

**FOX VALLEY GOLF CLUB
2018 ANNUAL STOCKHOLDERS MEETING MINUTES
THURSDAY DECEMBER 13, 2018
6:00PM HELD AT THE CLUB:**

CALL TO ORDER:

The meeting was called to order by President Mike Zimmer at 6:10pm. A moment of silence was observed for deceased past members Al Hietpas, John McClone, Margie Koglin Leo and Rosella Eimmerman. A quorum was declared by secretary, Ed Bekx.

APPROVAL OF MINUTES:

The minutes of the December 14, 2017 annual meeting were posted online and approved by the membership.

CANDIDATES FOR THE BOARD:

President Zimmer announced the candidates seeking election to the Board of Directors and thanked them for running. Dan Haak whose three year term is concluding is seeking re-election. Mike Zwiebel is seeking election for the position vacated by Bob Zarter whose term expired. A motion by Steve Foate to dispense with the formal vote and accept the two candidates to fill the positions on the board was seconded by John sommercorn and the motion carried.

2018 Annual President's Report

2018 was a crazy year at The Fox. It started out with the April blizzard which caused a late opening for the season and ended with an early cold snap the shut things down a little ahead of schedule. But in between there were lots of rounds of golf and fun times with friends.

There were also many positive changes during the year. Jason moved from the pro shop to Director of Golf & Membership and has also been sharpening his cooking skills helping out in the kitchen. I would like to thank him for really stepping up during this huge year of change.

We were also excited to welcome Mike Faggio to the team as Director of Food & Beverage/Special Events. He has the membership buzzing with some of the food he has been creating. Make sure to get out to the club on Thursday (Member Night) and Friday nights during the winter to support the club and enjoy the great food and camaraderie.

In the Pro Shop Jeremy Wilkinson stepped up and did a nice job as interim Golf Professional.

I would also like to give a big thank you to Sam Spees for wearing many hats during the year. She kept things running smoothly in the bar and has spent a good deal of time helping Mike out in the kitchen.

The big news for the year was the Tee Box project. The project was completed ahead of schedule

and on budget. Fox member Chad Huss from Great Escapes Landscaping did a fantastic job with the WOW tee boxes on holes 1 and 10. Everyone is excited to get out on the new tee boxes hopefully by memorial day. A big thank you is also due to members who stepped up to sponsor a hole or be a WOW tee box sponsor. If members still want to be a sponsor we will be keeping that opportunity open until the new tee boxes are open.

Our debt has come down nicely over the last number of years and we look forward to continuing that trend after we took a slight pause to take care of the tee boxes.

The annual President's Report would be missing something if I didn't recognize our outstanding Superintendent Scott Bushman. In addition to keeping the course in great shape again this year, Scott's plate was full with the tee box project. Thank you Scott for another great year.

One last thank you goes out to all the board members for their time and dedication this year, especially Dan Haak and Josh Hounsell for their extra hours on the tee box project. Thanks also to all the members who volunteered time or did something extra for the club during the year.

With 2018 in the books I am very excited to continue making The Fox the best place in the area for Great Golf and Great Times!!

Mike Zimmer

2018 Golf Professional Report:

Thank you to members and their guests who supported and participated in the various tournaments, weekly events and other golf opportunities presented this season. This is an essential part of what helps make Fox Valley Golf Club such a special place. Promotion of club & weekly contests and the utilization of BlueGolf Tournament Manager this season again triggered solid participation levels, healthy payouts/club revenue and a general buzz around the club. We will strive to deliver more of the same during the 2019 golf season. Thank you to Cindy Robert, Brandon Warman (Co-Chairs) and the Golf Activities Committee for all of their hard work and effort this season.

Many thanks go out to the membership of Fox Valley Golf Club for all of the kind words and generosity during my second season at the club. Thank you to Jason Haak and the Board of Directors for granting me the opportunity to be your Interim Golf Professional. Thank you to our entire Golf Staff for all of their efforts during the season. More thanks to Mark Coniff and Mike Faggio (Dining), as well as Sam Spees (Bar) plus their respective staffs for all they provide the membership for events and daily operations. None of this could happen without the top notch grooming Scott Bushman and his crew deliver daily for member and guest play alike... thank you gentlemen. It was a great year and a lot of fun. Thank you all once again!!

A comparison of rounds of golf the past few seasons is listed below. The 2018 round count was down by 2,837 rounds in comparison to 2017, but the course was open 17 less days in 2018 versus 2017.

2018 Rounds of Golf	<u>12,628</u>
2017 Rounds of Golf	<u>15,465</u>
2016 Rounds of Golf	<u>16,967</u>
2015 Rounds of Golf	<u>16,376</u>
2014 Rounds of Golf	<u>12,857</u>

The Junior Golf Program had 42 junior golfers participate in the 6-week program. We'd like to thank the parents, grandparents and families that helped out during camp and for coordinating transportation. The future of the game and the club will be determined by junior golf participation and programs that promote an enjoyable golf experience. Please spread the word to family and friends.

