

Good morning all

Today, we release the results of the 2023 GMA NZ Wages and Salary Survey, which this year, features national and provincial zone average base salaries and wages paid across the industry as well as the average total remuneration packages including benefits paid.



## Newsflash No 2 – August 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 Summit August 28, 2023, Lower Hutt – “Partnering beyond the green”  
Registrations now open
  - GMA NZ Salary and Wages Survey results
  - GMA NZ – Education Programme 2023
  - BMI Food and Beverage Management – 24-28 July 2023 -- completed 12 graduated.
  - GMA NZ Club Car 2023 Club Manager of the Year Award. Registrations closed.
  - Awesome Africa Tours
  - Driving range ball dispenser for sale
  - GMA NZ Member News
  - GMA NZ Branch news
  - GMA NZ Golf Club Executive Recruitment Service
- Vacancies:  
Thank you - Sponsors

## GMA NZ One Day Summit On-line and in person "Partnering beyond the green"



Boulcotts Heritage Farm  
Golf Club  
August 28, 2023



**GMA NZ CLUB CAR SUMMIT AND GOLF DAY**

## SUNDAY AND MONDAY, AUGUST 27, 28 2023

The GMA NZ Club Car Golf Day and Summit are set down for Sunday 27, and Monday, 28, August 2023 at the Boulcott's Farm Heritage Golf Club in Lower Hutt.



### Programme

#### Day 1 Sunday 27 August 2023

##### Summit Golf Day

Event managed by Boulcott's Heritage Farm Golf Day  
Entry fees payable to the Golf Club



Event managed by Boulcott's Heritage Farm Golf Day  
Entry fee payable to the Golf Club

#### Day 2 - Monday 28 August 2023

GMA NZ "Partnering beyond the green" Summit.

Summit **Club Car Dinner and Awards.**

#### Summit Registrations

Location: Boulcott's Farm Heritage Golf Club

#### Principal Partner:

Golf New Zealand

#### Platinum Partner:

Club Car - Power Turf

#### Gold Partners:

Dot Golf  
Parkland – Toro  
Asahi

### Silver Partners:

Dot Golf  
N3  
FlexiPlay – NZ Specialized Coatings

## GMA NZ Summit Club Car Dinner and Awards

### Summit Timetable and Venue

### Farm Café Boulcott's Farm Heritage Golf Club

#### Day one

Sunday 27, August 2023	
12 noon	Tee-off -rolling start
5.00pm	Prizegiving and refreshments

#### Day two

Monday 28 August 2023	
8.00 am	Registration opens
8.00am - 8.15am	<b>MC Ross Bond GM Shandon Golf Club</b> <b>Opening addresses</b> <b>Richard Nauck CCM</b> Chair GMA NZ General Manager Titirangi Golf Club <b>Jeff Latch CEO</b> Golf NZ <b>Dean Murphy CEO</b> Dot Golf Ltd
8.15 am – 9.15 am	<b>Liz Perkins – Perkins Coaching</b> <i>The Importance of Building a Positive Work Culture for Ensuring Long-term Staff Retention.</i>
9.15am – 10.15am	<b>Lyncia Podmore – You Coaching Ltd</b> <i>A Balancing Act: Juggling my Board and Staff Responsibilities with my Home Life</i>
10.15 am – 11.15 am	Morning tea
11.15 am – 12.15 pm	<b>Kerry Topp – The KDT Collective</b> <i>Unleashing the Power of Artificial Intelligence: Exploring the Advantages and Opportunities of Chatbots in Today's Golf Club Management World</i>
12.15 pm – 1.30 pm	Lunch
1.30 pm – 2.30 pm	<b>Jeff Blunden – GBAS Melbourne</b> <i>Maximizing Performance: Understanding Universal Key Club Performance Indicators for Effective Club Management</i>
2.30pm – 3.00pm	
3.00pm – 4.00pm	<b>John Spraggs Course Manager – Royal Wellington Golf Club</b> <b>John Woodham – Chief Executive Power Turf</b>

	<b>Facilitator Leo Barber: GM Paraparaumu Golf Club</b> <i>The use of Artificial Intelligence to revolutionize turf management.</i>
4.00 pm – 5.00 pm	Panel discussions - details below
5.30 pm – 6.30 pm	Hospitality Hour
7.00 pm	<b>GMA NZ Summit Club Car Dinner</b>
8.30 pm	GMA NZ <b>Club Car</b> Club Manager of the Year Award
8.40 pm	Guest speaker
11.00 pm	Close

