

BOARD OF DIRECTORS MEETING  
THE MONARCH AT ROYAL HIGHLANDS, INC.  
August 25, 2023

A meeting of the Board of Directors of the Monarch at Royal Highlands, Inc. was held at 8:00 a.m. in Mtg Rm A at the Rec Ctr. Those present: Vince Laverghetta, Esther Patterson, Terry Pollard, Wendell McDannel, Lisa Ritchey and Jim Oddo. Bill Ortvals and Steve Ryan were absent. Luis Colon, General Manager, Craig Shelton, Course Superintendent, Lisa Breed, Restaurant Manager, were also in attendance.

Vince Laverghetta called the meeting to order. The Minutes of the July 28, 2023, meeting were approved.

**Course Superintendent – Craig Shelton**

- Recently
  - Fertilized greens
  - Sprayed greens for mole crickets
  - Sprayed collars and green surrounds for weeds
  - Sprayed entire fairway and rough for goose and sedge on holes #10, #18, #15
  - Sprayed greens for goose and sedge
- Ongoing:
  - Plugging and repairing bird damage on greens
  - Spraying weeds in cart path cracks
  - Hand topdressing unlevel areas on #6 fairway
- Notes:
  - Recently hired two new employees. One has experience and the other is currently in training. Fully staffed now.
  - Bare areas on #12 & #13 green are from dying weeds. Sedge and signal grass was sprayed out. Fertilizing weekly to push growth in.
  - A big thank you to all those who helped with the sod. This job could not have been done without your assistance and we really appreciate your help.
- Next week:
  - Wednesday 8/30 course will be closed for greens aerification by dry jet contractor. If cancelled due to rain, it cannot be rescheduled this year due to vendor conflicts.
  - We will be staging sand around the greens for aerification Tuesday afternoon prior. I apologize in advance for any inconvenience this may cause.

**Special Note:**

To continue improving our course, Craig presented a request to the Board asking not to over-seed greens or collars this year. There are several benefits to this, but the primary reason is this will allow his team to continue cleaning up the weeds. We “WILL” over-seed tees, fairways, and approaches. Craig believes the membership will be much happier with our greens consistency once we get through this experience. An email outlining his approach and the benefits will be sent to all members. The Board agreed to Craig’s request.

### **General Manager's Report – Luis Colon**

- June updated Income Statement (Commercial Insurance and Workers' COMP increases adjusted).
- July Income Statement, P&L and BS - not a good performance month. Summer inclement weather and record heat continues to be detrimental to the operation (welcome to FL!)
- Old golf cart fleet return and NEW golf cart fleet arrival preparation will take place for the next 60 days. Cart Barn Staff and Club's mechanic will work on fixing any items identified by EZ-GO corporation at the inspection to be conducted in the first two weeks of September (Date TBD by EZ-GO).
- Personnel – Request a special meeting to discuss new hiring practices, competitive hourly rates for trade staff, and the retainability initiative. We continue to be challenged by the ever-changing entry level of hourly pay for our employees. The Florida minimum wage increases play a part in the change and we are at a point that employees are resigning for better entry level hourly pay and benefits' positions. The Culinary staff (Chefs) positions are the current challenge to the club.
- Golf tournaments (Holidays) and the formats. The controversial wording that continues to upset some members (pairings and groups of one men, one women or two men, two women) in lieu of "couple's tournament". Lisa will work with Luis to reword the announcement to make it easier for men or women who want to sign up as a single to find someone to play with.
- Bank loan: We have interviewed four banking institutions who have shown an interest in golf course loans. However, we were advised that their main interest in loaning money to golf courses was during the startup phase only. We were also advised to seek a loan using a "local" bank. We have reached out to local banks, as well as Winter Garden but they do not do existing golf course loans. The Ocala bank has not replied to us yet. One of our concerns is the high interest rate these banks are charging. We are still looking, and, if we must, we will pursue just the loan for the golf carts.

