



**SECRET
VALLEY**
GOLF RESORT

COMMITTEE MEETING MINUTES

Tuesday 21st, May 2024

Title	Name
<u>Members:</u>	
Captain	Boris Zilbermints
Vice-captain	Catrin Koring
Competitions Coordinator	Michele Miller
Treasurer	Matt Wake
Members Representative	Noel Greene
Director of Golf	Adam Collinson

Minutes:

No:	Committee Member	Subject	Action/Responsibility
1.	Captain	Discussion of the Agenda items	The meeting was opened by the Captain at 4 pm. The Captain informed the participants that the meeting would be audio recorded to assist in preparation of the Minutes.
		Item 1.	2024 Club Championship - format, availability of tee times, requirements, withdrawals, emails, corporate members participation, etc. (i) The format – the Committee took a decision to introduce a Plate competition to supplement the Championship. The main reason for the Plate was that the Committee, instead of imposing the format, talked to a wide member audience and received feedback that playing from White and Blue tees in a scratch format for two days in a row was physically difficult for a large number of players. It was the Committee's intention to involve the largest possible number of members into the Championship weekend, allowing members of all ages and abilities to enjoy the event. (ii) The availability of tee times – in 2023 the members were given tee times from 07:00 am. until 11:50 am. In years prior to that there has always been enough tee times allocated to the Championship. Unfortunately, it was a different story in 2024. For some unknown reason on Sunday, May 12th there was a CGF Junior OOM event scheduled for Secret Valley with a start at 10:20 am., which severely limited the tee times available to the members to play in the Championship event. We were given tee times from 07:00 am. until 10:10 am. i.e. one hour and 40 minutes less, than in the previous year. The Committee raised the issue of the tee times availability with the DoG well ahead of the Championship but had not received any



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			clear explanation of why the Championship clashed with the CGF event. It needs to be noted that the tee times were published on the fixture list in December 2023 and no request was made by the Committee for additional tee times until April 14th when the Committee realized that there was a JOOM competition on the Championship day. The same tee times were “cut and paste” into the fixture list from previous years but there was always a possibility to add extra tee times at the Committee’s request. (iii) The Championship entry requirements – after studying the history of past Championship the Committee noticed that some members played in this event without ever participating in any member qualifying competitions and their handicaps have not had a confirmation. While the Committee did not necessarily think those members were so called “treasure hunters” it felt appropriate to introduce a three qualifying competitions (3Q) requirement from the start of 2024. The Committee accepts that the announcement of the 3Q requirement might have come a bit late (on April 10, 2024, one month prior to the event), but it needs to be stressed that before the Championship there were 13 Q competitions played in Secret Valley in 2024, and five such competitions were scheduled after the 3Q requirement was announced. It is worth noting that such a requirement did not meet an objection of 90% + of the members. Moreover, <u>a similar criterion was used for the 2021 Championship, and it was announced just two weeks (!) prior to the event.</u> What’s more, even the winner was allowed to participate, but then disqualified by the Committee after the event in favor of the past Captain. Many members might still remember that. There were a few of those who came to Cyprus later in the year and they still managed to fulfill the 3Q requirement. For the reference – other golf clubs in Cyprus have a requirement of six qualifying competitions to be eligible for the Championship. The Committee feels that it has done the right thing reintroducing the 3Q criteria for the Championship and that it had provided a sufficient notice for those who wanted to obey the rules. (iv) Withdrawals – one day before the Championship we
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			had 13 flights and 39 players participating in the Championship and 9 flights and 36 players participating in the Plate. Those members who signed up for the Championship but did not fulfill the 3Q requirement were offered a place at the Plate. Then, in a clearly orchestrated effort the Committee almost simultaneously received notices of withdrawal from about 10 members who earlier signed up and were admitted to the Championship. All the criteria and conditions were known beforehand, with a full knowledge of those members, who stayed on the competition list until the last moment. Moreover, among those who withdrew were two members who earlier applied and were granted medical exemptions by the Committee. The night before the Championship another four members were influenced and withdrew from the event. It needs to be noted that the boycott of the Championship did not work. The withdrawals allowed other members on the event's waiting list to participate and to enjoy the Championship weekend. v) Emails – the Committee members have received a number of very rude and abusive emails regarding its organization of the Championship. It needs to be said that the emails were sent only by a small fraction of the Club members as most of the members were quite happy and very appreciative to the Committee's work. The abusive and disrespectful emails will be dealt by the Committee in accordance with the Secret Valley Code of Conduct https://www.secretvalleygolfresort.net/code-of-conduct/ vi) Corporate members participation – this subject requires the following clarifications: ✓ Corporate membership – was introduced about four years ago, without any involvement or knowledge of the terms by the members Committee. An entity pays the Club a fixed fee for the right to use one flight per day playing rights. Currently there are four such "corporate tickets" bought from the Club. Each ticket should have 24 listed users "members", so Secret Valley should have 96 names. In reality the website only mentions 24 names, the other 72 could be anyone who purchased a tee time from the entity (not the Club!) that had bought the ticket. There has been no explanation from the DoG of why these four entities were offered such a sweet deal and why it had not been made available to anyone else.
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			✓ The price of the “corporate ticket” in 2024 is € 10,000 and allows for 363x4=1,452 rounds of golf or € 6.89 per round. It was €8,000 in 2023 (€ 5.51 per round). The average 2024 price per round advertised at the Club’s website is € 100. On each “corporate” round the Club is losing over € 93. Despite some assertions received in a couple of emails that losing “corporate” members would deprive the Club of sizeable revenues, it is obvious that on the contrary the Club has been forgoing a large proportion of the tourist revenue stream. Another clear example of the lost revenue and unfairness of the “corporate” membership is that one such player, who played almost daily in 2023 and won numerous prizes only paid € 333 (8,000 : 24) for her 2023 “corporate membership”, while a Gold member was charged € 2,800. ✓ 2022 and 2023 Championship winners were “corporate” members. They did not play in members’ competitions, they did not contribute to members’ funds, they are not known to about 80-90% of the members, and each got about €150 of members’ money as a prize. They were definitely very good players, but was the system fair? The Committee concluded that it was not. Some emails to the Committee questioned the absence of the 2023 champion, the answer is simple – he had not signed up for the 2024 event in the first place. ✓ The Committee had extensive discussions with the Club Management on the “corporate” issue and the GM agreed with the Committee’s view on such an arrangement. The Management’s announcement is forthcoming.
		Item 2.	<i>Relationship between the Committee and DoG (not answering emails, not addressing the issues, not speaking, etc.) must be improved.</i> The Captain mentioned that there were four invitations to the Committee meeting sent to the DoG and none of those was responded to or even acknowledged. The DoG apologized for not responding but declined to provide a reason. There were plenty of messages sent by the Captain and the Committee members to the DoG over the last couple of



