

Newsflash No 1 – October 2023

Please circulate to:

Club President, Club Chair, and Club Board Members.

Club General Manager, Manager, Club Administrator,

PGA Professional, Golf Operations Manager, Course Superintendent,

Food and Beverage Supervisor

In this issue we cover

- GMA NZ Annual General Meeting 10.30am Thursday 26 October 2023 at Remuera Golf Club and by ZOOM to be followed by an expert panel fireside chat discussion entitled "What's bothering you at the moment."
- Launch of the GMA NZ Connect (a new communication platform to enhance collaboration and streamline information sharing within our GMANZ Association)
- GMA NZ BMI Education Programme 2023
- Next BMI Course BMI GM/COO Nov 27, 28 2023 and Feb 19,20,21 2024. Register now!
- Looking to develop golf tourism business: Why not consider Qualmark Accreditation?
- Planning for tomorrow, today: How to future proof your Board
- Social media tip sheet for October courtesy of Clubhouse Creative.
- Looking to develop your golf cart hire business over summer ad lack of storage space hampering your decision Howick Golf Club has the answer.
- Obbi Golf Health & Safety Survey of NZ market. Complete survey before deadline
- GMA NZ Salary and Wages Survey results
- GMA NZ Executive Recruitment service
- Job Board Vacancies - General Manager North Shore Golf Club
- NZGIC News Golf Matters Conference Te Pae Exhibition Centre Christchurch August4-7 2024
- GMA NZ Member News

Thank you - Sponsors



Golf Managers Association of New Zealand Notice of the 13th Annual General Meeting

To be held on Thursday 26, October 2023, at 10.30am
Remuera Golf Club 120 Abbotts Way Remuera
In person and by ZOOM.

Agenda and Business

- 1. Welcome, In Attendance/Apologies.
- Confirmation of Minutes of previous Annual General Meeting Thursday 26, October 2022
- 3. Matters Arising
- 4. President's and Financial Report Richard Nauck PGA, CCM
- 5. Notices of Motion
- 6. Election of Officers

The Golf Managers Association of New Zealand (GMA) Executive Board comprises EIGHT (8) ordinary members including SIX (6) representatives appointed by their branches and TWO (2) Independent Directors.

Representatives appointed:

Northern Branch- Auckland/North Harbour/Northland – Matt Owen GM Pupuke GC

Bay of Plenty - Michael Williams GM Mt Maunganui GC

Waikato Branch – Scott Meiklejohn GM Tieke GC

Central Branch – Amy Sidford GM Boulcott's Heritage Farm GC

Northern South Island Branch - Mike Hadley GM Christchurch GC

Sothern South Island Branch – Shelley Duncan PGA – GM Otago GC.

Independent representative appointed at the 2022 GMA Annual General Meeting - Richard Nauck PGA, CCM.

Independent representative Matt Guzik CCM CCE GM Tara Iti GC appointed February 2022.

Both independent representatives have completed their two-year terms and have offered themselves again.

7. General Business

Notice of items of general business must be advised in advance of the meeting to the Executive Officer eo@gmanz.co.nz by 5.00pm Thursday 20, October 2022.

An industry forum will follow the AGM.

Des Topp Executive Officer September 20, 2023

Des Topp is inviting you to a scheduled Zoom meeting.

Topic: GMA NZ 13th Annual General Meeting by ZOOM

Time: Oct 26, 2023, 10:30 AM Auckland, Wellington

Join Zoom Meeting

https://us02web.zoom.us/j/84741956879?pwd=eVFtU1lENTh1VlRuQmVCcXUwWGFOQT

09

Meeting ID: 847 4195 6879 Passcode: 640625

Panel Discussion

11.00am – 12.30pm Thursday 26 October 2023

Velocity Range Remuera Golf Club

In person and by ZOOM



The Board of the Golf Managers Association of NZ would like to extend an invitation to club managers, administration managers and board members to attend our upcoming AGM and expert panel discussion.

We have allocated an hour and a half after the GMA NZ AGM to the panel discussion focusing on the most pressing issues that managers and administrators in clubland are facing right now and into the future.

To generate robust discussions and provide the answers you are looking for, the panel would like to know what's bothering you.

