

## **RHGC Special Meeting 22<sup>nd</sup> September 2020**

### **Motion 1:**

#### ***Edward Devlin:***

You had two talking point, the first point, is you are not recognising that the Tee Time Ownership system is for every single member, you singled out the Board, this is not a Board incentive. The Tee Time Ownership system is for every member, every member has the ability to use this system that has been in place since 2012.

The only change has been the use of the "X" feature as the holding function, that is the only change to the policy. The second point, you talked about the Board using the X function to our advantage, again we discussed this at length prior, we set up a Committee to meet with you and discuss. We recognised early on that when we came out of Covid 19, that it was a problem and the Board was taking the majority of tee times between 5:30am and 7:22am. We have made drastic changes and reduced this to maximum of 40% of these earlier tee times on only one day a week. We think this is a good point you brought up originally and the Board have made an effort to resolve this issue.

#### ***Christian Svensden:***

First of all, we would like to commend the Board for recognising when they put in the policy that fillers were a problem, fillers should never be used, if you are not intending to play you should not be on the tee sheet. Our main comments to your response would be the X function doesn't necessarily stop fillers actually being used, I am not saying it is but it doesn't stop the practice as there is nothing that prevents players 48hrs or 47hrs before a tee time to put in a random name only to change it out at a later stage.

The other point we want to make is that we don't understanding why people can't plan in advance, it is only 4 days ahead, and it should be possible to know from the beginning who you want to play with and what time, if possible and that should have been possible even before this was put in place. I am relatively new to the club but from our perspective that seems a bit odd.

Finally, this goes to one of the points you just made, yes we may have mistakenly singled out the Board members but that is because they are the primary benefactors of it as they have the ability to book in advance. I know everybody else can use it but for these prime time tee slots they never get a chance because as soon as it opens up everything is gone.

As you mention, since we raised the issue we have seen some changes that has allowed me to play early morning once or twice but there are still a lot of people that are not happy with this and that is why we continue to raise this issue.

## **Motion 2:**

### ***Edward Devlin:***

We have two comments, for every two years elected term it is 1 year, for every four years its 2 years and this is the maximum that can be received. The second is that there is only one incentive for elected board members after their term and we want to ensure that this is clarified and it is clear that this is the only incentive an elected Board member received after his term.

### ***Richard Reeves:***

We would like to recognise that there is a lot of work that goes into running a club of this nature. However, until the initiative to request for a special meeting, it was both elected officers and appointed Directors who had been enjoying these incentives after the end of their term since the motion was passed in 2018. It was only because of this initiative that the rule was changed and appointed Directors were stripped off this right. The appointed Directors were stripped of that right at the September 2020 Board meeting for which the minutes are still not available. This was clearly a very rushed reaction to this initiative.

We have data here that shows there were 18 Current and Former Board members that were enjoying advanced booking rights, certainly at the beginning of June and we know three (3) of those people lost their jobs. What has happened is that the situation was much worse in the past and fortuitously the number of people who had been enjoying this benefit has reduced in the recent past.

Board members enjoy significant benefits during the course of their term and we see no reason why you should continue to receive any benefits after the end of your term. Particularly when it impacts the ability of other members to access the golf course and play golf.

## **Motion 3:**

### ***Edward Devlin:***

You continue to bring up June 19<sup>th</sup> and cases were we had a different policy in place, we don't have that policy in place anymore. The policy has changed to reduce the number of tee times between 5:30am – 7:22am that Board members and Executives are allowed to book to a maximum of 40% on only one of the two weekend days.

In addition, 192 is the amount of tee slots we have available to our members daily. Even on the day you quoted June 19<sup>th</sup>, 163 tee slots were booked, meaning there was 29 tee slots available on the day you said there were no tee slots available.

Even last week at our reopening tournament and tomorrow at our Saudi National Day tournament we will still have 10 tee times open for our members that don't play in competitions.

I was away from the Board for two (2) months, when I got back it was less than a week before we could meet for the first time to talk about some of things that had happened, this included losing our Treasurer, Secretary, Membership Directors and there was also lot more going around which meant tee time booking was not a top priority at that time. Once the dust settled and we got everything going again, one of our top priorities was to address this issue that had arisen.

The next week when we got the Board back together, we made a change to ensure Executives and Board Members were restricted to booking only one tee time a weekend between 5:30am and 7:22am, that resulted in a maximum of 40% of these tee times. We have been adhering to that religiously every week since.

The last point is that one mans prime is another mans hell, you claim that 5:30am to 7:22am are the prime times, I would argue if we did a poll half the members would say that this is the worst possible tee time for them and they have no desire for that tee time. We have never had this issue been raised by the membership previously.

***Richard Reeves:***

You pointed out that the reduced number of tee times available since June, we would point out that the Board did not moderate its behaviour in exercising its advanced booking incentives at all until this initiative called for a special meeting. Many complaints were made by members and they were uniformly dismissed, and the Board minutes for July and August available on the website felt it necessary to initiate this initiative as the Board are out of touch with the members feelings.

You have commented that you have made a number of voluntary changes but there is no transparency as to what changes you have made, they are not written down anywhere, you have not announced to the membership the way you have moderated your behaviour. It seems to be entirely voluntary and presumably you can switch back to your previous behaviour at anytime.

You quoted incentives other people received at other clubs, I don't think anyone on this initiative have any problems with any incentives you might choose to award yourselves that did not impinge directly on the general members who do not form part of this inner club of competitors, competitions, and unofficial tournaments and did not impinge directly on their ability to play. You can have all sorts of free membership, discounts at the proshop, you can have anything you like but what you have here and the way you have been using it acts significantly to the detriment of the majority of members who are not in this inner club of playing groups.

Particularly the way that this advance booking incentive, that is intended as an individual personal benefit to you to recognise your service to the club is used together with the XXX function, effectively means it benefits a large number of people. Like I said about 40 people, that I have quoted some numbers on benefit directly from this incentive that they have not made the contribution to running the club. This enables them to play significantly more golf than people who are outside this inner club that you have formed within the club.