



BOARD OF DIRECTORS MEETING MINUTES

April 28, 2021 7:30 am

ZOOM Video Conference Call Only

CALL TO ORDER/QUORUM – Dennis Mayfield called the Special Board Meeting of April 28, 2021 to order at 7:33 am.

Directors in Attendance via ZOOM conference call: Dennis Mayfield, Tim Hansen, Charlie Alfano, Randy Burton, Alisa Carlson, Ed Gussio, Rissa Henderson, Bob Van Peurse, Dave Wilder and Frank Medina

With 10 Directors in attendance via Zoom video conference a Quorum was confirmed and the special board meeting could proceed.

NEED FOR SPECIAL MEETING – Dennis Mayfield

Dennis Mayfield informed the Board of Directors that Aspen Valley Golf Club General Manager Skip Thompson has indicated that he will be retiring from his role this summer. His intended date of departure from his role is at the end of June, 2021. Mr. Thompson has presented to the Board of Directors a General Manager Succession Plan in which he is recommending that Ivy Sampson, current club Business Manager be elevated to General Manager.

Members of the Board of Directors Executive Committee stated that they have had an initial meeting with Ms. Sampson to gauge her willingness for the increased responsibility and past experience for taking on the role of General Manager. She indicated a desire to take on the General Manager position and described several past positions that she has held that included increasing levels of management responsibility.

The Board of Directors discussed the difficulties encountered in hiring the past General Manager, noting that the search took approximately 2 years, with impediments to finding an external candidate included the difficulty in finding affordable housing in Flagstaff, the use of AVGC as a stepping stone for future larger opportunities or as the last job prior to retirement. The Board of Directors also discussed the positive traits that Ms. Sampson brings to the position and the areas where additional staff and support from the Board will be necessary for her success.

A **MOTION** was made by Dave Wilder to offer the Aspen Valley Golf Club General Manager position to Ivy Sampson. Alisa Carlson seconded the motion. Motion was approved unanimously.

The Special Board Meeting adjourned at 8:42 am.
