

Minutes
Fountain of the Sun Country Club
Board of Directors Meeting
October 17, 2019

The Board of Directors of the FOS Country Club met on October 17, 2019, at 9:00 AM in the Boardroom of the CC, pursuant to a request for a special meeting made by Managing Director Ann Schmidt. CC Members present were Bruce Anderson, Ken Schram, Jerry McCully, Dick Root, Chuck Thibert, Don Anderson, Carol Miller, Nancy Nacu, Jan Van Court, Jim Grindberg, Neil & Mindy Beemer, Mike Williams, Jim Johnson, Rueben Dallas, Zara King, Calvin and Cheryl Stone, Gene Utecht, Paul Lucas, Bryan Rollman, George Hier, and Mike Sebastian.

Managing Director Schmidt called the meeting to order at 9:00 AM. Board Members present were Dave Laehn, Tom Kilzer, Ann Schmidt (phone), Chris Erickson, and John Beck.

Beck made a motion to approve the August Board minutes as posted. Kilzer seconded the motion. All voted yes, motion carried. There was not a meeting in September.

The August and September Financial Reports were reviewed. A motion was made by Schmidt to approve the August Financial Reports, second by Laehn, all voted yes, motion carried. A motion was made by Schmidt to approve the September Financial Reports, second by Beck, all voted yes, motion carried. In response to a question, Kilzer indicated that Reserve Funds of \$30,000 had been used to purchase a certificate of deposit. The certificate yields 2% and matures in May of 2020.

A representative from Birdies Restaurant & Lounge reported that things were going well, the flooring looks great, the open to the public banner is working, there were no problems to discuss with the Board and that the game night on Thursdays continued to be popular and a boost to revenue. Negotiations for a new lease with the CC were set for Friday, October 25th.

Member Ken Schram asked the Board if there was a policy on the use of two wheel golf carts. Extended discussion followed. Head Golf Professional Ryan DeBois indicated that he was familiar with the carts and that he had approved their use on the course as long as the carts were properly configured with wide tires and other golf course specific items. Kilzer moved that use of two wheel carts be allowed on the CC course if they are properly configured and our insurance carrier states that they are covered under our liability policy. Erickson seconded the motion and all voted yes, motion carried.

Member Chuck Thibert stated that he was worried that the Board was not providing adequate compensation for grounds employees and that he had heard reports that there were problems with the supervision of grounds managers, and trouble replacing employees. Discussion followed including information that the supervision issues had been resolved. Member Calvin Stone stated that he was also aware of the employee replacement problems, that they were prevalent in the golf course industry, and in other minimum wage work situations. Member Bruce Anderson

volunteered that he was willing to help with a worker appreciation project and Board Member Laehn indicated that something would be done once over seeding was completed. The Board took all comments under advisement and will continue to try to resolve the compensation issues.

Member Jerry McCully asked if the front fountain issues were being addressed. The issues causing delay were discussed. A repair bid of \$8000 had been received, but additional quotes on a fix of all the electrical problems in that area of the course was desired. McCully suggested that FOSA may have funds to help with the fountain repair. Laehn stated that he would work on the issue.

Head Golf Professional Ryan DeBois gave the following report:

- The Pro Shop renovation has gone well and the shop is looking great.
- The Course will open on October 23 with the regular winter schedule. It will be cart path only for two weeks.
- The use of volunteers for rangers on Sunday and to work in the Pro Shop as needed would eliminate the need for additional employees.
- The addition of a beer license to allow sale of beer for use on the course would increase revenue and has been requested especially by summer golfers. Birdies is unable to provide this under their current license and the cost of an additional license for them is prohibitive.

The Board asked for more information, particularly insurance costs, on the use of volunteers and beer sales. DeBois will provide future information.

The CC had received a letter concerning the decision to charge members \$8.00 per rider for use of the CC rental carts. Extensive discussion followed on the reasons for the policy change and possible alternatives including monthly or seasonal rentals, cart storage, the fact that the CC did not charge a trail fee for members, and members with carts allowing sharing of carts during league play. Board member Beck was asked to reply to the letter advising that the policy remained in effect. DeBois was instructed that the \$8.00 fee would apply in situations where a member needed a cart because of a malfunction in a members private cart.

Director Laehn reported that the course will be ready for golfers on the 23rd of October, but the CC was looking at a series of expenses: An irrigation pump needed to be repaired at an estimated cost of \$5000, a drinking fountain on Hole 12 cost \$700, and three trees needed to be removed at a cost of \$2750. Laehn was directed to proceed with these projects.

A grounds keeper accidentally damaged a wall on the 10th hole adjacent to the Keith Hilgendorf residence. On October 5th, Schmidt had by email requested that the Board settle a claim for repair of the damage for \$2200. All directors approved her request. Laehn moved to ratify the action and Kilzer seconded the motion. All voted yes, motion carried.

The Finance Committee presented a proposed budget for the 2019/20 fiscal year. After discussion, Schmidt made a motion to adopt the budget as presented. Kilzer seconded the motion and all voted yes, motion carried. The Board thanked the Finance Committee for its efforts.

Mindy Beemer, head of the Long Range Planning Committee, presented a preliminary list of long range projects and explained the process the committee had been using. The Board reviewed the list and encouraged the committee to continue to work on the project. Beemer advised that the committee had found an individual with building inspector experience who would be willing to examine the CC building and make recommendations as to improvements and time frames for future action. Kilzer moved that the CC contract with the individual for an inspection coordinated with the Long Range Planning Committee at a cost not to exceed \$1000. Laehn seconded the motion and all voted yes, motion carried. The Board thanked the Committee for their work. A copy of the Committee report is available in the CC office.

Jan Van Court, for the Love of Golf Project, reported that the new flooring had been installed and painting headed by Board Member Chris Erickson was essentially completed. Many members commented on how nice a job had been done. The Love of Golf Project raised \$18,000 to pay for the flooring. The Board, on behalf of all CC members, expressed its thanks for the donation and congratulated all who had made the project a success.

Member Mike Sebastian reported that the Maricopa County Assessor's office had reviewed documents submitted by the CC and concluded that the Assessor's calculations of ownership of land on the 10th hole of the course were not correct and that the CC was the sole owner of the property. The issue of how to properly fix the changes made necessary by the County error remain to be resolved.

The 18/19 action plan was reviewed and possible projects for the next year discussed, with no action taken.

Welcome Back/ Meet the Candidates meeting will be held on Tuesday Nov.5th 2019 at 9:00 am on the Back Patio at the FOSSC Country Club.

The next monthly Board of Directors meeting is set for November 19th, 2019 at 9:00 am at the CC Board room.

The CC Annual meeting is set for December 10th, 2019 at 9:30 am at the Activity Center room.

There being no further business, Schmidt moved to adjourn at 11:14 am, second by Kilzer, all voting yes, motion carried.

John Beck
Administrative Director