

Mission Valley Golf and Country Club
Minutes of the Board of Directors Meeting
Monday, January 31, 2022

The meeting was called to order by President Steve Day @ 2:30 PM Eastern Time
Members present: President Steve Day, Vice President Jack Onofrio, Treasurer Tom Grover, Secretary Rob Harkins, Pat Cangero, Kelly Jo Drewery, Sherry Baker, Fred Binder, Hilda Lyon
Management present: Doug Slusser

This meeting was divided into three sessions with the first addressing a member/employee incident which occurred on Jan 5, 2022, the second discussing actions, if any, to be taken by the board relating to the Jan 5 incident and the third conducting the normal business meeting of the board.

SESSION ONE: In addition to the board members listed above the following club members attended this session: David Lucas, Andy DeVries, Robert Harrison, John Pape, Jack Caveness, Mike Horlick, Bill Brewster, and Steve Harner. Also, non-member Bob Turrrfs was in attendance. This session was scheduled to address an incident from Jan 5, 2022 at Mission Valley where two members observed another member surreptitiously videotaping two female employees as they worked at the bar. In an attempt to provide privacy to the members and employees involved, no names will be used in these minutes. In addition, these minutes are not intended to present a detailed account of the discussions which were lengthy but rather to reflect the proceedings and the resultant decisions made by the board. Opening the discussion President Day requested and received approval to present the findings of the internal investigation of the incident to all those in attendance. President Day then presented Exhibits A thru D and a letter from one of the observing members which comprise the internal investigation findings of the incident by members of the board and Mission Valley management. Each exhibit was read and discussed by the collective group. Following these discussions, the visiting members and guest were dismissed, and the session was adjourned at 4:15 PM.

SESSION TWO: At 4:22 PM the board was called back into session to discuss what actions, if any, were to be taken as a result of this incident. This too was a lengthy discussion involving not only the results of the investigation but the impact any actions taken by the board could have on the club, its employees, and its members. The conclusion of the board following the investigative results and the discussions held was that the offending member's behavior was injurious to the club and its employees and therefore warranted a reprimand by the board of directors. Two types of reprimand were suggested for further discussion: expulsion from the club or a suspension of membership. After considerable debate a motion was made that the offending member's membership in the club and, therefore, any further use of the club's facilities as a member or guest should be suspended for a period of 5 months effective February 1, 2022. Additionally, the offending member should address a letter of apology to the club's employees, its members, and management for his unacceptable behavior. A vote was taken and the 3/4 vote threshold required by the club's By-Laws Article IV, Section 1. A. was not met. The board will reconvene at a date to be determined to further discuss and resolve this issue.

SESSION THREE: Due to the length of the earlier proceedings the normal business meeting of the board was abbreviated.

MANAGEMENT FINANCIAL AND OPERATIONAL: D. Slusser. December was an outstanding month financially for the Club. This is the sixth month in a row we have exceeded budget. January is shaping up to be the most challenging month of the fiscal year thus far with expectations for budgets to be in a narrow range depending on further impacts from Omicron and the weather.

FINANCE: T. Grover. The club's financial health may offer us an opportunity to renegotiate an adjustment to the interest rate and extension of the terms of our loan with South State Bank. Discussion with the bank on this subject will begin in early February.

LONG RANGE CAPITAL PLANNING: H. Lyon. The Long-Range Capital Planning Committee has discussed the need for a more efficient way to address the long-term capital asset requirements of our club. As a result, it has been decided all requests for the next fiscal year be submitted by March 1st using a request for capital form provided by the committee.

MEMBERSHIP: S. Baker. Membership activity remains strong. Planning for the summer membership season has begun. Dawn Pentesco has prepared a two-tiered program. The first tier will run May through October and will be limited to seventy-five applicants. The second tier will consist of a shorter playing period (June-September) for fifty applicants. Equity memberships remain at 325 with thirty-three on the equity wait list. We have 165 Social members and 38 summer members to date.

GREENS: P. Cangero. Overseeding has been a big hit with the members. The greens committee has prepared a list of course improvement projects which will be submitted to the long range capital planning committee. A subcommittee is evaluating golf course beautification ideas for plantings throughout the course. A preliminary hole-by-hole guideline has been prepared.

GOLF: F. Binder. The new golf carts are finally here.

TENNIS: R. Harkins. Nothing to report

HOUSE: K. Drewery. Recent events including the New Year's Eve party, Trivia, and Girl's night out were all a success. Pub night attendance has been a disappointment so far. We have a cancellation problem which will be addressed by a letter from President Day to the membership. A Highwaymen Art Show is being planned for either March or April and the club will receive 5% off all sales.

NEW BUSINESS: At the conclusion of the meeting Jack Onofrio submitted his letter of resignation from the board effective February 1, 2022. The board thanked Mr. Onofrio for his many years of dedicated service to the club both as a two-time president and multiple committee member.

Through a motion by P. Cangero and second by R. Harkins the meeting was adjourned at 5:35 pm

Respectfully submitted,

Rob Harkins
Secretary

