

22 January 2019 BoD Meeting

Members in Attendance

John Stanton - President
John Foottit - Secretary/Vice President
Tom Reynolds - Membership
Brian Bond - Treasurer
Gary Hobin - Club Captain
Don McLeay - Greens
Judy Spencer - Ladies Representative

Staff in Attendance

Dan Kolar - Manager
Bill Hudson - Greenskeeper

Decision Record

1. The meeting was convened at 6:00 PM.
2. The new Junior Program has just been advertised to the members via e-mail. A colour brochure has been drafted, for use with local sports clubs and at the city's Golf Expo in the spring. The slide show for this event has also been updated. We are working on a contact list of schools within the golf club's "catchment" area.
3. New staff contracts for the Pro/Manager and the Greenskeeper have been renewed through the 2022 playing season. The Food Services contract has been extended to 2021. The new kitchen hours from 2019 forward will be:
 - Opening for food service 15 minutes before each day's first tee time;

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- From the date of the spring opening until 31 August, service will continue until 07:30 PM;
 - From 1 September until course closing, service will be provided until one half hour before sunset;
 - To provide for minimal food demand after the kitchen has been closed in the evening, a selection of prepared refrigerated sandwiches and snacks should be available for bar staff to provide to customers who may request them;
 - Throughout the golfing season, service will be provided beyond the established hours for event nights, tournaments and competitive Club events;
 - Any contracted special events at the Club will be serviced as needed and for the duration specified by the individual contract;
 - On extreme weather days, hours of closing may be at the discretion of the kitchen manager and the Pro-Manager.
4. A Terms of Reference for the Greens Committee was drafted by the Greens Director and approved by the Board. (copy attached).
 5. The Club did not have an “Impairment in the Workplace Policy” for employees. The Greens Director produced a draft that was approved by the Board (attached). Given that possessing or using cannabis is no longer against the law and some members may have medical prescriptions for it in any case, it was decided not to further pursue a policy that would govern the personal use of cannabis by members, guests, visitors and green fee players on Club property, beyond anything that the provincial government may decide (such as defining impairment when operating a motor vehicle).
 6. The Greens Director provided a list of projects completed in 2018, plus another list of proposed projects for 2019 and an ice

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cover information paper (attached). In addition, the final 2 information papers on Tee Boxes and Pesticide Use have been attached to this Decision Record. The Club's website (www.themississippi.ca) has all 6 information papers on it. They can be found on the home page under the menu items: "Our Course, Course Practices". It was agreed that a new page will be created in the Members section of the Club's website for posting information from the Greens Director and the Greens Superintendent.

7. From a budgeting and planning perspective, the Board would very much appreciate knowing how many members intend to return. You can do this by giving the club a deposit by 10 February. You can use a credit card for this purpose, up to and including that date.
8. The Greenskeeper will investigate the cost of installing a privacy fence around the cart refuelling station at the west end of the parking lot.
9. The meeting adjourned at 8:00 PM.
10. Next meeting will be on 26 February at 6 PM at Myers Motors.

John Foottit
Secretary/VP

If any member has a question or a concern, please contact me at:
john.foottit@gmail.com

Terms of Reference for the MGC Greens Committee

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These Terms of Reference were approved by the Board of Directors on 22 January 2019 and are posted on the Members section of the Club's website. Any changes or revisions must be approved by the Board.

Greens Committee Members

The Committee will be made up of the following permanent members:

- The current Director of Greens who will act as the Committee Chair
- The Ladies' current second year Co-Captain
- The current Men's Captain
- The Greens Superintendent

There will also be two non-permanent members, who will be appointed for a one-year period by the Committee Chair in consultation with the Club Captains. They may be re-appointed. They will be:

- An active member from the ladies' membership
- An active member from the men's' membership

The Club Pro-Manager will participate in the Committee as an observer.

The Committee should reflect a variation in golfing abilities and demographics to ensure that decisions and recommendations benefit the majority of the golfing membership.

Role and Responsibilities of the Greens Committee

The Greens Committee of the Club is an advisory committee that shall serve to assist the Board of Directors and its officers by providing recommendations for course maintenance practices as well as short-term and long-range initiatives.

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The Greens Committee will assist in ensuring that golf course maintenance remains a high priority. The Committee will not be involved in the day-to-day management of the course.

The Committee may make recommendations regarding the communication of course maintenance practices, as well as planned maintenance programs and activities. These communications will be educational and factual and posted on the Club's website.

Committee members must be available to actively participate in scheduled Committee meetings. They must be approachable and able to communicate the concerns of the membership to the Committee, as well as provide members with news and updates from the Committee.

Committee members must keep up to date on golfers' concerns, questions and comments about the golf course and help address concerns as they arise.