## Panel discussions

4.00 pm - 4.15pm	<i>Engaging young people in golf</i>	<b>Facilitator:</b> <b>Claire Beuvink</b> – Golf NZ
4.15pm - 4.30pm	<i>Cost saving options for consideration</i>	<b>Facilitator:</b> <b>Ally Shadbolt</b> – n3 <b>Darcy Pye</b> –n3
4.30pm-5.00pm	<i>Hospitality tips and treats</i>	<b>Facilitator:</b> <b>Rydges Hotel</b>
5.00pm – 5.30pm	<i>Technological advances in the golf industry</i>	<b>Facilitators:</b> <b>Matt Smith</b> – Dot Golf <b>Chris Davies</b> CCM – GM <b>Remuera Golf Club</b> <b>Richard Nauck</b> CCM – GM Titirangi Golf Club

## Speakers

### Liz Perkins

"The Importance of Building a Positive Work Culture for Ensuring Long-term Staff Retention."

### Kerry Topp

"Unleashing the Power of Artificial Intelligence: Exploring the Advantages and Opportunities of Chatbots in Today's Golf Club Management World"

### Lyncia Podmore

" Balancing Act: Juggling my Board and Staff Responsibilities with my Home Life".

### Jeff Blunden

"Maximizing Performance: Understanding Universal Key Club Performance Indicators for Effective Club Management"

**John Spraggs** – Course Manager Royal Wellington Golf Club

**John Woodham** – Chief Executive Officer Power Turf

"Using Artificial Intelligence to revolutionize turf management."

## Dinner speaker

**Koro Carman**

**Managing Director**

**Green Waste Products**

Hard out golfer, Entrepreneur, Storyteller

“The story behind the mission to turn gorse into golf tees”.

## Delegates' Registration Form

Please return this completed form by email to:  
Des Topp – Golf Managers Association of New Zealand  
T: +6421392007 E: [eo@gmanz.co.nz](mailto:eo@gmanz.co.nz)  
GMA NZ/NZPGA PO Box 39 272, Howick, Auckland, 2145

DELEGATE

PARTNER

### YOUR DETAILS

Title (Mr. / Mrs. / MS etc.)

First name

Surname

Club/Company

Position

Dietary / Special Requests

The Privacy Act 1993 requires that before we can publish your name, address, and any details in the list of delegates provided to sponsors, you must give your consent. Tick here if you **DO NOT** want your details to appear on a delegate list.

☐

### HOW DO WE CONTACT YOU:

Club/ Company

Postal Address

Suburb, City & Postcode

Daytime & Mobile Number

Email Address

### MY REGISTRATION CATEGORY

Delegate - member ☐ Delegate – non-member ☐ Delegate partner ☐

Day guest Monday ☐ Dinner Guest ☐

### REGISTRATION FEES\*

#### DELEGATE

#### STANDARD

GMA NZ Member (and additional Club Delegates) ☐ \$250.00 + GST

Extra delegate ☐ \$250.00 + GST

Summit – extra dinner guest ☐ \$120.00 + GST

### PAYMENT OPTIONS

Total amount to be charged to my account: \$.....

Option 1: ☐ On Invoice: Please forward an invoice to facilitate payment.

Option 2: ☐ Direct Credit:

Account Name: Golf Club Managers Association of New Zealand

Account No: 02-0404-0203840-000

Transaction Date: \_\_\_\_\_ Reference Used: \_\_\_\_\_

Option 3: ☐ Credit Card: I authorise the organiser to debit \$ ..... from my credit card plus a 3% transaction fee.

Card Number:

Card Type: \_\_\_\_\_ Expiry Date: \_\_\_\_\_ CSV Number: \_\_\_\_\_

Name on Card \_\_\_\_\_ Signature: \_\_\_\_\_

## ACCOMMODATION:



The Sebel Lower Hutt, as the preferred accommodation supplier, provides a 15% dynamic rate code for the conference dates. The 15% dynamic rate code discount can be actioned by Summit delegates by directly booking from our hotel website.

