# OGDEN GOLF AND COUNTRY CLUB

## MINUTES OF BOARD OF DIRECTOR'S MEETING

October 24, 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, October 24, 2024 at the Club.

The following were present:

CONDUCTING: President, CARTER RANDALL

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

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

ALSO PRESENT: Club Manager, VICTORIA THOMSON  
Head Chef, MATT TRUJILLO  
Restaurant Manager, KAREN COBB  
Event Coordinator, JENN FIFE  
Superintendent, GREG GILMORE

EXCUSED:  
CASEY BISHOFF  
CASEY SCOTT  
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 September 19, 2024 meeting were adopted without opposition through e-mail voting.

## **Grounds - Greg Gilmore**

Mr. Gilmore discusses his agronomic practices. The aeration dry-ject is done and it went well this year, because of the timing of it. Mr. Durrant asks why number 14 looks different. Mr. Gilmore didn't do a dry-ject on that one. Mr. Gilmore says the leaf clean up is ongoing. The leaves are falling all at once. He hasn't been able to lay people off employees, because of the warmer weather. Mr. Gilmore will start that soon. They are planning on planting two trees. Mr. Durrant can help with the tree planting. The winter fertilizer is scheduled for Monday. He will blow out the irrigation system on the 26th of November. The golf course closes for the season starting December 15th and will remain closed until February 15th. The driving range project is moving along quickly. We have had a lot of dirt and we are halfway through. Matt brought two guys to push. Everything is going well. The dirt was free so we should save money that way. Leif Handy isn't happy with number 5's blue tee box. He would like to redo it and he's redoing it for free. He plans to strip it and add nicer sod. Mr. Gilmore mentions the fast greens. He is getting complaints to slow them down. We are limited to where we can put a cup. Number 4 might be unfair. Mr. Oliver likes the speedy greens. Mr. Gilmore would like to consider purchasing mats for winter play. The ones we have wont work. We need 4 of them for about \$300. He can absorb that cost in his operations. Playing on the grass during winter play wears out the tee boxes and growth takes longer in the spring. These mats would help during the winter play. Mr. Gilmore had a VFD go out that runs the motors at different speeds. There are two things we can do. The pump station is 20 years old. He has a bid to replace the components. We can pay for a new VFD or replace the components. The cost is \$6,000 minimum. The board says we need a plan that will involve the grounds committee. Mr. Gilmore will get a bid to rebuild the motor. Mr. Nielsen says insurance is paying for the mower and it's complete. It was \$10,700 for the mower and we just had to pay a deductible of \$1,000 from Selective Insurance.

## **Food and Beverage – Matt Trujillo**

Mr. Trujillo says they are food tasting to prepare for the upcoming gala. Things are going well and brunch might be helping the increased sales. The board asks how brunch is going. Mr. Trujillo says brunch isn't doing great. The board is hopeful the winter will be better. Mr. Trujillo is getting ready for more events. We have the holiday season coming up so he will get prepared for that. Mr. Buckway says good job to Matt and his team.

## **Food and Beverage - Karen Cobb**

Ms. Cobb says we have 4 employees leaving so we will need new employees. You will see new faces here. We are working on the gala and the menu. Mr. Oliver asks how many reservations have been made. Ms. Fife says we have 38 total. Ms. Thomson says there are a

few more who have RSVP'd. Ms. Cobb says sales are up from last year. She has been working with Ms. Fife on the upcoming events.

### **Events - Jenn Fife**

Ms. Fife says the trunk or treat turned out great. Everyone had a good time. Ms. Fife has been working on the 110th celebration. She is working on the menu for Santa's Brunch. Ms. Fife is realizing there is not a slow season here. Mr. Randall asks if we are doing anything for Thanksgiving. Ms. Fife says yes we are doing to-gos for Thanksgiving, but we have limited space in the walk-in so there are a limited amount of meals we can do. Mr. John Redd asks when we are doing the end of year closing time. Ms. Thomson plans to close December 24th through December 26th and maybe reopen for a New Years Celebration. Ms. Thomson would like to vote on the closure for the end of the year. The board thanks Ms. Fife.

### **Pro Shop- Bob Wallis**

Mr. Randall says we have a contract with USGA. On June 30, 2025, we will be hosting the US Ametur on a Monday. This is a huge deal. This is the last tournament on the contract. They are relatively easy to have.

Department Heads excused other than Mr. Gilmore.

