



## Minutes of the Club Council Meeting

**Monday 4<sup>th</sup> March 2024 at 18.00 in the Blencathra Room**

	<b>Present:</b> Les Balmer (Chair) (LB), Joan Armstrong (President), Chris Rebanks (CR), Gavin Oliver (GO), Darren Whitfield (DW), Stephen Johnson (SJ), Richard Hellon (RH), Gail Gravett (GG).	<b>ACTION</b>
1.	<b>Apologies</b> Club Captain Nigel Scott, Bridget Coy (Ladies Captain), Steve Ingram.	
2.	LB said that this meeting had been called to continue discussions in relation to agreeing a way forward following the resignation of our Club Professional Andrew Sowerby.	
3.	LB reported that he'd spoken to Tim Dykes regarding the Council's decision to advertise for a "Club Manager", and Tim had confirmed that once a full Job Description had been drawn-up, then he'd give consideration to applying for the role. However, Tim had confirmed that he would not be interested in becoming involved in the Club Shop.	
4.	LB said that he'd also spoken to Pauline Butler and assured her that her position with the Club would not be impacted if a Club Manager was appointed.	
5.	LB said that he'd had a further discussion with Andrew regarding his termination date, and Andrew wishes to leave the Club on 25 <sup>th</sup> March, which means that he's only giving us 28 days' notice, rather than the 60 days as required under his contract. A discussion took place regarding Andrew's wish to leave early and whilst the Council were very unhappy there is no "early termination penalty clause" in his contract, so it was felt that we had very little leverage to make him work his full notice period. However, it was decided that as Andrew wishes the Club to purchase a quantity of his shop fittings and some other goods, then we would allow him to leave on 25 <sup>th</sup> March on the agreement that the fittings and goods would be transferred to the Club's ownership on an FOC basis. LB will discuss this with Andrew.	<b>LB</b>
6.	A discussion then took place regarding how the Club manager role would be advertised and it was agreed that an advert would be placed with the GCMA (Golf Club Managers Association) and would also be advertised on social media. It was also agreed that we would write to the membership to provide an update, and to also include a copy of the job advert	<b>LB</b>
7.	The possibility of exploring a "collaborative agreement" with Penrith Golf Hub was discussed at length, and it was agreed that LB would contact them and arrange a meeting to see if such an arrangement would be mutually beneficial. It was agreed that LB, JA, CR & SJ would meet with the Hub.	<b>LB</b>
8.	It was acknowledged that we will need to put some temporary measures in place to manage the day-to-day running of the Club, and various options were discussed, and LB will contact Trevor Harris to see if he would be willing to continue to work in the shop on a part-time basis. Everyone agreed that other solutions would also need to be considered, and further thought will be given to this, but it will probably need to include some work by the membership.	<b>LB</b>

Meeting Closed 7.15pm

Date of Next Meeting – TBA