[GMA NZ Summit 2023 - Accor Meetings & Events \(accorevents.com\)](https://accorevents.com)

**Please note:** The room rates are dynamic in nature, 15% discount will be applied to the rates at the time of you making the reservation.

## TERMS & CONDITIONS

1. All prices are in New Zealand dollars and are exclusive of NZ GST which will be applied at 15%.
2. Payment by credit card incurs a 3% card fee.
3. Registration will be confirmed in writing, upon receipt of the total payment due.
4. Cancellation is required by written notice to the Organiser and will result in the following:
  - a) Prior to **20<sup>th</sup> July 2023**, a full refund on the Registration Fee will be made less an administration fee of NZD \$75.00 + GST. After **20<sup>th</sup> July 2023**, no refund will be provided for any / all Registration Fees
5. Accommodation is subject to availability and is the delegates responsibility.
6. The Host and Organiser reserve the right to alter the programme if required.



**Golf Managers Association of New Zealand 2023 Annual Salary and Wages survey.**  
Figures quoted expressed as \$000's.

**Base salary and wage figures quoted.**

**Zone 1 Auckland/North Harbour/Northland**

**Zone 2 Waikato and Bay of Plenty**

**Zone 3 Taranaki/Manawatu/Wanganui/Hawkes Bay/Wairarapa/Wellington**

**Zone 4 South Island**

	National	Zone 1	Zone 2	Zone 3	Zone 4
	Base salary	Base salary	Base salary	Base Salary	Base Salary
<b>ADMINISTRATION</b>					
<b>General Manager</b>	112	130	101	88	109
<b>Accountant</b>	88	51	81	81	75
<b>Admin Manager</b>	59	63	65	59	55

Acct/Accts person	54	61	51	50	70
Events Manager	76	80	N/A	65	82
Marketing Manager	89	90	N/A	60	116
Membership Manager	70	76	N/A	60	N/A

PRO SHOP					
Director of Golf	96	104	N/A	94	78
Golf Ops Mgr	63	68	40	N/A	77
Head Professional	72	63	70	69	79
Pro Shop Manager	59	62	57	55	59
PGA Trainee	54	54	52	52	52
Pro Shop Staff	52	52	47	54	53

FOOD & BEVERAGE					
F & B Mgr	66	49	62	78	63
Head Chef	74	85	65	70	67
Chef	57	61	N/A	N/A	59
Sous Chef	73	76	N/A	N/A	65
Cook	49	44	50	53	42
Kitchen Hand Permanent	49	50	48	50	50
Kitchen Hand Casual	49	48	48	N/A	48
Barista	51	51	58	50	52
Bar Manager	55	57	58	53	52
Bar Staff Permanent	49	52	50	53	50
Bar Staff Casual	48	48	50	49	48

COURSE					
Superintendents	96	109	80	82	97
2-i-c	69	72	70	67	67
Senior G/keeper	64	64	70	62	60
Qualified	55	58	66	50	56
Apprentice Greenkeeper	50	51	50	48	52
Labourer	54	53	51	53	53
Irrigation Tech	68	62	72	N/A	67
Mechanic	75	76	66	N/A	84

**Total Compensation including benefits quoted.**  
**Zone 1 Auckland/North Harbour/Northland**  
**Zone 2 Waikato and Bay of Plenty**  
**Zone 3 Taranaki/Manawatu/Wanganui/Hawkes Bay/Wairarapa/Wellington**  
**Zone 4 South Island**

	Total Comp	Total Comp	Total Comp	Total Comp	Total Comp
	National	Zone 1	Zone 2	Zone 3	Zone 4
<b>ADMINISTRATION</b>					
General Manager	129	147	116	102	103
Accountant	97	64	89	83	81
Admin Manager	63	67	71	62	58
Acct/Accts person	59	64	54	52	72
Events Manager	83	86	N/A	70	87
Marketing Manager	91	90	N/A	64	119
Membership Manager	77	84	N/A	60	N/A

<b>PRO SHOP</b>					
Director of Golf	105	129	N/A	103	80
Golf Ops Mgr	70	76	40	N/A	84
Head Professional	86	84	90	81	91
Pro Shop Manager	66	67	63	61	63
PGA Trainee	59	60	52	57	62
Pro Shop Staff	56	56	52	57	56