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			months with suggestions, recommendations for improvements, etc. but the responses were very seldomly received, even after a few reminders. The communication has not been good. The Committee asked the DoG to maintain his impartiality and to start working more actively with its members. The Committee asked the DoG of the status of many course improvement issues discussed at the last meeting, as none of the suggested measures has been delivered. The DoG agreed to provide regular updates to the Committee with regards to the improvements and modifications. The DoG provided the following information: (i) a bell for Hole #7 has been ordered; (ii) new score cards are ordered and will show the pin positions; (iii) an information board (similar to one at Minthis) has been ordered from the UK; (iv) steps issue on Hole #9 tee is under consideration. Overall, everyone agreed that the communication level should be improved.
		Item 3.	Members website / server capacity / different entry requirements for comps/ different confirmations The Vice-Captain mentioned that the Members' website has limited capabilities and probably an insufficient server capacity. The issues need to be addressed with the Webmaster. New Club members need to be shown/taught how to use the website to enter competitions, sign-up for the events, etc.
		Item 4.	Dealing with members who are spreading letters against the Committee. The Committee members keep receiving letters that are impolite and aggressive in their tone. While the Committee welcomes members' suggestions and recommendations it would like to stress that the Code of Conduct clearly defines disrespectful criticism and appropriate measures to combat such behavior will be implemented. There is currently a Letter written and circulated by a disgruntled member, who is almost unknown in the Club, who earlier applied for a 3Q exemption for the Championship but did not receive it, who then accused the Committee of being obsolete, but refused to bring "his forward thinking" to the table, who had more than enough time to fulfill the 3Q requirement, but for some reason decided that he was above the rules and those should not