Mr. Gilmore thanks Mr. Buckway for the dirt he donated. Mr. Buckway saved us over \$15,000 in dirt today. They brought 120 loads of dirt. The board is appreciative of Mr. Buckway. Mr. Gilmore also mentions that Matt has done wonders on the driving range and he saved us money on concrete. Mr. Frank Redd says we have the potential to get Mr. Gilmore a second assistant. Mr. Gilmore put a job announcement out and got two inquires. Justin Woodland said he had a kid interested back in August. But Mr. Gilmore says he doesn't want to hire anyone before the end of the year. We talked with him and brought him in on trial and Mr. Gilmore is very impressed. Mr. Gilmore says he's a lot better than the other guy. We would like to offer him the job. He wasn't a good fit for the Barn, but he can handle what's happening here. He's articulate and can handle the politics of the club. His second assistant was making \$49,000/year. Mr. Gilmore wants to offer the new guy \$54,000 per year without insurance because his wife has good insurance. It is a year round position. The board approves Mr. Gilmore to hire the second assistant. Mr. Gilmore says we also have a good guy from Oakridge that has worked for the Korn Ferry. Mr. Gilmore has some hard decisions to make.

Mr. Gilmore is excused.

### **Committee Chair Members**

#### Grounds - Frank Redd

None.

Pro Shop - Casey Bishoff/ Cathy Bullard

Ms. Bullard says she talked with Mr. Wallis and has no problems. They are ready for their winter plans. Jace is leaving and got a new job offer. Mr. Wallis is bringing in someone new and Ms. Thomson will meet with him.

Men's Association - Johnny Redd

None.

Invitational - Casey Scott

None.

Handicap - Chris Durrant

None.

House - Dan Buckway

None.

Membership - Trish Cannizzo/ Frank Redd/Carter Randall

Ms. Cannizzo says we have the Linda Hoffman membership to discuss. Linda Hoffman just passed away and her daughter, Heidi, would like to take it over. Heidi said on December 21, 2020 they switched to social dining. Linda, Heidi, and Gordon came to the club 4 weeks ago to discuss their membership, because they were told at the time they could come back anytime to a full equity member. They approached the pro shop and on Labor Day they talked with Ms. Thomson. Mr. Sarlo said they could come back at any time, but Linda didn't realize they were giving up their equity. They didn't have paperwork signed saying they gave up equity. Ms. Cannizzo says we came up with an equitable plan for them to come back as equity members if they paid \$400 in dues from 2020 until now, a \$2,500 transfer fee, and the assessments missed, totalling \$8,600. They came back and asked to pay the back dues and assessment totalling \$4,600, instead of \$8,600. Mr. Durrant says everything minus the transfer fee. Ms. Cannizzo there is a stipulation that they need to be members for at least 5 years before they can do anything with the membership. Mr. John Redd says we need the board to decide what we are going to do with the back end deals made. We need a policy in place.

**Upon motion duly made, seconded and unanimously adopted,** to let Heidi take over Linda Hoffman's membership and come back as equity members. They no longer need to pay the

transfer fee now that Linda Hoffman has passed. They will be required to back pay dues and assessments totalling \$6,100. They are subject to a background check and credit score of 700 plus. They also can't sell the membership for at least 5 years.

**Upon motion duly made, seconded and unanimously adopted,** to not allow anymore background deals moving forward. Unless there was previous documentation, we are treating them as if they are a brand new member.

#### Finance - Cory Nielson/ Frank Redd

Mr. Nielson discusses the members on the aging list. Mr. Unck pays quarterly. Ms. Schiffman needs to go. Repeat offenders are Justin Stuart, Anna Kelley, Weber State memberships, and the Adams brothers. Justin Stuart is selling. These members don't get paid out until their account is current. Justin Lowry is in Mesquite. If they get a certified letter and don't pay in 10 days, they are out. Ms. Thomson says we have contacted everyone on the list and some have paid. Some members signed up for automatic ACH and some have paid. Tomorrow is when we will send out the certified letters. Mr. Durrant says all offenders need to be set up on an automatic payment. Any member on the 3 month column needs to be contacted via email or phone call. Then the certified letter forces their hand to pay. Ms. Thomson wanted to give them an opportunity to pay for the members who have not been contacted in the past with the office staff turnover. Moving forward we will stay on top of the list. Mr. Buckway suggests sending a reminder about the 90 day policy. Ms. Thomson believes we have 7 members that will not pay when they get the certified letter. Mr. Durrant says Mr. Wallis has issues with members who are suspended and want to settle their bill with him. Ms. Cannizzo says they need to settle up in the office.

