

Lake Limerick C.C.



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LAKE LIMERICK COUNTRY CLUB

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Minutes (**draft**) – Monday , October 14th 2024

Lake Limerick Country Club Board of Directors

Study Session and Special Board Meeting

Zoom Meeting ID: 6707208524 Passcode: 2627

1. Board Introductions & Roll call:

President M Robinson, Vice President M Berni, Treasurer M P Paradise, Secretary P Paradise, Directors: D Dyson, J Gray, R Hamilton, J Ingemi, B Smith, K Evans (water chair) Ex Officio.

President M Robinson called the meeting to order at 5pm. Secretary P Paradise called roll with all members present.

Also in attendance were LLCC General Manager Shannon Ramos and Strategic Planning Consultant Jan Glick of Glick and Associates.

2. Strategic Planning/Governance Board Study Session led by Glick & Associates:

Jan Glick introduced himself and his scope of work to new board members. The work of this consultant has been on hold for the last few months during 2024/2025 budget development and the hiring of a general manager. There are two contracted scopes of work, board governance and board strategic planning. This work began in February of 2024. Defining board roles vs management roles. Defining committee, volunteer, and members roles within the documents and past practices, within the aging bylaws and covenants as well as growing from a recreation based association into a rural small city. Honoring Lake Limericks past while embracing current and future needs is a goal. The issues and needs of the 1960's and 1970's were different than current and future issues and needs. It was noted that the board that started this process has new members and the current board needs to re-commit to the scope of work and process. Annual board training should be a requirement for all board members. Teamwork, integrity, and commitment to member service are the cornerstone of good governance and management.

The strategic plan will be a living document, there was discussion on how the document will be developed, implemented, updated, and utilized. The plan should be value based that reflects the values of the entire community.

Financial planning and budget policies that benefit the entire community are crucial. Revenue streams that are adjusted for inflation and reflect costs to provide (market rates) for end users will be explored. Development of a diversified portfolio of revenue so that no individual member or group of members is stressing the entire membership.

Community support of a strategic plan was raised, the who – why – when of rolling out a strategic plan within town hall meetings, committee meetings, current policies, and bylaws was discussed – no consensus or shared understanding was reached at this study session. What is the right level of communication with the membership and what is the timeline? Consensus was reached to continue with the study session process and not to delay any further.

3. Motion to Adjourn to closed session to discuss legal/personnel issues:

A motion was made by M Berni, seconded by J Ingemi, and passed with no nays to adjourn to closed session to discuss legal/personnel issues.

Topics for discussion:

Personnel - Operations Manager Position Hire

Legal - Foreclosure on delinquent member properties

4. Motion to Reconvene to Open Session

A motion was made by B Smith , seconded by M Robinson, and passed with no nays to reconvene into open session.

5. Motions discussed in Closed Session

A motion by the Executive Committee was made: Executive Committee member M Berni, seconded by Executive Committee member P Paradise move to recommend the hiring of the operations manager position by the board of directors, motion passed unanimously by the Executive Committee.

A motion by the Board of Directors to hire an operations manager was made by M Berni, seconded by P Paradise, and passed with seven yeas, and two nays

6. Motion to Adjourn

A motion to adjourn was made by J Ingemi, seconded by M Berni, and passed with no nays. Study Session/Special Board Meeting adjourned at 6:46pm

Minutes taken by P Paradise