This off-season I will be working with vendors, researching product and developing a buying plan that will continue to bring added value to the membership and club. Member input is invaluable in this process. Please contact me if exposed to a product line that could succeed at The Fox. Our pricing structure in 2018 granted members and guests the best deals in the business on current product. This strategy will continue next season. Members own the Golf Shop... *YOUR GOLF SHOP*, meaning *YOUR PROFITS!!* It truly is a no-brainer to shop The Fox for all of your golfing needs. Please see club financials for 2018 sales numbers.

Thank you for your patronage and participation. Keep in touch during the off-season and if needing golf product special ordered, please do not hesitate to ask. Have a great Holiday Season.

Respectfully Submitted,

Jeremy Wilkinson, PGA
PGA Golf Professional

2018 Greens and Grounds Annual Report

It was definitely a busy year this year at the Fox for Scott and Casey and his crew. Want to thank them for all of their hard work all year and keeping the course in great shape. Definitely a tough spring with the snow that came in late April. Once open though, things were in great shape. Also, thank you to the group on the tee box committee who met in late winter/early spring to talk about the new tee locations, what was good, and what needed to change for the tee project. Appreciate that participation and input to help look forward into 2019 now that the project is complete.

There was a new effort on doing more to verticut and top dress the greens more frequently to help with green speed. Top dressing with sand does help the greens, it adds to cost of labor because mower blades need to continue to be sharpened after this process. We have been trying to find a mechanic that could help Scott, but have not been able to find that person yet. Please let

us know if you know of someone who might be a fit. Also, when mowing fairways, the crew picked up clippings twice a week to help the turf run a little faster.

Things during the summer rolled along pretty smooth, and the tee project started in early August as planned, and then the grounds crew really had a lot going on. Hand watering, hand mowing, and seeding all the new tees really took a lot of time and energy. September, we got dumped with rain, and the bunkers all washed out, so back to work again, after all the summer help had gone back to school. I'm not sure we as a membership can appreciate fully all the work that crew puts in early mornings, and on the weekends.

Regarding the tee project, Topshape arrived in early August, and completed mid-September. The tees had grown in pretty well in fall, but there will still need to be some growing that will happen prior to us getting on them in spring. There was a couple of areas that the seed washed out after all the rain, but most held up well. We all want to start playing the new tees as soon as we can enjoy them. Overall, the project did go as planned, which is really all we can hope for.

In addition to the tees, we also built some WOW tees on 1 and 10, including the waterfall. Thank you to all the members who stepped up and helped with all of those projects and Chad Huss and Great Escape Landscaping for his vision to build everything. In spring, we will finish mulching around the tees as well as the final plantings to complete the project.

Respectfully submitted,

Dan Haak

Greens and Grounds Chair

2018 Golf Activities Committee Annual Report

The committee members are responsible for scheduling golf events for members of The Fox. Below are some of the events:

- Derby Day
- Memorial Day Best Ball
- 4th of July 40-Ball
- Men's Scramble
- He-She Scramble
- Battle of the Sexes

- Club and Class Tournament
- Men's Guest Day
- Fox Frenzy
- Pumpkin Man/Gourd Gal

The committee members work with staff members to schedule, promote and manage events. The goal is to avoid conflicts with State, NEWGA, Mile of Music, Oktoberfest events. We appreciate your understanding when events need to be rescheduled due to bad weather or other scheduling conflicts.

Please take a moment to talk with or email one of the committee members listed below to let us know how we can make the 2019 events more enjoyable.

Members of the committee include: Dot VanLith, Sue Rusch, Janet Charlesworth, and Mike Zweibel.

Thank you,
Golf Activities Chairs
Brandon Warman and Cindy Roberts

2018 Building Committee Annual Report

To the membership of Fox Valley: 2018 was an uneventful year for our facilities compared to 2017. The only noticeable building project completed was an upgrade of our parking lot lighting from HID to LED to better light those areas at night to insure our staffs and memberships safety.

Our first project for 2019 will be upgrading all of the equipment in the Well house, which will be done in April of 2019. The equipment is past its useful life and needs to be replaced

As a board member I appreciated your support and look forward to serving for the foreseeable future.

Sincerely,

Josh Hounsell

Buildings and Grounds Committee Chair

2018 Personnel Committee Annual Report

To the membership of Fox Valley: 2018 was a chaotic year from a staffing stand point to say the least. The sudden departure of Steve Nockerts as General Manager at the start of the season, along with the untimely and unfortunate illness of Marc Conniff presented some extremely difficult challenges for our staff at all levels and all departments.

A special thanks goes out to our new General Manager Jason Haack for not being afraid to dawn his chef apron in the kitchen, on the grill on Saturday afternoons while still overseeing clubs' operations including pro shop, food and beverage.