<b>FOOD &amp; BEVERAGE</b>					
F & B Mgr	73	55	72	84	71
Head Chef	82	93	72	70	73
Chef	61	68	N/A	N/A	64
Sous Chef	78	82	N/A	N/A	66
Cook	51	49	56	56	47
Kitchen Hand Permanent	52	52	48	55	53
Kitchen Hand Casual	49	48	48	N/A	49
Barista	55	53	64	52	56
Bar Manager	60	64	62	56	57
Bar Staff Permanent	53	54	54	56	52
Bar Staff Casual	51	50	54	52	48

<b>COURSE</b>					
Superintendents	113	127	91	93	114
2-i-c	77	79	77	74	78
Senior G/keeper	68	69	72	69	68
Qualified	60	63	72	50	61
Apprentice Greenkeeper	56	55	56	53	52
Labourer	58	59	54	57	55
Irrigation Tech	76	69	81	N/A	71
Mechanic	80	81	70	N/A	88



## 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.



- **BMI Club Management** – June 2023. Completed. 6 graduated.
- **BMI General Manager/ Chief Operating Officer** – May 1-5, 2023. Completed. 6 graduated
- **BMI Joe Perdue Certification Review Course and Final CCM examination.**  
Completed. Four CCM graduates Richard Nauck PGA CCM GM Titirangi Golf Club, David Herbert GM Waitemata Golf Club, Dylan Lindstrom PGA GM Royal Wellington Golf Club and Terry Yacshen to give 15 CCM graduates in total in NZ.
- **BMI Club Management** – 19-23 June 2023. Completed. 9 graduated.
- **BMI Food and Beverage Management** – 24-28 July 2023. Completed. 12 graduated
- **BMI GM/COO** – Next course late 2023
- **BMI Leadership Principles** – Next course 2024

### ClubManagement

- Persons
- Memberships
- Board



Managers who participate in the BMI Education Programme receive a host of benefits including:

- Making contact with industry experts.
- Networking with fellow managers who manage the most innovative and prestigious clubs across the country.
- Discussing new ideas that can be implemented in your own club.
- 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 our national club network.

We look forward to your receiving your registrations and ask that you make contact if you require further information - [eo@gmanz.co.nz](mailto:eo@gmanz.co.nz)

“The professional and club-industry focused BMI programme was a no-brainer to get involved with. The competencies covered are club specific with everyday relevance to our club/working environment.”

Hugo Littlejohn General Manager Maungakiekie Golf Club

## **BMI Food and Beverage Management Graduates The class of 2023**



L to R Grant Lewis CCM Golf NZ, James Loughnane Awesome Africa Tours, Shari Taylor Pakuranga GC, Robbie Lacon Jacks Point, Fiza Errington The Western Australian GC Perth, Rachel Li Titirangi GC, Stephanie Grant Remuera GC, Nicole Matino Gosnell's GC Perth, Tony Sharp Royal Wellington GC, Matt Owen Pupuke GC, Ed Chapman Royal Auckland and Grange GC  
Absent Ruth Griffiths Royal Auckland and Grange GC



Awesome Africa Tours is a bespoke travel company, dedicated to hosting trips to breathtaking international destinations for New Zealand golfers.

Having worked closely with General Managers and Directors of Golf for many years, we know what our clients require. Our luxury trips are meticulously planned and hosted enabling your members to enjoy what will undoubtedly be regarded as a 'trip of a lifetime'.

