

**Golf Course Commission Meeting
October 23, 2023
Minutes**

Members Present: Joe Gaudiano (Chairman); Nate Moyer (Vice Chairman); Tony Ciccaglione; Pete Caligiure; Shelly Dowling; Owen Evans; Dave Galla

Also Attending: Bobby Brown, Director of Golf Operations; Andy Fries, Director Golf Course Properties

Members Absent: Regina Evans

Mr. Moyer called the meeting to order at 7:30 PM

Review and Approval of Prior Minutes:

Review and approval of the Minutes of September 25, 2023, . . . A Motion was made by Mr. Galla, seconded by Mrs. Dowling to approve the minutes as is. Motion carried unanimously (7 – 0)

Audience Participation:

- None

Director Golf Course Properties/Green Committee (Andy Fries):

- See report attached.

Director of Golf Operations (Bobby Brown):

- See report attached.

House Committee (Tony Ciccaglione)

- See report attached.

Concessionaire (Domenick Faustini):

- No report given.
- The Sr. Men's Club reported that they were very pleased with the dinner served at their recent season ending reception.
- Mrs. Plumeau reported that Mr. Faustini hosted a Cocktail Reception for potential customers of the restaurant. This included 15 tournament organizers who recently booked a tournament for 2024. The organizers were very pleased with the food served at the reception.

Finance (Dave Galla):

- See attached report.
- Mr. Galla discussed a motion to make a transfer out of retained earnings to our capital account.

A motion was made by Mr. Moyer; seconded by Mr. Ciccaglione to make a transfer from retained earnings to the capital account in the amount of \$167,114 (2023 equipment not received, \$71,614; Brush Cutter, \$12,500; Paving, \$30,000; Fencing, \$12,000; Range cover, \$31,000, Range netting, \$10,000). Motion carried unanimously (7 – 0).

Personnel (Shelly Dowling):

- The golf course is currently looking for starters, rangers and maintenance crew for the 2024 golfing season. The information is posted on www.tashuaknolls.com.

Customer Service (Regina Evans):

- Mrs. Evans, Mr. Brown and Mrs. Plumeau met to discuss the Customer Service Area. There are four areas of concentration to improve customer service at Tashua Knolls:
 - a. Increased emphasis on capturing complete customer information including full addresses, birthdates and driver's license required for renting carts.
 - b. Fencing in certain areas to prevent trespassers.
 - c. Increased outside employee coverage during busiest hours.
 - d. Enforcing repercussions for infractions to existing Tashua Knolls policies.

Correspondence

- An email was received by Mr. Dave Schultz, Commissioner of the FCIAC, thanking Tashua Knolls for hosting the recent boys golf championship.
- We also received a letter from Ms. Sheryl Baumann, Director of the Patrons of the Trumbull Nature & Arts Center, thanking Tashua Knolls for its \$450 donation from the 2023 "Name A Butterfly" program which will be used to plant additional pollinator plants at their facility. They also thanked the Tashua Sr. Men's Club for its \$50 individual donation.
- The Tashua Knolls G Squad (PGA Jr. League Girls team) was featured on the front page of the CT Post on October 23rd along with their coach, Bobby Brown. They were also recently featured on an ESPN segment.
- Mr. Pete Caligiure, coach of the Staples Boys Golf Team, also thanked Tashua for hosting the FCIAC event. The Commissioners congratulated Mr. Caligiure on his team winning the FCIACs.

Old Business:

- None

New Business:

- None

Executive Session:

Mrs. Dowling made a motion seconded by Mr. Moyer at 8:15 PM to move into Executive Session to discuss a personnel matter. Mrs. Plumeau was asked to attend. Motion carried unanimously (7 – 0).

A motion to exit Executive Session was made by Mr. Galla at 8:45 PM and seconded by Mr. Caligiure. Motion carried unanimously (7 – 0).

- After the meeting was over, the following motion was made:

A motion was made by Mrs. Dowling; seconded by Mr. Evans to approve a one-year contract extension for the Director of Golf Course Properties to cover calendar year 2024. Motion carried unanimously (7 – 0).

- The Commission also agreed to table discussions on a contract extension for the director of Golf.

Adjournment:

A motion was made by Mr. Ciccaglione at 8:50 PM; seconded by Mr. Galla to adjourn the meeting. Motion carried unanimously (7 – 0).

Respectfully submitted,

Christine A. Plumeau
Golf Course Commission Clerk

**Golf Course Commission
Green Committee Meeting Minutes
October 18, 2023**

Members Present: Shelly Dowling (Chair): Owen Evans, Nate Moyer; Andy Fries; Bobby Brown

Members Absent: None

Mrs. Dowling called the meeting to order at 10:00 AM

Topics Discussed:

- All greens have been aerated on both courses. The Glen tees were aerated and the Knolls tees will be completely aerated by October 19th. Time permitting, approaches, fairways and collars will be aerated as well.
- The grass has slowed down its growth for the season.
- Not many leaves have fallen yet. It is expected they will fall in bulk once the weather pattern changes.
- Seeding is taking place around the course.
- The #17 Knolls is being treated for crab grass. Other areas around the course are being marked for treatment.
- According to the 10-year plan, the crew will work on leveling and widening the back of #11 and the middle of #6 Knolls over the off season.
- The four on-course new bathroom doors have been painted.
- New directional “Glen Course” and “Restroom” signs were installed on the cart barn.
- Mr. Brown asked that the cart path on #1 Glen be blown more often to remove acorns and debris for customer safety. Also, the moss on #11 Knolls needs to be removed for customer safety.
- Mr. Brown asked about the status and plan for #2 Glen green. The plan is lower the front of the approach to allow the green to drain better. It will be addressed in next few weeks.
- A tree from the golf course had fallen into the Christ Church property. As the tree remained a safety hazard, an outside service was brought in to remove it.
- Quotes are being obtained to plan a line of pine trees on the left side of the driving range.
- The large bushes around the scoreboard will be removed over the winter. The trees on the Sr. Men’s garden will be trimmed as well.
- A split rail fence will be installed and landscaped next to the path leading from the practice range to #1 Knolls.
- A budget discussion was held to prioritize the Green Committee projects for the next fiscal year.
- Work is continuing on obtaining quotes for the budget.

