



New Seabury Members Association Board of Managers

Minutes of New Seabury Board of Managers Meeting 14 October 2021 Location: New Seabury Country Club

The following are the minutes of the board meeting held on 14 October 2021. The Board Chair presided over the meeting.

Attending Board Members: Richard McGrail, Ann Marie Beasley, Ralph Lepore, Mike Bonacorso, Kathy Griffin-Mayo, Doug McHale, Rick Russo, Dave Tacelli, and Marliese Zafiropoulos.

Additional Attendees (via phone): Club President Chris Card

Note: Motions/resolutions are in **bold red type**; Action Items are **highlighted in yellow**. Copies of reports or presentation notes, when available, are noted in *italics*.

The meeting was called to order by Chair Richard McGrail at 6:03 pm. The first order of business was the **review and approval of Board Minutes from the 9 September 2021 meeting**. Following a brief discussion, **a motion was made and seconded to accept both the meeting minutes**. Minutes from the 2021 Annual Meeting were briefly discussed. Richard and Ann Marie will do an additional review and forward the minutes to the Board for review before finalizing. The minutes can be found on the NSBOM website <https://nsbom.com/>.

Treasurer's Report

Ralph Lepore provided the Treasurer's report. There has been no activity in the account since the last meeting. The balance in the NSBOM account as of 9/30/21 is \$4,484.36. There are no expenditures anticipated during October. The Board also reviewed the annual expenses for the coming year which include the annual contracts for our Constant Contact and Survey Monkey agreements, the PO Box, and the Board's D&O insurance. Michael is working with Ralph on the D&O insurance renewal process. They will provide an update at the November meeting.

A motion was then made to accept the Treasurer's report. The motion was seconded and unanimously approved.

Communications Committee

The team discussed the 2021 Member Satisfaction Survey. The survey will be distributed to the membership at large in November. The survey will run from November 1st through the 27th. The Board and Chris agreed to keep the format of the survey intact to ensure YoY benchmarking. The Board Action Committee's will review the results and member comments in their respective areas of responsibility. Each team will identify the top issues, concerns, and or member recommendations to be discussed by the committee Chairs with their Management team counterparts.



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Survey results will be shared with the Club and meetings scheduled for joint review in December or early January. The results of these meetings will be incorporated into member communications discussing identified improvements to be anticipated to the membership experience during the 2022 season.

Food & Beverage Committee

Rick Russo told the group that he'd had a number of questions from the members regarding Food and Beverage issues. Specifically, people asked if there were any requirements for club employees be vaccinated in 2022? He said he'd also been asked to approach the Club about the possibility of relaxing the drug testing policy, since marijuana is now legal in Massachusetts, to help the staff hiring going forward?

Chris said there are no current plans for mandatory employee vaccines. In regard to the drug testing policy, Chris explained that there is a corporate one corporate wide policy that applies to all companies. Understanding the differences between States and industries they are discussing whether a change might be appropriate.

Finally, Rick said he believe there was member support for extending service at 95 Shore to Wednesdays during the off season. Chris agreed to bring this back to the team for consideration.

Golf Committee

Dave Tacelli provided the following update starting with a special thanks to Jim and Kevin for their support.

Working with Jim Clay an agreement has been reached to establish a New Seabury Golf Handicap committee. Members of the 2022 committee are Dave Tacelli, Jylanne Dunne and Jim Clay. The first priority for the group is to formalize their charter and club rules and regulations for the Handicap committee. Once finalized, the information will be circulated via email to all golf members as well as published on the Clubs website.

Once this work is completed the Committee will be revisiting the hole-by-hole handicaps for the Ocean Course. Jim Clay is open to making changes to the current handicaps if deemed to be appropriate. The plan is to complete the committee work by end of December. They will then to reach out to MassGolf to determine if there are any additional requirements to finalize the changes for the 2022 season. All this work needs to be completed in time for the scorecards to be printed for next year.

During the off season, Jim will also be working to interface the ForeTees systems with Golf Genius and the GHIN systems. The goals is to provide an automated approach to monitoring scores are being submitted for all rounds played in a timely manner.

The Committee is also working on a project to better understand the cost of all men's and women's tournaments throughout the year. The team has compiled a spreadsheet of all tournaments to analyze the cost and amenities for each. The goal is a better understand the value delivered at the various price points and to determine any improvements that can be made.



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Dave will be working with Jim Clay to review the policy for reserving tee times for 2022. There have been a number of complaints from members regarding the availability of tee times, particularly members ability to tie up multiple time times on ForeTees by using an "X" versus a member name.

Youth and Fitness Committee

The Committee reported that No decisions have been made on Amy's replacement at this time. There are on to second interviews with a couple of candidates. Chris chimed in that the staff got to meet and spend some time with them and that they have a few more scheduled for the coming weeks. He reiterated that while he's anxious to fill the position, they're going to take the time necessary to get the right person.

Fitness classes will continue outdoors until the temperature is below 50 degrees or until November. At that point, they will move indoors. The plan will be the same as last year. They will use approximately two-thirds of the Country Club ballroom for the indoor classes.

Tennis Committee

Kathy Mayo provided an update on the court enclosure project. Four courts will be covered and configured to allow Tennis or Pickleball on all four courts. The underground utilities is in progress and as on now the Club feels the project is on target for completion by the end of the year. The Club is also working to provided expanded bathroom access by using the "pool house" as part of this work.

Cody is actively interviewing Head Pro candidates. They are looking for someone that is willing to be here on a year-round basis. To date they haven't found the right person but believe we're coming into the time of year where people will start looking for springtime opportunities.

Club Management Update

Chris said he had a few opening comments but wanted to spend the majority of time addressing any issues or concerns that may be presented in the committee reports.

He mentioned that he and Bob Higgins have spoken to a number of members who have expressed that they have yet to reach their food & beverage minimum for again this year. Pretty much all of them said it was related to the continuing concerns about the pandemic. Therefore, the Club will again allow members to count and purchases made in both the Golf and Tennis Shops to apply to F&B minimums. The Club has also created "Chef's Choice" program. They teamed up Savenor's to create an online grocery shopping program. Members can buy meats, produce, and more on the ForeTees app. The orders can be pick up at the Clubhouse. All purchases can be charged through your membership and it will count toward the annual food and beverage minimum.

Chris also said help continues to be a significant challenge. They participated in two job fairs but the results were disappointing. They were only able to hired two servers. In addition, college internships are being pursued with four colleges. Housing for seasonal help remains a challenge, and the Club is actively looking for space in various venues.



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Ralph asked Chris a question on behalf of members regarding recycling primarily due to the bottled water provided to golfers. New Seabury does not have the capability to provide water machines on the golf courses without running new water lines, which is cost-prohibitive. The Club is exploring other options to improve sustainability.

Next Meeting Date

The next scheduled meeting will be held on 11 November 2021, at 6:00 pm.

A motion was made and seconded to adjourn the meeting at 7:35pm with no further business.

Respectfully submitted,

Ann Marie Beasley
Secretary