The Committee can recommend revisions to this document for the approval of the Board of Directors.

Role and Responsibilities of the Greens Committee Chair

The Greens Committee Chair will be the current Director of Greens as elected to the Board of Directors.

The Chair will be responsible to effectively communicate concerns, issues and recommendations of the Committee to the Board for consideration.

The Chair will also have the following responsibilities:

- Organize and hold regular meetings of the Committee. Meetings should focus on broad-based issues and con-

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cerns about maintenance practices, the development and implementation of short-term and long-range plans.

- With the Superintendent and Committee members, develop and maintain golf course maintenance practices. These course practices will be posted on the Club's website.
- With the Superintendent, develop an annual plan which will outline the proposed improvement projects for the course for the upcoming season. Once approved by the Board, the plan will be reviewed with the Committee and posted on the Members section of the Club's website.
- Recommend that the course maintenance calendar be coordinated with the golf schedule.
- Be acquainted with the problems and the functions of the golf course Superintendent. Establish good two-way communication with the Superintendent.
- Act as the primary Board of Directors contact for the Superintendent.
- Act as a liaison with golf course members, Board of Directors, the Club Pro-Manager, pro shop, other committees and the Superintendent with respect to course operations.
- Assist the Superintendent in an advisory, budgetary and policy-making capacity. Make sure the Superintendent has the necessary resources to fulfill his mandate.
- Ensure that documented practices are in place to allow for the closure the golf course at any time because of adverse weather or turf conditions and restricting the use of golf carts when conditions justify.

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- Ensure that a Discussion Items Log is maintained for the Committee meetings and that is updated and current.



Impairment in the Workplace Policy

It is the obligation and intent of The Mississippi Golf Club to maintain a safe, healthy and productive work environment for all employees, and to provide a safe and pleasant environment for our members, guests and visitors, as well as to protect the Club's reputation, property and operations.

This policy applies to all existing and future Club employees. The Club is responsible for addressing any issue that may impair an employee's ability to perform their work functions responsibly.

All individuals working at the Mississippi, including contractors, are expected to report fit for scheduled work and be able to perform assigned duties safely and acceptably without any limitations resulting from use or after-effects of alcohol, illicit drugs, non-prescription drugs, prescribed medications, or any other substance, situation, or issue that may impair judgment or performance.

At The Mississippi the possession of illicit drugs, recreational drugs and alcohol by employees while actively engaged in the performance of their duties is strictly prohibited.

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Any individual failing to adhere to this policy will be subject to discipline, up to and including dismissal.

Managers and supervisors shall endeavour to identify and handle all situations promptly where there are concerns about an individual's ability to perform his or her job safely, and if necessary inform the Board of Directors.

Employees are encouraged to bring to their supervisor's attention any situation that may compromise their safety or the safety of others, or impair their performance.

Employees who are suspected to be impaired while at work will be sent home immediately. Transportation will be arranged. The supervisor is responsible for documenting any incidence of suspected impairment.

The Mississippi will assist employees in obtaining access to confidential assessment, counselling, treatment, and after-care services.

_____(Club President)

_____(Effective Date)

2018 Completed Course Projects

Over the 2018 season the following projects were completed:

Drainage Improvements

- Left side of # 1 tee

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- In front of # 2 ladies tee
- Bottom of hill on # 3 fairway
- Left side of # 3 green
- 50 yards out in front of # 10 green (runs across fairway)
- In front of # 12 tee
- In front of # 13 green
- Culvert work between the # 13 green and the # 14 men's tees to improve drainage along the right-hand side of the # 13 fairway
- Put in proper drainage for our wash pad

Bunkers

- Rebuilt bunker in front on # 1 green
- Rebuilt bunker on left side of # 4 green
- Rebuilt bunker on right side of # 18 green
- Re-sodded exits (for bunker machine) on several traps
- Rebuilt and re-sodded front edge of front bunker on # 3

Tees

- Re-levelled and re-sodded the #7 yellow and white tee box
- Brought the sides up around the #18 blue tee to improve safety.

Tree Trimming/ Removal

- Removed several dead trees around the course
- Removed trees behind # 5 green
- Limbed up trees on left side of # 6 fairway

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- Removed trees on the center/right side of # 9 fairway (not the tree on the left center and not the tree beside the 150-yard marker)
- Limbed up and removed trees on right side of # 18 fairway (close to green)

Irrigation

- Removed 280 old quick couplers/popups from all fairways. There are still more around greens and tees and in the rough that need to be removed.
- Re-sodded along new irrigation lines on #s 1, 2, 3, 4, 6, 7, 8 and 9.

Gardens

- Renovated and replanted the gardens on #10 tees

From the Greens Superintendent: 22 January 2019.