Is it a drop in membership? A drop in turnover? Escalating running costs? Governance issues? Management or operational issues? Course conditions? Supply issues? Financial pressures? Staffing costs and shortages?

Forward your questions for the panel to eo@gmanz.co.nz.

If attending in person:

The Venue: Velocity Range, Remuera Golf Club, 120 Abbotts Way Remuera.

Programme:

10.00am Morning tea

10.30am GMA NZ 13TH AGM – also by ZOOM

11.00am Panel discussion "What's bugging you as a club manager?" – also by ZOOM.

12.30pm Lunch - Cabinet food - user pays.

Action Point: If attending in person for catering purposes please RSVP to eo@gmanz.co.nz.

Please advise of any dietary requirements.

Deadline for advice: Tuesday 24 October 2023.

Golf Managers Association of New Zealand

We hope that you enjoy and value the information contained within this Annual Report. As a not-for-profit organisation, the <u>Golf Managers Association</u> relies largely upon membership subscriptions to fund its operations. <u>Golf Managers Association</u>

Membership also has its privileges. In joining the <u>Golf Managers Association</u>, you will have the opportunity to publicize your club brand and activities and participate in the **Association's** educational events, conferences at discounted prices.

We welcome you to join the <u>Golf Managers Association</u>. In doing so, you will be supporting both our brands and the golf industry.

Click here to join the Association

GMANZ Connect (Microsoft Team and Channel!)

We are excited to announce the launch of a new communication platform to enhance collaboration and streamline information sharing within our GMA NZ Association called GMA NZ Connect (Microsoft Team and Channel!).

What is the GMA NZ Microsoft Team and Channel?

The GMANZ Microsoft Team and Channel is a dedicated digital space designed exclusively for our Association members. It serves as a hub for real-time discussions, document sharing, and announcements related to the Golf Managers Association of New Zealand.

Key Features and Benefits:

Efficient Communication: Connect and communicate with fellow GMANZ members effortlessly through threaded conversations.

Document Sharing: Easily share and collaborate on important documents, reports, and resources related to golf management.

Announcements: Stay up-to-date with the latest news, events, and important announcements from the association.

Privacy and Security: Rest assured that your discussions and information are kept private within the GMA NZ community.

How to Access:

To join our GMANZ Microsoft Team and Channel, please follow these simple steps:

You will receive an email to join the GMANZ Connect team. If you are new to Microsoft Teams, you can access it via your web browser or by downloading the desktop or mobile app.

Login: Sign in using your email address and password.

Explore the Channel: Once you are accepted into the team, you can navigate dedicated GMANZ Connect channel.

We believe that this platform will enhance our ability to connect, share information, and collaborate effectively. Whether you have questions, want to discuss industry trends, or

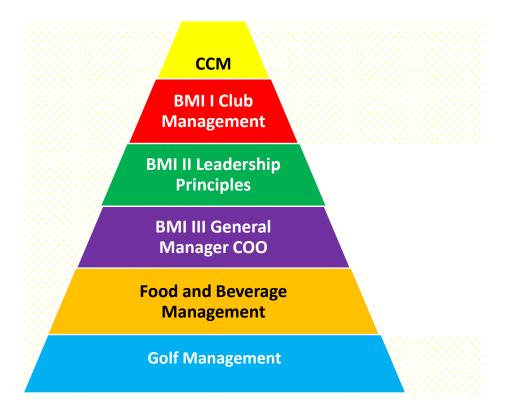
simply connect with fellow golf management professionals, the GMA NZ Connect team and channel can be your go-to destination.

Action point. We encourage all members to join and start engaging with this new platform. Your active participation will help us build a vibrant and thriving community. If you have any questions or encounter any issues while accessing this team, please feel free to reach out to either Matt Guzik - matt.guzik@taraiti.com or Des Topp - eo@gmanz.co.nz.

Thank you for your support and dedication to the GMA NZ. We look forward to seeing you on the platform!

2023/2024 BMI Educational Programme

The Golf Managers Association of New Zealand's stated goal is to improve the standard of club management here in NZ through continuing education and by offering the Club Management Association of America's internationally recognized BMI Educational Programme, which leads to Certified Club Management (CCM) status, to its members.