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			apply to him, a member, who wrote several disrespectful letters to the Committee members, and was unhappy when the Committee did not accept his demands and stressed that the rules are there to be followed. The Committee views the Letter as disrespectful and ungrounded, and the member's actions as unethical and is prepared to take action in accordance with the Code of Conduct. The Committee and the DoG agreed that such behavior is not appropriate, it contradicts the Code of Conduct and will not be tolerated.
		Item 5.	Sponsorship update The Club received €500 sponsorship from "24/7" security company for the Championship. Another large sponsor is secured for the Captain's Day competition in September. The Committee agreed with the DoG to have a shot-gun competition on August 10th and is looking for a sponsor.
		Item 6.	2023 audit of accounts results The Treasurer tabled the pre circulated Audit Report prepared by Iona Elliot. In summary, Iona reported that the accounts were well kept, accurately handled and all relevant documents were available for her inspection. The Committee conveyed it's gratitude to Iona and by a vote of 3-2 agreed to her request for a bottle of whisky paid for from Members Funds. The dissenting votes were cast by the Captain and the Treasurer who both expressed the view that such efforts are best offered on a voluntary basis. The Treasurer then reported that the Audit Report made no mention of the following: 1. The previous Treasurer passed to the current Treasurer €85 which was "surplus" to the accounted for level of Members Funds; 2. A Member who did not expect to be present when the 2024 150 Club numbers would be offered, pre paid €50 to ensure entry into all draws. This sum appeared to have been "lost". 3. Last year's Committee commissioned a disco for the Presentation Dinner but the cost of €150 had not been provided for within the Accounts.



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			4. No year end Accounts are available for inspection by the Members on the website. The Treasurer proposed the following actions: 1. The €85 “surplus” be added to the “Cash Brought Forward from 26th January” and that provisions of €50 and €35 be added to cover the payment of €50 to the 150 Club and €35 to cover cost of bottle of whisky with no impact to Members Funds Brought Forward. 2. The €150 disco cost be provided for in the 2023 Accounts and the Carried Forward Members Funds be reduced from € 4,159 to € 4,009. The Treasurer alerted the Committee that the May Financial Statement will show a circa €500 Deficit for the month of May due primarily to the Committee’s decision to run the Club Championships at a “loss” to Members Funds.
		Item 7.	Review of Draw methodology Competitions Coordinator has performed a member survey to gauge members’ response to the draw methodology. Re-introducing of the three time slots “Early/Medium/Late” has worked well and will be continued. Random draws are preferred over other formats and will be implemented in all competitions, but Medal that will be continued in a handicap order.
		Item 8.	Captain's Shoot Out 12th June invitations, tee time confirmation Invitations to 11 Ladies and 11 Men players will be sent by the Captain before the end of May. The competition will be played starting at 1 pm. and the DoG will make necessary preparations to allow the participants to complete the “9 hole loop”.
		Item 9.	High Season Saturday Tee allocations The Competitions Coordinator asked the DoG if it was possible to have more tee times for Saturday members’ competitions as there are often waiting lists. The response was that it would not be possible, but the DoG, together with the course Superintendent will look at a possibility of adding an extra flight at 06:50 am to accommodate more competitions participants.



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		Item 10.	Captains Day 14 Sep - confirm shotgun, etc. The date of the competition and the shot-gun start are confirmed.
		Item 11.	5% Vat issues The Bank and the Management are preparing a proposal to the members. Members will be informed as soon as the proposal is formulated.
		Item 12.	Update on the Club Constitution The issue has not been progressed yet. The Management is waiting for the CGF to prepare the guidelines and to provide a template.
		Item 13.	Update on the Privacy Policy document The Management advised that it is still working on the Policy.
2.	AOB	St. Michaels Hospice Charity Golf Day	The Committee advised the DoG that many Club members including the members of the Committee are long-standing supporters of St. Michaels Charity and would have supported the initiative if it was communicated to the Committee prior to attaching the notice on the balcony door. The event is a shot-gun and it utilizes members' tee times. The DoG agreed an omission on his part took place and promised to communicate in advance in the future.
		Disciplinary Committee decision on the Hole #4 buggy incident	All the witness statements were obtained, and the Disciplinary Committee discussed the case. As the DoG had to leave it was decided that the Committee would reconvene in one of the following days to make a final decision.
		Balcony incident on May 14 th	The Committee and the Management are conducting their investigations into the incident. The results will be announced to the members by the end of May. Both the Committee and the Management strongly condemn aggressive behavior and racist attacks on any Club member, let alone on the Club's Captain.
			The meeting concluded at 19:00.

Regards,

Boris Zilbermints



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Secret Valley Golf Resort