

Motion #1: “The Tee Time Ownership System (X, X, X) shall be abolished”. “A member who is first to access a tee time shall continue to have the ability to fill that tee time with his/her playing partners at that time”.

In January of 2010, ForeTees online tee booking system was introduced to the members of Rolling Hills Golf Club. Shortly thereafter, Rolling Hills Golf Club issued a Tee-Time Ownership policy after it was determined that one was required based on member feedback.

The initial policy read as follows;

“The first person in the booking is considered the owner of the Tee-time. They have the ability to add/remove players or cancel the tee-time for the first 48 Hours after the booking is made. After the 48 hour period is over, anyone may join the tee-time (providing there are available slots) and consent is required to remove any player and/or cancel the tee-time.”

This method was effective, as long as everyone respected the policy. On many occasions, this was not the case and we had many incidents of people jumping onto tee-times within the first 48 hours or removing players from tee-times without consent. This in turn led to the common practice of members adding “fillers” to the tee-time that were either OOK or had no intent on playing to ensure that there were no available tee-slots. For instance, a player would add his spouse and 2 dependents to hold the tee-time as “fillers”. And if they wanted to play by themselves and not allow anyone to join them, they would not remove the “fillers”.

This practice created extra administrative overhead for the administrators of ForeTees. A position that is covered by either the Proshop Director or the Tournament Director and created endless hours of investigations for the Fore Tees Administrator and Handicap Director along with hundreds of emails from members to the President of the Club in the form of complaints concerning violations of the policy.

In March of 2020, the Tee-Time Ownership policy was updated based on the activation of a feature in ForeTees that allowed the reserving of tee-slots by the members. The ownership of the tee-time did not change, only the mechanism for which the tee-slots can be reserved was updated. The updated policy now reads as follows

“The first golfer to book a tee time is considered the owner of that tee time. As such, they have the option of reserving all the slots in the tee time. The reserved slots will remain reserved until 48 hours prior to the tee time booking.

The reserved/held slots in the tee-time will remain blocked up to 48 hours before the tee time booked after which the slots will be automatically be released for others to use. At any time during the blocked period, the owner can replace a reserved X spot with another golfer. If you

do not use this “X” feature to reserve tee-times slots, the remaining slots can be taken by anyone at any time.

****Note: this feature will only be available if there is more than 48 hours before the tee time. For example, bookings made on the same day of the tee time will not have this option available.***

This policy requires that the removal of anyone from a tee-slot must be made only with permission of that person.”

The updated policy has resulted in a drastic reduction in Tee-Time Ownership conflicts and as such the overhead for the ForeTees administrators have been reduced significantly. The two main problems of the previous policy: “Use of Fillers”; and “Tee-Time jumping” have been reduced to zero.

Too often members see something they do not like or that makes them wonder “why”, we as the board are constantly looking for the newest and best ways to keep costs down and time to a minimum. The board did share back in March how to use of the reserved slot feature (X) and its importance to the protection of tee times. The RHGC hopes that you vote against abolishing the Tee Time Ownership system as it will create a significant cost and time liability for multiple members of the board.

Motion #2: “All incentives for elected board members shall end at the end of their service to the board”.

A Volunteer is defined as “a person who freely offers to take part in an enterprise or undertake a task”. Personally, I have been President of Softball for 5 years and for the last 3 years I have been the President of the RHGC. Others on our board have served on SDG boards for 8-10 and even 12 years. When you take on a position like this you are committing to the SDG and its members above all else.

When I chose to run for President, I sat down with board before the election to see if this board was prepared for change as the only way I was prepared to run would be if the board committed to doing a full makeover. I could not believe the energy and enthusiasm that I saw when I spoke to each director and I was sold. Luckily, I won the election and within the first month the board set out to create a four year plan to rejuvenate and work to bring the club back to its original roots as a true desert course.

We are nearing the end of year three and we could not be more pleased with the outcome. As you reflect you realize that this endeavor was almost like a second job for each member of the board. You realize that running a golf club requires not just being able to go out and play golf, it means forming relationships with Gardening, Recreation, Community Services, Water Engineering, Pipelines, Corporate Affairs and Supply Chain. It means being leaders in the golf community and working directly with SAGA, the Saudi Federation, Saudi Golf, and the Men’s and Women’s European Tour. It means that when COVID hits, VAT Taxes are increased and your Clubhouse is closed, you problem solve to get the job done so that the members can still find a way to find some normalcy.

So, when this benefit was discussed and voted on unanimously it was nothing more than a thank you for a job well done, a thank you for all the time, all of the effort and the loss of time from family. I guess there are people out there that do not see this volunteer position as worthy of this thank you.

We should leave you with the most important piece of data as you decide to have this incentive removed, “How often is this being used and abused?” To date board members who have left the board and have used this benefit a total exactly “two” times.

The RHGC asks that you vote No, and allow elected board members to continue to have 1 year of advanced booking for each elected term served.

Motion #3: “The 10 day advance booking time incentive for RHGC Board Members should be abolished”

In an environment of low commodity prices and staff redundancies, all employees are being asked to do more. Options to spend time doing non-business activities during business hours have been curtailed and Board members are spending more and more of their personal time performing RHGC Board activities. We estimate that (more or less), each Board member spends 5 – 15 hours per week of their own time on Board activities depending on their role and the time of the year. The investment of personal time is significant given the size of our club. We average 75% - 100% more members than average clubs across the world and our members play more rounds than any place on the planet. We average significantly more tournaments and special events than other clubs. Those of you who have been members at other clubs know this. Running the RHGC does not happen by accident.

The advanced booking tee time Board benefit has been in place since 2012 and was instituted as a measure to attract talent to the RHGC Board. Board participation incentives are frequently reviewed generally on the basis of member participation (through Executive Board candidacy) in the annual RHGC elections. Based on participation trends, the 2019 Board undertook a survey of the membership prior to the 2019 Board elections. The survey’s focus was on potential Board incentives. Of the 161 participants, 87% agreed that the Board should receive incentives. When the question of which specific incentives would entice members to join the Board, 52% stated “Advanced Foretees booking” would entice their participation. This answer was 22 points higher than the next highest answer. In response to the member’s feedback, the Board instituted the following incentives prior to the 2019 election:

1. A 50% discount in annual RHGC membership dues based on the applicable single member dues rate at the time (currently this would be a SR500 discount)
2. 10 day advanced tee time booking
3. Priority consideration for Special Events & Functions (e.g. Saudi International @ Royal Greens (Jeddah) – European Tour RHGC volunteer selection, advanced table selection for the annual golf ball etc...)
4. 10% Pro-shop Discount

The incentives were document in the 2019 Election Notification that went to all RHGC members.

To those that may be inclined to believe that the Board incentives above are extravagant or too generous, please note the following incentives provided the Boards at other clubs in the region.

At Troon operated facilities:

- Troon run clubs have 4 members based board members and 2 female captains.
 - All Board members in every Troon based club receive 1 year free golf including association and green fees

- Assigned parking spots
- Free seating at the Club Championship dinner
- Advanced and prime time tee time booking

- Dirab Club in Riyadh extends the following benefits
 - Free membership
 - Free lockers
 - Advanced tee time booking
 - Advanced guest tee time booking
 - 50% off at the pro shop

The Board feels its incentive package is very conservative by comparison and certainly in line with regional incentive packages. To attract high quality Board representation and keep the Club functioning at historical levels, the 10-Day advanced tee time booking incentive should remain in place and we are asking the RHGC membership to vote down Motion #3.