Next course - 2023

BMI General Manager/ Chief Operating Officer

- Next course Part 1: Nov 27,28, 2023; Part 2 February 19,20 and 21 2024
- Action points
- Click here to register
- Click <u>here</u> to view sample course curriculum and timetable
- Click <u>here</u> to view case study

Course numbers are limited - register now.

Courses – 2024

- BMI Club Management early 2024
- Click to <u>view</u> course curriculum and timetable actual dates to be confirmed
- BMI Leadership Principles early 2024.
- Click <u>here</u> to view course curriculum and case study .Actual dates to be confirmed
- BMI Food and Beverage Management mid 2024
- Click <u>here</u> to view course curriculum timetable and case study. Actual dates to be confirmed.
- BMI Club Management late 2024
- Click here to view course curriculum. Actual dates to be confirmed.
- BMI Review Course and CCM Exam
- Next course 2024 April/May 2024. Actual dates to be confirmed.

Managers who participate in the BMI Career Development Programme receive a host of benefits:

- Making contact with industry experts.
- Networking with fellow managers who manage the most innovative and prestigious clubs across the country and around the world.
- Discussing new ideas that can be implemented in their own clubs.
- Receiving instruction from the nation's finest club management educators
- Visiting and touring other club operations; and
- Growing not only as individuals, but as an integral part of the club's management team.



CLUBHOUSE

IT'S CORING TIME WHICH IS THE PERFECT OPPORTUNITY TO EDUCATE YOUR MEMBERS ABOUT WHY IT IS IMPORTANT - GET SOME VIDEO FOOTAGE OR EVEN INTERVIEW YOUR GREENKEEPER

BREAST CANCER AWARENESS MONTH - ARE YOU HOLDING A SPECIAL TOURNAMENT TO RAISE MONEY? IF YOU HAVE ALREADY SHARE HOW MUCH YOU RAISED WITH A PHOTO OF THE DAY

DO YOU HAVE NEW SEASON STOCK ARRIVING IN YOUR PRO SHOP? OR AN END OF SEASON SALE? CREATE A VIDEO SHOWING THE ITEMS YOU WANT TO PROMOTE - SAME APPLIES WITH YOUR NEW SEASON MENU

NOW IS A GREAT TIME TO POST ABOUT CHRISTMAS COMING UP AND TO BOOK YOUR XMAS FUNCTION OR STAFF LUNCH AT THE CLUB

GET OUT ON THE COURSE AND TAKE SOME PHOTOS OF THE CHANGES IN THE SEASON

THE 10TH OF OCTOBER IS WORLD MENTAL HEALTH DAY - WRITE A POST ABOUT THE BENEFITS OF GOLF ON MENTAL HEALTH (GOOGLE THE STUDIES)

DO YOU HAVE A SUMMER MEMBERSHIP SPECIAL? NOW IS A GOOD TIME TO PROMOTE IT

Looking to develop golf tourism business opportunities?

Why not consider Qualmark Accreditation?

The Qualmark accreditation can provide a real boost to your tourism business marketing here and overseas.

- A **Qualmark** accreditation in recognition of your commitment to sustainable tourism
- Qualmark accreditation influences consumer and travel trade decision making
- The ability to leverage your business via ongoing **Qualmark** partnerships with industry
- Nationwide promotion through the i-site network
- Collaboration between Qualmark members through recognition of aligned practices

Qualmark Evaluation

The Sustainable Tourism Business criteria is your pathway to **Qualmark** accreditation, which travellers here and overseas rely on when making plans. One comprehensive evaluation by one of our friendly **Qualmark** Specialists every 12 months, is all it takes.

Businesses are awarded Bronze, Silver or Gold when evaluated against the Sustainable Tourism Business criteria. There's also a star rating for accommodation providers, based on the quality of facilities and services.

We recognise that each business is unique in size, capability and resource. Our **Qualmark** Specialists conduct each evaluation using the Sustainable Tourism Business criteria with this in mind.

Our criteria has also become the first in New Zealand to gain official recognition by the Global Sustainable Tourism Council (GSTC), meaning members can be confident that achieving **Qualmark** certification meets global standards of sustainability.

