



Minutes RMGC Board of Management Meeting held on Tuesday 21st January 2020 at 10am.

Board Members Present

Paul Stoner (PS)	Chairman
Victor Satariano (VS)	Vice Chairman
Beverley Hall (BH)	Member
Vincent Portelli (VP)	Treasurer
Thomas Jacobsen (TJ)	Club Captain

In Attendance

Phil Luxon (PL)	General Manager
-----------------	-----------------

Apologies

Chris Stahl (CS)	Secretary
Victor Denaro (VD)	Member

Item 1 – Minutes of Board Meeting on 19th December 2019

- These had been circulated in advance. They were approved and signed without change.

Item 2 – Actions Arising from Previous Minutes – not covered by Agenda

- Incentive Scheme introduced for Members to recruit new members
- Finance Committee recommended appointment of new Auditor
- Report on factual state and future of 5th green circulated to Members
- Membership/Bar cards cancelled for timed-out Suspended Members
- New Course Marshal Phil Denton introduced to Members by newsletter.
- KPIs set for Greenkeeping
- Members advised of EGM decisions.

Item 3 - Reports from BOM

a. Chairman

- Circulated Management A/Cs to end December ahead of meeting and commented that revenue had increased dramatically due to early payment of annual membership fees. However, a membership drive is ongoing as club needs to make its target of 520 members pa to meet budget.
- Discussed design and possible changes to proposed new golf course layout, including re-positioning of 9th tee box directly behind the proposed 8th Green in order to decrease chances of ball strike from other holes on the course. This would completely allay the concerns raised by a few members in respect of the new 7th hole.
- Following study carried out by PS and PL and consultation with Course Architect and potential Contractors, suggested that BOM consider construction of the 5 ‘green field’ greens in Summer 2020 with remaining 14 greens in one phase in 2021.
- Discussed low success rate of over-seeding greens since 2005 and concluded that poor nature of soil seriously hindered Course development. PS shared various reports the RMGC had commissioned from Agronomists over the years.
- Suggested that extra subs paid by Associate Members should be banked separately as, in reality, these were joining fees.
- Unanimously agreed that Guest Voucher scheme be scrapped from 2021, but 2020 vouchers would be honoured if carried forward to 2021.
- PS announced Twistees as sponsor of Malta Junior Open in 2020.
- Expressed deepest regret over the passing of long-time member Mr Ray Calleja, discussed creation of ‘Ray Calleja’ trophy.

b. Treasurer

- Proposed applying Social Membership scheme for MSC Members and suspended RMGC Members in line with Constitution Rule 2.9. This would allow them to maintain their links with the club and still use the clubhouse, its facilities and bar cards. Suspended Members with medical conditions should be able to switch to Social Membership during a current subscription year on a quarterly basis. A fee based on 10% (€126.00) of the annual Full Membership fee was agreed.
- Considered that medical suspensions were abused so recommended that Constitution Rule 3.5 and Policy #14 be reviewed.
- Requested GM amend Course construction draft method statement to plan for constructing the green field greens in Summer 2020 in readiness for presentation of New Greens and Course Layout to the membership at an EGM.

- All Full Members eligible for 30% age discount on annual subscription (as announced at EGM) have been advised and discounts have been applied for 2020
- PL provided feedback on ‘member gets member’ discount scheme. Advised that one new member had joined with another two potentially on the way
- PL preparing promotional membership offers for Gaming Companies
- Andrew Galea and Associates appointed as new Auditor; current Auditors advised.

c. Captain

- Requested that Office advise members on all major changes to Course such as the use of a temporary 16th green and reconstruction of practice putting green.
- Welcomed appointment of Phil Denton as Course Marshal.
- His Committee considers that over-seeding of greens in Autumn is unsuccessful. PS stated that this had failed 12 times in 15 years and that we had been advised by Agronomists that the Poa Annua infestation that persists at the RMGC coupled with the high-density clay soil would always ‘beat’ the over-seeded winter grasses; our only option was sand based greens. PS agreed to circulate Agronomists’ Reports.
- Advised that members could contact the Competition Secretary directly to try and find a space in the Saturday competition field should the preceding Friday’s competition be cancelled.
- Expressed on-going concern about condition of course and requested every effort be made to have the Course in good condition for this year’s Malta Junior Open.
- Expressed concern over the condition of tee boxes where levels, divoting and grass coverage were not to standard. PL explained that an investment in sand was required so the tee boxes could be stripped of turf, levelled with 50mm of sand and be relayed. Only then would the grass have a chance to perform. The need for larger and more varied tees was also discussed in light of the WHS introduction in Autumn 2020.
- Advised that members are confused by marking of pipelines and fairway widths on the course. Requested that PL brief members on all new Course markings.

Item 4 – Report from Head Greenkeeper

- Head Greenkeeper emailed soft copy of monthly report on golf course maintenance earlier in week.
- Board has asked for minor changes to structure of report to include current issues and plan of action to remedy them.
- PL advised that greenkeepers have an incredibly difficult task providing a top-class Course throughout the year, given the unpredictable weather, water quality and continuous play without regular closures for critical maintenance.
- PL advised that the Head Greenkeeper would be away end of January attending professional career development seminar in USA to include courses focused on irrigation, saline water and new green construction.
- Irrigation system needs pump station to be upgraded.

