

BOARD OF DIRECTORS' MEETING
THE MONARCH AT ROYAL HIGHLANDS, INC.
March 27, 2026

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: Rick Mason, Harold Beasley, Keith Beile, Bonnie Rex, Tom Cvikota, Bobbie Iredale, Jeff Scott and Dean Woodle. Esther Patterson was absent. Max Haarz, General Manager, Craig Shelton, Course Superintendent, and Dawn Catando, Food and Beverage Manager, were also in attendance.

Rick Mason called the meeting to order. The minutes of the 03/13/2025 meeting were approved.

Course Superintendent – Craig Shelton

Recent Activity:

- Sprayed greens with fungicide (leafspot and algae) and liquid fertilizer, nutritionals, and soil amendments
- Sprayed greens again for mole crickets.
- Sprayed tees with 2nd application of herbicide for broad leaf weeds.
- Treated fire ants on the few tees that had mounds
- Sprayed collars and approaches with first application of herbicide for burweed and broad leaf weeds.
- Sprayed greens with pre-emergent herbicide for goosegrass control
- sprayed for lubbers on holes 1-7
- Spiked greens
- Hand spiked thin areas on greens and hand top-dressed
- Plugging out bird damage on greens
- Did more training on tee box management and tee marker placement
- Did more training regarding cup cutting and plug replacement
- Weed-eated Lake banks
- Weed-eated around bunkers
- Sprayed beds
- Sprayed waste areas
- Continued working on sand distribution in bunkers
- Changed water in ball washers
- Trimmed hedges around parking lot
- Fertilized entire golf course, (tees, fairways, and rough) wall to wall with granular
- Primary focus preparing for upcoming member guest tournament
- Pavers came in and we will begin installing after member guest tourney
- Raked and picked up leaves in bunkers
- Blowing off leaves on tees, greens, and fairways ongoing but is finally beginning to slow down.
- Continued edging bunkers
- Cleaned inside of irrigation satellites
- Currently performing irrigation audits
- Filled in potholes around course with sand. Will Sod Asap.
- Aerifier has been delivered to supplier, and we should receive it soon.

Notes:

- In need of 4 staff members to get back to full staffing before summer season when there is the need for more staff. Indeed has been re-opened and I have two interviews set up for Friday.

Board discussion

- It was agreed that Keith Beile would draft a message to be sent to all members discussing how the maintenance staff tries to minimize interference with golfers while continuing to complete their activities.
- Bob Keating is sending a message to the Florida Fish & Game to determine if there is any action that can be taken to alleviate the Sandhill Crane population and associated damage they cause to the golf course.
- Held discussion on the grass issues caused by roots of the larger trees. It was agreed that we continue to move forward with plan to get an external company to perform root slicing along fairways and especially around a few of the troublesome tee boxes. Max stated that he has had good experience with this action and it could be a biannual activity.
- Held discussion about greens and appearance of old hole locations. This winter has been very hard of all aspects of the golf course. The Bermuda grass has gone completely dormant because of the many hard frosts. Therefore, the moved hole locations do not regenerate and are still noticeable. As the weather is warming the Bermuda grass to starting to reactivate and soon should fill in around old hole marks.
- The new grass aerator equipment should be arriving soon and will start to be used in April.

Food and Beverage Manager – Dawn Catando

March Events:

3/14/26	Birthday Bash
3/18/26	Rolling Ridge Dinner
3/22/26	MWGA Shootout
3/25/26	Rob Nichols
3/25/26	Men's Scramble

Upcoming Events

4/9-4/11	Member Guest
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Staffing: We need at least 2 servers for the front of the house. With business being slow the schedule is covered, however once business does improve the staff will have to increase. I have hired a Bartender/Server, Kalani Haleamau, who will be starting with us on Tuesday March 31st. We did lose Michelle this past Wednesday. We hired a part time prep/cook, Antwon Lambert, that started with us this past Wednesday.

In spite of, the kitchen issues we have been having, all the events have been receiving nothing but rave reviews. I am continuing to set up interviews and will be hiring at least 2 more for kitchen staffing to get us back to normal menus and schedules. My goal is to have everything up and running come April 1st to be sure to capture the remainder of the season. I will be putting out a calendar for this month, as to advertise the new items as well as the Easter Buffet menu. I will also be advertising some great specials for upcoming events and lunch and dinner options that will assist in improving our business.

Currently working on getting kitchen staff, kitchen organized and equipment up to par. We have purchased a commercial toaster to assist with breakfast products to make it more efficient for staff and improve the quality and time for the guest experience. I am Working with vendors on rebates and products we can use. I have revised the menu products to make it more efficient for the staff as well as maintaining the quality of the product for the guests to enjoy and look forward to having.