Mr. Nielsen says the balance sheet looks similar to the past. We are getting a handle on accounts payable. Debt has been paid down over the last year. The membership difference is the ERC credits, PPP, and assessments revenue from last year. We have had a quarter million in initiation fees. Food and beverage is in the hole by \$25,000. Ms. Thomson is working on the labor issue and expenses based on sales. She will work with Matt to utilize the staff effectively. The Pro Shop is \$6,100 positive due to outside tournaments. The labor from the swimming pool is a money pit. This is a good amenity of the club, but it's entirely an expense. Ms. Thomson says the lifeguards on duty are above the standard. By law they need to switch every 15 minutes for focus. We have 6 - 8 lifeguards on duty. Mr. Durrant suggests getting back to the standard. Mr. Buckway was not impressed with the cleanliness of the pool this year. The deck needed to be cleaned. Ms. Thomson would like feedback in the moment to address the issues right then. Ms. Thomson heard nothing, but great things about the pool. Mr. Buckway thought we were overstaffed this year. Mr. Nielsen says pool sales were \$1,400 less than the previous year. Mr. Randall asks the board and Ms. Thomson to propose ideas to generate more money at the pool for next year. Mr. Nielsen says the pool lost \$40,000. Mr. Buckway

says to put a bar out there to generate more sales. He also mentions that he didn't know who a lot of people at the pool were. They could regulate the members and guests better. Mr. Nielsen says red numbers are net income minus initiation fee. We are breaking even. If we take out the initiation fees, we are running at a loss. Ms. Thomson asks if we should keep the restaurant open on Sunday nights and Mondays. Ms. Thomson will look at the numbers to see if we are getting somewhere with those open hours. Mr. Nielsen says to reiterate to the members the hours we are open. Mr. Randall says these are good things to bring up in the February meeting. We are not allowed to operate at a loss and will have to assess. Mr. Nielsen says operations have been surviving on non-recurring sources. He would like to save or invest non-recurring money for improvements so we are self-sustaining. We are running at a \$150,000 loss without the initiation fees. We need to limit our spending. Ms. Cannizzo says it doesn't make sense to hire someone in the Pro Shop in the winter getting paid \$45,000. It would be efficient to start him in the spring. We are paying employees 5 months in the winter. Mr. Randall says the pro shop team works a lot of long days in the spring, summer, and fall so the winter is their time to take a small break and work shorter days. The Pro Shop should still be open in the winter to use the simulator on Sundays and to make simulator tee times online. The Pro Shop and Food and Beverage need to understand labor versus sales. Mr. Randall wants Ms. Thomson to limit labor on the pool and food and beverage.

#### Pool- Casey Bishoff and John Oliver

None.

#### 5 year planning - Executive Committee

None.

#### Social - Trish Cannizzo/ Casey Scott

None.

#### Tournament Committee - John Oliver

None.

#### Rules - Dan Buckway

None.

### **NEW BUSINESS**

#### **Candidates for Board of Directors**

Mr. Frank Redd says we will vote on the candidates.

The 6 nominees are Ashley Weichman, Brad Hendrix, Brandon Visser, Jeff Duke, Kelly Moss, and Mike Dunn.

### **Corporate Equity/ Affiliate Memberships**

Ms. Thomson says the corporate affiliate membership is set up as the breakdown of the initiation fee instead of the transfer fee. So do we need to change the structure of the affiliates to a transfer fee instead of a percentage of the initiation fee? Ms. Thomson has had 4 new potential members ask about it. Colten McSwain sold to Thaddius. The \$45,000 was agreed upon and they are doing a corporate membership. Companies are inquiring about this. Mr. Randall says they are the same other than the affiliates. If you want to have affiliates, we are holding the current numbers we have. If you have questions, bring them to the board.

### **OLD BUSINESS**

#### **Korn Ferry**

Mr. Randall says we need a Korn Ferry committee and subcommittees ASAP. He wants Mr. Buckway to run that. We need multiple sub committees to report back to Mr. Buckway and Ms. Thomson. Mr. Buckway is concerned that we will be complacent. We will learn a lot this first year. We need to see this through. He wants to be prepared for this in May. Mr. Randall says to stay organized, have people to write down and debrief the tournament so we have a working document to move forward. Mr. Buckway is excited and wants to make it successful. Mr. Randall tells Mr. Buckway to get help from Ms. Thomson to stay organized. She needs to know everything to make sure things are moving forward. Also use the staff. Mr. Buckway will set up a meeting.

There being no further business, the meeting was adjourned at 7:47 p.m.

APPROVED BY:

DATE: \_\_\_\_\_