Want to know more about the Qualmark Accreditation process?

Click on the <u>link</u>:



Planning for tomorrow, today: How to future-proof your board



More than ever, boards are being judged as much by what they're planning to do in the future as what they are doing now. From cybersecurity liabilities (the recent revelations around web hosting firm GoDaddy's multi-year breach being one prominent example) to perilously large diversity gaps to demonstrating auditable progress on climate initiatives, the expectation on boards to maintain accountability is higher than ever before. With proxy advisors and institutional investors calling for more robust board evaluation processes, building a future-ready board is top priority. And directors themselves agree.

Three quarters of directors say board responsibilities will expand in the next three to five years. They also feel the pressure to ensure greater expertise at the boardroom table, with nearly a quarter of respondents stating that their next boardroom hire needs to fill a vacant skills gap, such as cybersecurity expertise. Additionally, directors cited an increased reliance on functions such as internal audit, which has placed greater pressure on the audit committee and informed the strategic decision-making process.

At a time when success in business often comes down to the finest of fine details, these new challenges and demands require a new way of operating at the board level.

The Time for Change is Already Here

The way a board works in 2023 is markedly different from how a board worked as recently as 2020. It's no secret that the COVID-19 pandemic and regulatory changes have driven directors to modify their working methods. Today's directors are more heavily involved with day-to-day practice, spending more time with management teams and leaders of key business units as they seek closer oversight – not just to protect the club but to shield themselves from personal liability.

Consequently, there is a new willingness to bring in external experts on issues where internal knowledge is lacking. Climate disclosures are one example, with 51% of directors noting that their boards were bringing in consultants to help them prepare for upcoming regulatory changes. Directors are also reaching out to legal teams for advice on complex, evolving risks like data protection and privacy, with 48% of respondents identifying cybersecurity briefings from legal teams as a proactive step their boards are taking.

Rigorously Evaluate Your Board's Effectiveness

Only by acknowledging their own gaps in expertise and experience, and identifying proactive ways to fill those gaps, will boards future-proof themselves. Refining board assessment infrastructure is crucial in this regard.

Board composition should be reviewed regularly, in light of both internal demands and wider shifts in the market, the relevant industry and society. Is the board being damaged by short-sightedness? Left behind by a reliance on old methods? Does it have the baseline knowledge necessary to comply with new regulations?

They must also set benchmarks against peers and competitors – where have they succeeded? What impact have their changes had on the perception and success of their clubs? Boards must always be willing to measure and refine their approach. The board

assessment process is a necessary – and critical – tool for ensuring continuous improvement and to build board resilience.

The board recruitment process requires the same level of rigor and refinement. Instead of relying on the same networks of the same candidates, defining and filling skills gaps must be a critical part of recruitment. Healthy boards already do this, but others still lag behind.

With digital transformation more integral than ever, recruitment decisions in that area will prove particularly important. Indeed, despite 42% of directors saying digital transformation is a top priority in the What Directors Think report, 35% were open about their struggle to oversee the implementation of new technologies in their businesses. Clubs invite inertia and decline without a more forensic approach to board composition; as nearly a quarter of directors noted in the report, traditional board structures no longer align with today's increasing areas of risks and opportunities.

Don't let the evaluation process itself become stale or stuck in old ways of doing things. Typically conducted annually in order to meet regulatory requirements, forward-thinking boards recognize that more regular evaluation periods are integral when it comes to driving continuous improvement of performance.

Accordingly, boards should look to broaden evaluation remits and expand their criteria for improvements, while moving beyond evaluating board performance to consider individual and committee performance too. Give thought to the benefits of third-party board evaluation, where insights from a neutral and impartial external source can highlight failings that may otherwise go unnoticed. Reframe and refine from the ground up.

Expand Your Board's Scope

The days of the board operating as a siloed entity are a thing of the past. As the risk landscape continues to shift, the impact of those risks permeates across all teams and threatens the club at every level. Today's board must be equipped with the right information to make more informed decisions.