Board Discussion

- During the MWGA Shootout, hotdog sales were very good. The one issue was the fans finding the vendor cart. Should look at attaching an identifier (i.e. a large flag) to help identify the vendor cart.
- Oven is not yet fixed. Supplier is coming Monday with a part they believe will fix the issue but if not they will have a new oven on the truck for a full replacement which was approved at a prior board meeting.
- Dawn is working with Coke to move the coke refrigerator out of the kitchen and into the cart barn area. This would free up space for a larger prep area.
- Discussion was held about getting a volunteer crew to paint the Crown & Shield while it has a planned closing in April.

General Manager – Max Haarz

Financials

- With 5 days left in the month, March green fee revenue has already reached \$68,000 and total revenue for the month has matched last year's total month value even considering reduced revenue from the restaurant. Payroll was down \$8000 for the month because of reduce maintenance staff and multiple closures of the restaurant.
- Working with accounting firm who agrees to have all financials through March complete by next week. Max now has the golf Point-of-Sales system delivering revenue information directly to the accountant each evening.

Board discussion

- Max brought up question of moving the board meetings from Friday mornings to some other day since Friday and Saturdays are usually big revenue streams where he would prefer to be on hand to help out golf staff and customer experience. It was agreed to discuss at next meeting to see if there is another day that could work for the entire board.

President – Rick Mason

- Working with Steve Bryan to get a volunteer crew to trim two trees discussed at the last board meeting. The quoted value of \$500 dollars seemed excessive for the tree on hole #1 that hangs over St. Andrews Arc. So, for the tree and #1 and the Tree on #7 plan is to drop a major limb on each tree and then cut up and remove.

Vice President – Dean Woodle

- Working on developing an Employee Relations Policy to support communication, fair policies, conflict resolution for all Monarch employees. Discussion of communications focused on the need for clear reporting lines through managers and not directly to the board members from employees. Then any unresolved complaint should be through a formal written request to the board.

Secretary – Esther Patterson (Absent)

Membership – Jeff Scott

- Two new members joining making the total of new members this year 6.

Treasurer's Report – Bonnie Rex

Treasurer's Report				3/23/26	
Account	Account Type	Bank	APY	Balance	
Cash - Operating	Checking	Truist	0.00%	\$	196,977.86
Petty Cash	Currency	Office Safe	0.00%	\$	1,200.00
Non Operating Investment Account	Note/Checking	Ford Interest Advantage	3.85%	\$	262,213.73
Non Operating Investment Account	Institutional MM	Raymond James	4.30%	\$	18,852.30
	Cash Balance at	3/23/26		\$	479,243.89
	Cash Balance at	3/11/26		\$	423,124.89
		Change from previous Treasurer's Report		\$	56,119.00
	Cash Balance at	3/23/26		\$	479,243.89
	Cash Balance at	3/26/25	(Includes \$37,853 from 2025 Member Guest)	\$	519,240.81
		Change from Last Year		\$	(39,996.92)
Account	Due	Final Payment	Monthly Amount	Interest %	Balance
Truist Loan	Monthly on 4th	Sept 2031 - \$445,713	\$ 6,216.34	7.90%	\$ 614,003.01
Personal Note (2020 Pump House)	Monthly on 1st	Feb 2027	\$ 2,191.28	6.00%	\$ 23,396.39
Personal Notes (2024 Golf Carts)	Monthly on 1st	Jan 2031	\$ 4,709.00	0%-6.5%	\$ 235,546.12
	Total Long Term Debt at	3/23/26	\$ 13,116.62		\$ 872,945.52
	Total Long Term Debt at	3/11/26			\$ 872,945.52
		Change from previous Treasurer's Report			\$ -
	Total Long Term Debt at	3/23/26			\$ 872,945.52
	Total Long Term Debt at	3/26/25			\$ 962,633.72
		Change from Last Year			\$ (89,688.20)
Accounts Payable					n/a
Truist Credit Cards				\$	4,663.15

Building and Grounds – Keith Beile (Nothing to report)

Golf – Harold Beasley

Upcoming Events:

- Member-Guest planning is getting finalized. There is a full field with 48 men teams and 16 women teams.
- Dinner menu is arranged with the Crown & Shield
- Final schedule emails will be sent to participants shortly.

Communications – Bobbie Iredale (Nothing to report)

Marketing - Tom Cvikota

- Banner advertising the Monarch has been hung on the Softball field fence.
- The new score board is getting finished. Still plan on adding a banner to the back of the score board to advertise the Monarch to motorist on Route 27.

Meeting adjourned at 9:30 a.m. The next Board Meeting is scheduled for April 24, at 8:00 a.m. in Mtg Rm A at the Rec Ctr.

Respectfully submitted,
Dean Woodle