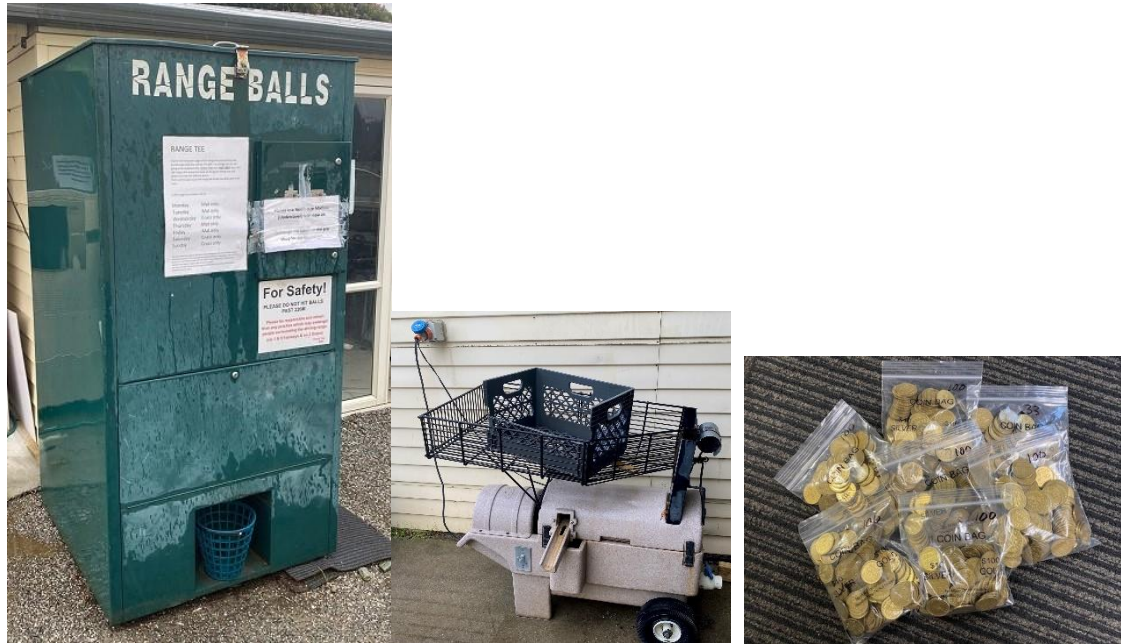
We will design a unique tour for your members, placing the club as the star. A wonderful way to enhance your club's culture.

Please click the link below to find out about our 2024 South Africa trip or contact us to arrange a customised trip that your members would like us to design.

As an incentive, commissions are available to clubs.

Click <https://www.awesomeafricatours.com/african-tours> to see the tour itinerary.

## Ball Dispenser for disposal



**Ball Dispenser.** It arrived brand new to us from USA back in 2007. Its old, but still in good working order. These machines have very few moving parts and were designed to reduce maintenance and repair and have a long life. The reason for us selling is we have different needs so wanted a new ball washer to feed into the dispenser plus change up the tokens. Our driving range has had average revenue of nearly \$9k per month (ex GST) in the past couple of years, so it was time to upgrade our equipment. To buy a new **easy picker dispenser** like this you will pay at least \$28,000.00 + freight. Our reserve price will be around \$2500.00.

Specs:

13,000 ball capacity

1820 high x 920 wide x 920 deep

Comes with 633 tokens valued at over \$2 each (maybe more than 633 if more are exchanged with our newer tokens before it sells)

Comes with a USA ball washer (separate unit)

Is set up for USA voltage, so you will need to have 2 plugs set up for USA voltage by your electrician. 1 for the dispenser, 1 for the washer. They don't have to be side by side but set them up how you like.

Use:

Insert 1 token = 35 balls

Insert 2 tokens = 70 balls

(i.e., a 35 or a 70-ball drop per time)

For loading balls into it – lift lid at top

For removing tokens – key to access mechanics part of machine

Does not come with any range balls or buckets or ball picking equipment.

Had a new transformer put into the machine and replaced the relays in 2022 so it's been upgraded recently. Needs the latch at the top fixed if you want to lock the balls in. This is an easy fix. (we didn't lock it)

Buyer must pick up as is where is.

Please see photos attached.

For more details contact Kim Badger at the Wanaka Golf Club

Ph: 03 4437888 x 2



M: 027 6644 648

E: [manager@wanakagolf.co.nz](mailto:manager@wanakagolf.co.nz)



## **Golf Managers Association of New Zealand 2023 Club Manager of the Year Award in conjunction with Club Car**

Nominations for the **Golf Managers Association Club Car Club Manager of the Year Award** are now closed.

### **Selection**

Nominations for the **Golf Managers Association of New Zealand Club Car Manager of the Year Award** will now be assessed in relation to the selection criteria by the **Golf Managers Association of New Zealand Club Car Club Manager of the Year** panel and the successful candidate will be announced at the GMA NZ Summit Dinner at the Boulcott's Heritage Farm Golf Club, Lower Hutt on Monday 28 August 2023.