### **Food and Beverage Manager – Lisa Breed**

- Revenue is down and we are looking for ways to increase income.
- Kitchen staff down two employees.
- Lisa is considering closing the restaurant at 3PM on Mondays after lunch, and just leaving the bar open.
- The last of the Summertime Series is scheduled for this Saturday. More than 100 people have made reservations. We are extremely grateful to Tonya and Tom for providing us with the entertainment and thank you to all in the community for coming out and supporting the club.

### **Treasurer's Report – Steve Ryan (Absent)**

### **Building and Grounds Report – Wendell McDannel**

Wendell mentioned the idea of planting Ligustrum trees in strategic spots along the golf course to provide more shade for the golfers and still not interfere with the game. These trees tolerate a wide range of conditions and are among the easiest small trees to grow.

### **Vice President – Lisa Ritchey (Nothing to report)**

### **Secretary – Esther Patterson (Nothing to report)**

### **Communications – Lisa Ritchey (Nothing to report)**

### **Marketing - TBD**

### **Member at Large – Bill Ortvals (Absent)**

### **Golf – Jim Oddo**

- Golf Calendar (upcoming tournaments)  
Monday September 4<sup>th</sup>, 2023, Labor Day Tournament 8:00 am shotgun start.

Thursday September 21<sup>st</sup>, 2023, MWGA Pick-a-Partner Tournament with lunch 8:00 am shotgun start.

The 2024 golf calendar is currently being prepared for review by department heads to approve. After approval by each area of responsibility, the 2024 golf calendar will be published for all members to view. The goal set forth is to have the calendar published by October 1<sup>st</sup>, 2023.

- 2023 Member Guest Tournament was scheduled for March 30<sup>th</sup>, 31<sup>st</sup>, and April 1<sup>st</sup> we had 57 teams that competed. (45 Men's teams, and 12 Women teams). After all revenue and expenses were calculated, the Member/Guest tournament ended with a balance of \$454.00, to be applied to the 2024 M/G tournament.

REMINDER: Your 2024 Member Guest event dates are **Thursday, April 4 – Saturday, April 6.**

- Handicap Reviews
  - It is requested that all players who record scores that the penmanship be clear, player names (not initials) be listed on the card, scores added properly, and the scorecard signed and attested.
  - Players are requested to record their score to their GHIN account immediately following the round. Very worst-case scenario would be within 24 hours.
  - In the month of July and August 104 rounds were audited. 96% of all rounds reviewed were posted accurately. Errors that were identified were simple math additions. 97% of all rounds reviewed were posted in a timely manner (within 72 hours of the round)
- Plaque Updating – this is normally the time of year that we update all our plaques. The golf committee dilemma is that five of our current plaques are FULL. We are currently in discussions to address spacing on the walls where the plaques are currently positioned in an effort to keep what we have, and then add more. All members are invited to provide suggestions on how we approach this objective going forward.
- MMGA Shootout – took place on Sunday August 20<sup>th</sup>. We had yet another great event with the 2023 Men's shoot-out. What an incredible afternoon inside your "inclement weather dome" golf course. Thank you to all participants for entertaining us with their golf skills. It sure was awesome to be spectating.

Congratulations to the top three players who outlasted the ten players in the field competition:

2023 men's shoot-out champion: John Buono

2023 men's shoot-out runner-up: Henry Maguire

2023 men's shoot-out Third place: Tim Waugh

Next Golf Committee Meeting – after taking a couple of inactive summer months off, the golf committee will meet next on Tuesday September 12, 2023.

**Membership – Terry Pollard****Adds:**

Jeff Campbell, General Single – eff 7/1/23

**Status Change:**

Harold and Joan Beasley from General Family to Equity Family – eff 8/1/23

**President – Vince Laverghetta**

The Board discussed the passing of our friend and Board member, Doug Simpson. The bylaws state that “any vacancy, however occurring, in any office or Board Member shall be filled by the Board of Directors or left vacant until the next Annual Meeting. Any appointment shall last until the next annual membership meeting.” The Board agreed in today’s meeting that we will not be filling that position at this time.

Meeting adjourned at 9:30 a.m. The next Board Meeting will be held on September 8, 2023 at 8:00 a.m. in Mtg Rm A at the Rec Ctr.

Respectfully submitted,  
Esther Patterson, Secretary