I would also like to welcome out new Chef/Food and Beverage Manager Mike Faggio who comes to us from Green Bay Country Club. Mike brings over a decade of experience with him and has already made a substantial difference in food quality and increased use of our facilities this off season on Thursday and Friday evenings. So welcome Mike.

Last but certainly not least I would like to thank Scott Busman and his staff (which is minimal) for taking excellent care of the golf course with all of the changes this year while dealing with an invasive tee box remodel for the last 1/3 of the season.

I look forward to a much more stable 2019 season and continued growth of the club.

As a board member I appreciated your support and look forward to serving for the foreseeable future.

Sincerely,

Josh Hounsell

Personal Committee Chair

2018 Policy and Bylaw Updates

2018 saw no changes in the bylaws and only a clarification in policy regarding medical leave for business card members.

Also earlier this year there was a clarification regarding membership categories as it pertained to dues structure for this year.

Respectfully submitted,

Ed Bekx

Policy and bylaws chair

2018 Business Development and Operations Report

We've taken a prudent approach to Marketing that seeks to maximize the effectiveness of our limited marketing budget. We've formed strategic partnerships with WHBY and Dave Edwards as well as WAPL and Len Nelson to get the word out about The Fox to residents of the Fox River Valley, and that has led to much higher awareness of the club throughout the Valley. Aaron Baer has stepped in and offered assistance thru his company (Baer Performance Marketing) to create more effective internet based marketing solutions for the club. Our Members continue to play a key role in spreading the positive word about The Fox. Their grass roots efforts and willingness to share their experiences and love of the club with prospective Members serves as very strong testimonials that are invaluable in persuading acquaintances to join. Competitive dues pricing, engaging social opportunities and Member friendly policies like no initiation fees or monthly/quarterly spending requirements also form strong bonds between our club and prospective Members, breaking down barriers to membership and make FVGC unique among private golf courses in the area.

This off-season I will be meeting with the FVGC Board of Directors (Marketing Committee) to develop a membership advertising plan for the 2019 golf season.

My role throughout the 2018 golf season was interesting to say the least. Starting the season off as your Head Golf Professional, then moving to Interim Director of Club Operations in late May, then tacking on kitchen/cooking responsibilities in late August was quite a wild ride. With lots of member and staff support, we made it thru the season fairly well. Thank you all for your patience in the process. The addition of Mike Faggio (see below) really helped level things out this fall.

Jeremy Wilkinson joined our staff as 1st Assistant Professional in July of 2017 and has been providing Members and Guests with a quality golf experience and solid customer service. Jeremy was promoted to PGA Professional recently after undertaking a similar interim role in 2018. We look forward to the 2019 season with both new and past programs being offered for members. A BIG THANK YOU to Jeremy for covering new responsibilities this season at The Fox.

In the Bar and Dining area, Sam Spees joined our team in the Fall of 2016 as a bartender and was promoted to Lead Bartender in spring of 2017, with additional responsibilities of product ordering, inventory control and staffing. She will now work closely with Director of F&B/Special Events, Mike Faggio. A BIG THANK YOU to Sam for covering additional new responsibilities this season at The Fox.

Mike Faggio, joined The Fox in a part-time role to help out our kitchen operation in the fall of 2018 (HUGE THANK YOU) and signed on as full-time Director of Food & Beverage/Special Events in November of 2018. Mike has done an exceptional job to date and we all look forward to future improvements and growth in this department. Welcome aboard Mike!!

Moving forward, your management team at The Fox is as follows:

- Scott Bushman, GCSAA will oversee the golf course as Golf Course Superintendent with Casey Kopf, GCSAA as Assistant Golf Course Superintendent.
- Jason Haack, PGA will oversee the golf operation and membership functions as Director of Golf & Membership with Jeremy Wilkinson, PGA assisting as PGA Professional.
- Mike Faggio, CMAA will oversee the food and beverage operation as Director of Food & Beverage/Special Events with assistance from Sam Spees as Lead Bartender.

Thank you to our fantastic Members who support the club as well as our employees who take pride in outstanding service to our Members and guests. Your support makes a positive impact on the club's bottom line and helps create the energy and camaraderie that's such a big part of being a Member at The Fox.

Respectfully Submitted,

Jason Haack, PGA
Director of Golf & Membership

ACKNOWLEDGEMENT OF RETIRING DIRECTORS:

President Zimmer thanked everyone who helped the club in anyway this year. He thanked Bob Zarter and Dan Haak for all their work on the board and welcomed Dan back for another term.

President Zimmer handed out Fox Future Fund Bag tags to all who reached another level of participation this year.

2018 ANNUAL TREASURER'S REPORT:

The annual treasurer's report is attached in a pdf. File as it is so large.

OLD BUSINESS:

None

NEW BUSINESS:

None

MOTION TO ADJOURN:

A motion to adjourn was made by Harry VanLith and was seconded by Steve Cerasoli.
M/C.

Respectfully submitted,

Edward Bekx
Secretary to the Board of Directors
Fox Valley Golf Club