## **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:**

[Kelly Brenton – GM Te Puke Golf Club](#)

[Clinton Butler – GM Rotorua Golf Club](#)

[Shandon Carter – GM Howick Golf Club](#)

**For a confidential golf club executive recruitment proposal contact:**

[Des Topp](#)

[Executive Officer](#)

[Golf Managers Association of New Zealand](#)

[W: \[www.golfmanagers.co.nz\]\(http://www.golfmanagers.co.nz\)](#)

[E: \[eo@gmanz.co.nz\]\(mailto:eo@gmanz.co.nz\)](#)

[T: 021 392 007](#)

**[Testimonial:](#)**

*On behalf of the selection committee, I would like to sincerely thank you for your assistance in the recruitment process. It has been very successful, and we will not hesitate to use GMANZ again for our recruitment.*

*I also look forward to a strong continued relationship with you and GMA NZ in regard to staff development and education.*

[Craig McCulloch](#)

[Chairman](#)

[Te Puke Golf Club](#)

## **GMA NZ Member News**

### **[Club Car GMA NZ Summit](#)**

Members are encouraged to attend the Club Car GMA NZ Summit – August 27-28, 2023, at the Boulcott's Farm Heritage Golf Club Lower Hutt

## **Job board**

### **Management Positions**



Maraenui Golf Club – General Manager  
Phil Carew's retiring

Watch this space for further details.

## Administration positions



Wanaka Golf Club – Accounts Administration  
person

Click [here](#) to view advertisement

## Golf Operations Positions



**WAITEMATA**  
GOLF CLUB

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 [here](#) to view advertisement



### Carrington Golf Course Greenkeeper

Click [here](#) to view advertisement.



### Shandon Golf Club

### Course Superintendent

Click [here](#) to view advertisement.



# 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.

Increase engagement by utilising Bluetooth speakers so that members and guests can enjoy music, podcasts or sports whilst playing enhancing their experience.



**CAR TRACKING**

**Visage**

VIEW CARTS in real time, select vehicle using vehicle and driver.

TRACK AND RECORD vehicle data patterns.

MONITOR AND MANAGE your fleet, sending alerts to phone or email.

TELETYPE monitor of rounds played.

ALARMIFY "monitor" rounds.

COMMUNICATE vehicle status and operational messages.

**Club Car**

**CAR TRACKING**

**Visage**

CONTROL ANY VEHICLE in real time, select vehicle and driver using vehicle and driver.

PROTECT YOUR COURSE, set up alerts to send to your phone or email when a vehicle enters a restricted area.

ENFORCE VARIABLE SPEED CONTROL, set up alerts to send to your phone or email when a vehicle enters a restricted area.

KEEP YOUR FLEET ON TRACK, set up alerts to send to your phone or email when a vehicle enters a restricted area.

**Club Car**

**CAR TRACKING**

**Visage**

TAKE CONTROL OF YOUR FLEET

Visage Fleet Management with Car Control from Club Car includes smart connected features that protect your investment and your golfer's experience. Control any vehicle from anywhere by using the web or mobile platform to access the VCC to give you peace of mind. Enhance your course and operational efficiency with the next gen Visage offering from Club Car Connect.

**Club Car**

**COURSE ENHANCEMENT**

**Visage**

ENHANCE YOUR GAME WITH VISAGE, THE INDUSTRY'S PREMIER FLEET MANAGEMENT SOLUTION

Today's golfers rely on technology more than ever before. Designed to enhance and enrich the golfer's experience, the Visage Car Connect mobile delivers a rich mobile user interface, enhanced 10 screen graphics, sleek adjusted GPS packages and high performance Bluetooth speakers.

**Club Car**

READY TO TAKE YOUR COURSE TO THE NEXT LEVEL, AND PROVIDE YOUR COURSE WITH A POWER-CLASS GOLF EXPERIENCE?

Contact your Club Car Representative today!



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

## Principal Sponsor



## Platinum Sponsor



## Educational Supporters



## Gold Sponsors



## Silver sponsors



## Bronze sponsors



Remember to go to [www.golfmanagers.co.nz](http://www.golfmanagers.co.nz) for all Association information

Kind regards

**Des Topp**

Executive Officer

Golf Managers Association of New Zealand P O Box 39 272, Howick, Auckland 2145

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<https://www.facebook.com/golfmanagers/>



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