There is a real need for cross-functional teams to present information to the board. With common issues likely to affect many teams across the business, including the risk, audit and compliance departments, these groups should seek to present those issues to the board as a group. Boards should, in fact, insist on it. When presented with these interconnected risks, preferably translated into their potential material impact, the board can make data-driven decisions to adjust strategies or free up resources to more

effectively remediate those risks – from data privacy to modern slavery – before their impact becomes impossible to control.

In tandem with this, boards must explore ways to continue engagement beyond the confines of the boardroom while balancing their overall level of involvement in day-to-day lub operations. Frequent and open engagement with management and key leaders within the business is a simple but effective way of nullifying potential crises. A board equipped with intelligence, data and analytics from relevant parts of the club will be able to conduct their own research independently, giving them a much fuller picture than they would otherwise have access to.

That theme of regular engagement should extend beyond the boardroom. Building trust with members and stakeholders both inside and outside of the club is necessary for future development. Indeed, nearly half (49%) of directors said that customer satisfaction is the best indicator of a club's performance in today's environment — ahead of shareholder returns or exceeding earnings guidance. A forward-thinking board should consider formalizing the process of capturing member and stakeholder feedback, enabling customers and employees to become a key element of any boardroom debate.

Ultimately, a successful board in 2023 must realize one thing above all others: a club's value is now much more than just its bottom line. How a board adapts to this reality – or doesn't adapt – will reverberate with force. Forward-thinking boards are taking action now; standing still simply means that others will overtake you.

"Want to build your golf cart business this summer but hampered by lack of storage space - Howick Golf Club has the answer."



In a significant leap toward operational efficiency and enhanced service delivery, Howick Golf Club proudly announces the installation of a state-of-the-art golf cart storage solution. General Manager Shandon Carter spearheaded this innovative project, focusing on optimizing security while ensuring seamless operations. Partnering with Titan Containers, the club ingeniously transformed two standard containers into a purpose-built golf cart storage facility. By removing the centre walls and adding side doors, a mini warehouse emerged, capable of accommodating 15 carts. Equipped with electrical plug points, the facility not only stores the carts but also charges them simultaneously, providing an unprecedented level of convenience and safety.



This strategic move addresses previous challenges, where carts were stored in the pro shop due to concerns of vandalism and theft. The new containers not only bolster security but also offer weather-tight storage, visible and appreciated by our valued members. Moreover, the cost-effective nature of this solution made it an immediate

and efficient fix, without the need for extensive building or resource consent, as it's a movable asset.

Additionally, the club is excited to share that this initiative was made possible through strategic sponsorships and effective marketing efforts. For further information and inquiries, feel free to reach out to Shandon, our dedicated General Manager, at gm@howickgolf.co.nz. Join us in celebrating this remarkable upgrade, marking a new chapter of excellence at Howick Golf Club.



Obbi Golf, a leading provider of compliance software for the golf industry, is conducting a Golf Health & Safety Survey 2023, in conjunction with GMA - NZ to gain insights into the current safety, compliance, and training situation at golf clubs across New Zealand.

The survey aims to identify the pain points of club managers and staff and determine what they would like to see improved. Obbi Golf believes that by gathering insightful data from club managers, they can help make changes that will benefit the future of golf club management in NZ.

Please click on the link to complete

https://forms.office.com/e/VtLsYE56L7

Deadline Friday November 3, 2023.



Golf Managers Association of New Zealand 2023 Annual Salary and Wages survey.

Click **here** to view 2023 Annual Salary and Wages survey.



Executive Recruitment Service

The Golf Managers Association of New Zealand (GMA NZ) is now offering an Executive Recruitment Service to its members at attractive rates. GMA NZ will connect your Club with skilled professionals who are looking for permanent opportunities and streamline the process to ensure that your recruitment needs are met.

Finding the right person for a role is more than just a skills match. Combining many years of club management knowledge and a high-calibre level of member service driven to deliver on your hiring objective, your Club will benefit from GMA NZ personalised talent identification solutions.

