



## Minutes of the Club Council Meeting

**Thursday 29<sup>th</sup> February 2024 at 18.00 in the Blencathra Room**

	<b>Present:</b> Les Balmer (Chair) (LB), Chris Rebanks (CR), Gavin Oliver (GO), Darren Whitfield (DW), Stephen Johnson (SJ), Richard Hellon (RH) Steve Ingram (SI).	<b>ACTION</b>
1.	<b>Apologies</b> Club Captain Nigel Scott, Joan Armstrong (President), Bridget Coy (Ladies Captain), Gail Gravett	
2.	LB opened the meeting by explaining that it had been necessary to call this special meeting to discuss the resignation of our Club Professional Andrew Sowerby.	
3.	LB reported that he's spoken to Tim Dykes about Andrew's resignation, and Tim had confirmed that he was not interested in taking over the role of club Professional or be involved in running the shop.	
4.	A discussion took place regarding Andrew's resignation and in line with the Council's previous decision to look at the forward strategy of the Club, it was agreed that we should take this opportunity to consider the roles of Club Professional, Director of Golf and Club Manager.	
5.	Prior to the meeting LB distributed to all Council members a matrix showing details of the main functions of each of the relevant roles, and how those functions could be fulfilled with the various options open to us. Those options being: a) Appoint a new Club Professional b) Appoint a combined Club Professional/Club Manager c) Appoint a Fulltime Club Manager	
6.	Following a detailed discussion it was agreed that the Council would ideally pursue the opportunity to appoint a fulltime Club Manager, and whilst the Club Manager wouldn't be able to fulfil all the roles of a Club Professional, it was felt that we may be able to arrange a "collaborative agreement" with Penrith Golf Hub to provide some of the services that would be provided by a Club Professional, and it was understood that the Hub already have similar arrangements in force with a number of other Clubs in the area who don't have a Professional in place, Windermere was given as an example.	
7.	It was agreed that if a fulltime Club Manager is appointed then we would consider putting them on an "annualised hours" contract, where they would work longer hours during summer months, and shorter hours in winter.	
8.	It was acknowledged that if we don't have a Club Professional then we would have to address a number of issues in relation to how we would manage the day-to-day running of the Club, and this would include how we would have a "managerial" presence at the Club during weekends etc. The Council agreed to give this further thought.	
9.	It was agreed that LB would talk to Tim Dykes and notify him that the Council's preferred choice would be to appoint a fulltime Club Manager, and that the role would be advertised and that he would be encouraged to apply.	<b>LB</b>
10.	The meeting closed with the agreement that the Club Manager role would be advertised externally, including on the Golf Club Managers Association website. All members of the Council will give consideration to what they would expect the Job description for a Club Manager to be, and the Council will meet again on Monday 4 <sup>th</sup> March for further discussions with the aim of agreeing a Draft Job Description and advertisement.	<b>All</b>

Meeting Closed 7.30pm

Date of Next Meeting – 4<sup>th</sup> March 2024 at 6.00pm