Item 5 - Report from General Manager

a. Course Development Plan – New Greens & Layout

- Discussed and explained problems with 16th Green. Action plan outlined. Agreed to get it back in play by end of February. A general light over-seed in Feb required, as in previous years, to ensure a better quality of cover. This would be with Poa Trivialis which had been used in all but the last two years.
- Suggested BOM consult and revisit reports from American Agronomist Tim Bowyer with advice on managing warm season grass (during summer months), using specialised products to alleviate the effects of high saline water on maintenance of greens and fairways. PL to circulate.
- Advised on need to finalise and make public an adequate Health and Safety policy.
- Course Development Plan ongoing with proposal to construct new greens and re-route the golf course under consideration.

b. MFA Contract

- MFA grounds extremely busy at this time as several European Champions League clubs are using Malta as a winter warm weather base.
- Contract ongoing and maintenance plan in place for the season ending in May 2020.

c. Office & Clubhouse

- Chairs in ground floor restaurant require attention due to fatigued upholstery. Quotes for re-upholstery and optional chair covers received. Considering re-upholstering once restaurant moves to 1st floor.
- A full maintenance snag list in production to include painting of Mangion Suite, Restaurant (certain areas), Ablution facilities and repairs to locker doors.
- Hot water pump repaired recently, and new shower fitting installed in both ladies and men’s changing rooms.
- Fire alarm control panel replaced recently and improvements to club server conducted.
- Congratulation go to staff member Nevise Pisani who is pregnant with her first child. A temporary replacement to cover her absence in the Summer has been identified.
- Thanks go to Kirsten Schouten for sterling work in updating the club’s membership profile and generally improving service delivery to our members.

d. Contractors – Saffron, Henning Schulze Doering

- Club pro Henning has this season conducted three open range days for non-members interested in taking up game of golf. To date one participant has been through the induction course and joined the club.
- PS/VS supplied following feedback on changes agreed at meetings held with Saffron during January 2020.
 - Saffron will open 30 minutes earlier on weekdays and a full hour before the first tee time on competition days.. Closing time to be discussed - currently 1 hour after dusk, extended only for club functions and outside bookings.
 - Full breakfast menu to be published.
 - Grab and go food items to be made available for golfers.
 - Menus to be refreshed.
 - Coffee machine to be provided for early bird golfers.
 - No outside bookings to be taken on Saturday afternoons in order to avoid disrupting prize-giving ceremonies.

Item 6 - Any Other Business.

- BOM Confirmed appointment of new auditor Andrew Galea.
- Existing Auditors have been advised RMGC intention to cancel agreement.

Item 7 - Date of Next Meeting – 18th February 2020 (subsequently postponed to 3rd March 2020)

Meeting closed at 1300.

Phil Luxon
GM

Approved:

Paul Stoner
Chairman
3rd March 2020

Action Points for GM

<u>Action No</u>	<u>Actions Outstanding</u>	<u>Input/Support</u>
1.	Produce Business Plan, BOM & Risk Assessment for new Greens, Tees and Course Layout.	PS
2.	Prepare Bill of Materials for contractors based on Architect's detailed design.	
3.	Circulate Scott MacPherson's final course design	
4.	Circulate Agronomists' Reports	PS
5.	Prepare for Special EGM on New Greens and Course Layout	
6.	Implement changes to Head Greenkeeper monthly report to include 'issues & remedies' section	
7.	Upgrade Pump Station for Irrigation System	
8.	Consider changing policy on annual over-seeding	
9.	Advise members of major Course changes (eg 16 th Green, Putting Green)	
10.	Move Management Accounting in 2020 from Camilleri Spiteri to Accounts Clerk (on hold)	
11.	Set up separate bank account for 'joining fees'	
12.	Establish Performance Measures for Office and Contractors	PS
13.	Finance Committee to review Policy #11 – Management of Captain's Committee Funds	VP
14.	Cancel Membership/Bar Cards for timed-out Suspended Members and offer Social Membership	
15.	Prepare promotional membership offer for Gaming Companies	
16.	Develop Course Utilisation Policy to increase availability of tee times and green fee revenue	VD
17.	Establish payment gateway through Club V1 (Club Systems waiting on new software)	Nigel Hall
18.	Sponsorship Policy #13 to be updated	BH
19.	Produce Calendar and Budget for improved major Social Events in 2020.	BH/PS
20.	Stop birds creating health hazard in Putters Inn	
21.	Install new door in upstairs kitchen as fire escape	
22.	Incorporate Etiquette Newsletter in Policy #9 – Use of Clubhouse & Golf Course	CS
23.	Document and publicise Health & Safety Policy	CS
24.	Advise Members that Policy #10 (Guest Vouchers) will be withdrawn at end 2020	CS
25.	Review Constitution and Policy #14 (Medical Suspension)	CS