Planned 2019 Course Projects

The following course projects are imbedded in the 2019 Greens Budget and were approved at the 22 January 2019 meeting of the Board of Directors.

Tees

- Re-level and sod # 8 tee
- Enlarge # 2 tee
- Enlarge # 5 tee
- Begin to look at permanent red tees for 16 holes
- Finish rebuilding slope on #18 blue tee

Drainage

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- In anticipation of future drainage work on the back nine a survey will be conducted of the creek from the # 13 green to the Mississippi river.

Cart Paths

- Edging and adding granular A to cart paths

Irrigation

- Automating our existing fountain at the creek on #1
- Continue removing the old quick couplers/popups from the greens, tees and rough

From the Greens Superintendent: 22 January 2019.

22 January 2019 Greenskeeper's Report

All of our reel mowers have been sharpened, we are in the process of changing oil seals and replacing bearings that are worn. All of our units will have the oil and filters changed. Hydraulic lines will be inspected and changed if needed.

Our John Deere rough mower is going into its fifth year and will need bushing and bearings replaced.

Our 2018 Annual Report has been sent to the Integrated Pest Management (IPM) Council. Our water taking for the irrigation system and club house will be done by the end of February.

We will be updating our Material Safety Data Sheets (MSDS) for all our products (e.g. fertilizer, pesticides, oils, penetrants, paints, silicones, cleaners, fuels, grease, batteries, glues ...)

We are blowing air into nine of our greens bi-weekly. Three of our greens have a wireless soil monitoring system in them so we are

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able to see the temperatures underneath the tarps. If it is -23 out, under the tarps it is only -5.

January 2019 Ice Cover

Most of the golf course has had ice cover since very late December and early January. There have been many fluctuations in temperature all winter with very little snow cover. We are hoping for an early spring to help rid this ice or we may have a tough spring recovering.

The majority of our course is made up of Poa Annua, with bent grass and Kentucky blue grass mixed in. Poa Annua can survive under ice cover from between 60-75 days; it also has a medium low temp hardiness. Comparatively bentgrass can survive approximately 120 days under ice and has superior resistance to low temperature stress. Most bluegrasses fall in between these two rankings. Rarely does one stress cause extreme damage. Several other factors include ice suffocation, crown hydration, low temperature injury or desiccation.

Recent studies indicate that annual bluegrass is more sensitive to low oxygen levels than creeping bentgrass, and that low oxygen levels cause greater turf stress than high CO2 levels. This is why we have begun blowing air into nine of our greens bi-weekly.

From the Greens Superintendent: 22 January 2019

Tee Boxes at the Mississippi

We strive to provide our members and guests with well-maintained tee boxes to allow for that first critical shot on each hole. The following information is provided to help understand our maintenance program and the resources needed to provide the best tee boxes possible.

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Grasses are specifically selected for use on the tee boxes. At the Mississippi, the tee boxes are a mixture of blue grass and *Poa annua*.

Tee boxes are mowed Monday, Wednesday and Friday to a height of 0.50 inches.

In the spring and fall the tee boxes are aerated by removing a half-inch diameter core with a depth of 3 inches followed by top dressing.

Granular slow-release fertilizers are used at low rates every 3 weeks on the tees with over seeding (filling of divots) done daily.

Depending on the weather conditions, a fungicide is applied two to three times each summer, and throughout the season the tee boxes are spot sprayed for weeds.

Moisture readings are taken once a day on the tees. When and how much to water is also based on several other factors, such as topdressing, fertilization and aerification. We try to water the tee as effectively as possible.

In preparation for winter, the tees are sprayed with two applications of a fungicide which prevents snow mould or fusarium patch. The first application is done in mid-October and the second at the beginning of November.

The most exposed tee boxes are covered with an ice-shield type tarp.

7 November 2018

Pesticide Use at the Mississippi

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Pesticides come in a variety of different forms. At the Mississippi we basically use the following three types:

- Fungicides – Designed to eliminate or control fungus. They may also be designed to render specific forms of fungus harmless to our grasses.
- Herbicides – Created to eliminate or reduce the presence of invasive plant species and weeds.
- Insecticides – Focus on suppressing, killing, or inhibiting infestations or feeding by one or more types of insects.

The Mississippi is registered and has received accreditation from the Ontario Ministry of Environment-approved *Integrated Pest Management* (IPM) body. This allows us to use Class 9 pesticides at the golf course.

IPM and the Ministry requirements include the following:

- post warning signs to notify golfers of pesticide use on playing surfaces;
- prepare an annual report summarizing all pesticide use on the course;
- conduct an annual public meeting with the neighbours (within 100 meters) of the golf course.

5 November 2018