The industry specific, end-to-end service, conducted in partnership with selected club board personnel includes:

- Composing Job Descriptions for management positions across the entire golf club sector
- Creating an appointment process timeline
- Managing the vacancy advertising campaign
- Interviewing candidates
- Selecting and managing short lists
- Arranging final interviews
- Providing benchmarked salary packages
- Negotiating and finalising salary packages
- Preparing employment agreements
- Attractive rates for GMA NZ members

Recent appointments:

Michelle Dodunski - GM Maraenui Golf Club

Wayne Fletcher - GM Ohope Beach Golf Links

For a confidential golf club executive recruitment proposal contact:

Des Topp

Executive Officer

Golf Managers Association of New Zealand

W: www.golfmanagers.co.nz

E: eo@gmanz.co.nz

T: 021 392 007

Testimonial:

Ohope Beach Golf Links - General Manager

The Golf Managers Association of New Zealand has provided us with an outstanding service. Des Topp, the Executive Officer fully understood our recruitment requirements and we received excellent candidates for our General Manager role. Des's professionalism, promptness, and attention to detail were evident throughout the recruitment process, and we felt valued as an employer. Des went above and beyond to understand skills, experience, and preferences, and matched the club with several excellent candidates that aligned perfectly with our requirements

Our team found it wonderful to work with Des and the Golf Managers Association of New Zealand and we would confidently recommend the Association to others .

Geoff Julian-President, Lidi Schiefelbusch-Vice President, Toni O'Sullivan Assistant Manager

Job board

Management Positions



North Shore Golf Club - General Manager

Click here to view the advertisement.

Administration positions



Wanaka Golf Club – Accounts Administration person

Click <u>here</u> to view advertisement

Golf Operations Positions



Waitemata Golf Club Golf Operations Manager

Click here to view advertisement.

Course staff



Karori Golf Club - Course Superintendent

Click here to view advertisement



Karori Golf Club - Greenkeeper - 2ic

Click <u>here</u> to view advertisement

NZ Golf Industry Council News

Advance notification

NZGIC "Golf Matters" Conference 2024

Provisional date: August 7,8,9 2024

Venue: Te Pae Convention Centre Christchurch **Action point:** Mark the dates in your diaries now

Include costs in your 2024 budget. Allow for registration, travel, meals, and accommodation.

GMA NZ Member News

Farewell

Rowland Griffiths - GM North Shore Golf Club - retiring to play more golf!

Phil Carew - GM Maraenui Golf Club - also retiring to play more golf!

Peter Arndell GM Ngaruawahia Golf Club - retiring.

Warwick Hill-Rennie - CEO Royal Auckland and Grange Golf Club - returning to Australia as CEO Victoria Golf Club Melbourne.

Welcome to new members

Michelle Dodunski - GM Maraenui Golf Club

Wayne Fletcher - GM Ohope Beach Golf Links

Chris Todd - CEO Parkland

Peter Talyancich - CEO EZGO

Micah Dickenson - Director of Golf Millbrook Resort

Tom Buttenshaw - Golf Ops Manager Millbrook Resort

Brendon Whitley - GM Greenacres Golf Club Nelson

Nadine Loughnane - GM Ngaruawahia Golf Club Hamilton

Deepest sympathy

We have today learned of the passing of **Golf Management of Australia**, Life Member Ted Coker. For the long-standing members of GMA NZ, Ted was seen as the guiding light in setting up GMA NZ in the mid 1990's and the key driver of the first combined GMA/GMA NZ conference.

On behalf of GMA NZ, we have passed on our deepest sympathy to his wife Dorothy and the family and all associated with **GMA**.

Of note Ted was 96 years of age when he passed and had dedicated 66 years of his life to serving **GMA.**

POWER TURF

Success from the ground up

Congrats, you have a growing and expectant membership, what's next? How do we retain them, how do we engage with them, how do we become more sustainable?

At Club Car, they have thought of that on your behalf and introduce Club Car Connect through Visage for your golf club's benefit.

Increased rounds – no worries control where your members go with 'Car Control' and protect your most important asset, the golf course so that it's in optimal condition every day.

Increase Revenue – instead of selling tee signs, sell ad space to your sponsors and partners. Accentuate food & beverage by advertising to players at certain times on the course. Incentivise players to purchase merchandise from your pro shop.







For more information about Club Car Connect & Visage scan the QR code

Principal Sponsor



Platinum Sponsor



Educational Supporters







Gold Sponsors















Silver sponsors









Bronze sponsors





