



*“to enhance the quality of the golf & social experience of Members & Guests”*

## MINUTES

### Board of Governors Meeting

Tuesday, January 22<sup>nd</sup>, 2019  
5:30pm

#### Members Present:

*Officers:*

Sal D’Amato, President  
John Polucha, Vice President  
Len Smith, Treasurer  
Ken Perregaux, Secretary

*Governors:*

Ed Zywein  
Tony DiVincentis  
Tom Hoffer  
Ken Spence

*Additional:*

Tony Guerra

#### Members Missing:

Eric Anderson

Meeting called to order at 5:32 by Sal D’Amato

#### 1. Minutes from December meeting

- Motion to approve by John, second by Ken S, passed unanimously. Will be posted on website.

#### 2. Committee Reports

##### a) House Committee chaired by Tony DiVincentis

- Gas meter needs to be replaced at no cost to us.
- Research has been done on the portable bar.
- Survey will be sent out to improve customer service in the pro shop, the bar and the kitchen.

##### b) Greens Committee chaired by Eric Anderson

- Wye strainer is installed, will be tested in the spring.
- Steps are installed, waiting on the railing.
- Wondering about what to do with the vacation days left over for Mike. Motion by Ken P that we do not pay Mike for vacation days, seconded by John, passed unanimously.

- The committee would like to retain Hunter. Motion made by Tom to pay a retention bonus of \$1750 in March and a retention bonus of \$1750 in November, contingent upon an education plan of which the expense is in the grounds budget. These bonuses are a onetime thing and are not part of his salary. Seconded by Ken S, passed unanimously.
- c) Tournament Committee chaired by Tom Hoffer**
  - Rough draft of tournament schedule has been made.
  - Round Robin and Club Championship will be swapped on the calendar.
- d) Marketing Committee chaired by Ed Zywein**
  - Have added Janet Hanson and Alex Cadoret to the committee.
- e) Handicap Committee chaired by Ken Spence**
  - Have analyzed 47 Donald Ross golf courses in Massachusetts and we have the highest slope. This information has been shared with the MGA.
- f) PGA Professional search committee chaired by Ed Zywein**
  - 19 candidates have applied.
  - 9 candidates will be personally interviewed.
  - 5 have already been interviewed and 4 will be done this coming Saturday.
  - A recommendation will be made at the next BOG meeting.
- g) Superintendent search committee chaired by Eric Anderson**
  - Have put in a lot of time and effort and everyone is committed and are working hard.
  - There were over 30 applications.
  - Phone interviews were done first, and the search was cut down to 8
  - The last 8 had face to face interviews and it was cut down to 4
  - The committee voted unanimously to recommend Shaun Mitchell who is the assistant superintendent at Worcester Country Club.
  - Motion made by Tom H, seconded by Ken S to hire Shaun as the next superintendent.
  - An offer letter will be written and sent out shortly.

### **3. Financial Report**

- Still coming up to speed with the new bookkeeper to get billings, taxes etc. done.
- Will have full financials at the February meeting.

### **4. New Business**

#### **a) Dress Code**

- Appropriate golf attire required for men and women
  - No jeans acceptable on the course from May 1<sup>st</sup> thru September 30<sup>th</sup>.
  - No cutoffs.

#### **b) Corporate membership policy**

- New policy will be written up and voted on at the February meeting.

#### **c) Payment in full incentives**

- Family and Full: \$175 – range balls or cart card and \$75 pro shop or \$175 pro shop.
- Weekday Plus and Executive: \$130 pro shop or cart card and \$30.
- Jr Executive - \$40 pro shop credit.
- Social - \$25 pro shop credit.

**d) Meet and greet of new employees**

- Want to hold an event in March for all new members and employees to meet the current membership.

**e) Medical leave of absence**

- A new policy will be written up such that if a member is out on medical leave for more than one year the credit will be refunded at that time with a written request accompanied by a doctor's letter. If a refund is given that person can request reinstatement 12 months later. This policy will be formally written up and voted on in February.

**f) BOG Internships**

- The goal would be to identify and mainstream BOG candidates for future boards. Tony is going to write up a proposal and will be discussed and voted on at the February meeting.

**5. Old Business**

- No old business was discussed.

Motion by Ken to adjourn, seconded by everyone. Meeting adjourned at 7:53. Next meeting is February 11<sup>th</sup>.