- **Weather report for September:** The weather continued to be wet with rain events on 3 of the 4 weekends in September. Temperatures were around normal with the exception of record high temps during the first week.

Adjournment:

The meeting adjourned at 11:30 AM

Respectfully submitted,
Christine Plumeau
Administrative Assistant

**TASHUA KNOLLS GOLF COMMISSION
SPECIAL PROJECTS/HOUSE COMMITTEE
Commission Meeting Monday, October 23rdth, 2023**

Topics For discussion

- 0 All bathroom doors installed and locks changed. Finished painting new color for winter protection. Complete
- 0 New Signs have been installed for the Bathrooms at the Cart Barn and Course. Complete
- 0 Review painting of the on course Bathroom. Current color red. 10/30/2023
- 0 Develop punch list items for repair of the Cart Barn & Maintenance facility. 10/30/2023
- 0 New or Like in Kind budget submitted for future Club House upgrade.
- 0 Obtaining quotes to upgrade storage facility on the left side of the Mikulus Center (Lean-to). 1/17/23
- 0 Monitoring Pumping in the Septic Systems. Did have some water leakage this past month but minimal.
- 0 Two of three quotes received for fencing by cart barn. Need one more 10/30/23
- 0 Potential for a Solar Panel Project to be installed on the Cart Barn. Obtaining three quotes. 11/30/23.

Respectfully submitted

Anthony Ciccaglione – Head of House Committee



Tashua Knolls Golf Course
Finance and Budget
October Meeting - 2023

Miscellaneous Finance

- Rainy weather influenced September 2023 financial results
- Rain each September weekend

Income

- Total rounds
 - Knolls – down 33% YOY and down 4% over 5-year average
 - Glenn – flat YOY and down 5% over 5-year average
- Income
 - Knolls – down 15% YOY and down 2% over 5-year average
 - Glenn – up 11% YOY and down 4% over 5-year average
- Cart Rounds down 2% YOY and 16% over 5-year average
- Total income down 13% YOY and down 5% over 5-year average

Rounds	2022	5-yr. Avg.	2023
Knolls Rounds	7,669	5,308	5,071
Glenn Rounds	2,191	2,321	2,185
Cart Rounds	6,030	5,490	5,192

Income	2022	5-yr. Avg.	2023
Knolls Income	\$278,070 00	\$240,694.40	\$235,140 00
Glenn Income	\$ 65,122 00	\$ 60,306.80	\$ 57,786 00
Total Income	\$349,486 00	\$301,958.45	\$288,634 00

Expenses

Tashua Golf YTD Budget Report - Fiscal Year 2023/2024

Account	Account Description	Original	Transfer	Revised	YTD	Encumber	As of 10/16/2022
							Available
501101	Salaries-FT/Permanent	452,405		452,405	100,128		352,279
501102	Salaries-PT/Permanent	27,307		27,307	8,705		18,601
501103	Salaries-Seasonal	256,000		256,000	106,927		149,072
501105	Salaries - Overtime	20,000		20,000	7,363		12,636
501106	Salaries- Longevity	425		425	0		425
501888	Uniform Allowance	4,000		4,000	270		3,730
522201	Services & Fees Clerical	840		840	210		630
522202	Services & Fees Professional	233,383		233,383	74,194	158,988	200
522203	Services & Fees Ancillary	17,000		17,000	1,620	6,855	8,525
522204	Services & Fees Contractual	112,283		112,283	106,922		5,361
522205	Svcs Program Expense	2,000		2,000	0		2,000
522210	Reimbursable to GF	308,238		308,238	308,238		0
534401	Materials & Supplies Office	60,000		60,000	7,674	12,405	39,920
534402	Program Supplies	235,000		235,000	49,045	108,454	77,500
545503	Communications PR	1,000		1,000	0		1,000
556601	Professional Dev Conferences	2,350		2,350	125		2,225
556602	Dues	1,500		1,500	715		785
567701	Oil, Gas, Grease	18,500		18,500	7,100	7,900	3,500
567703	Travel Reimbursement	500		500	81		418
578801	Maintenance Repair Contracts	20,143		20,143	3,068	8,811	8,263
578802	Maintenance Equipment/Building	92,000		92,000	27,409	29,308	35,282
578804	Refuse	2,944		2,944	735	2,207	0
581888	Capital Outlay	87,000		87,000	19,950	84,276	-17,226
589901	Leases	97,082		97,082	47,108	49,975	0
589902	Occasional Rentals	8,000		8,000	0		8,000
590011	Heat	14,000		14,000	1,648		12,351
590012	Electricity	40,000		40,000	10,938		29,061
590013	Water	54,500		54,500	9,169		45,330
590014	Telephone/Internet	1,560		1,560	390		1,170
595888	Interest on Bonds	17,184		17,184	0		17,184
597888	Principal on Bonds	250,730		250,730	0		250,730
TOTAL TASHUA KNOLLS BUDGET		2,437,874		2,437,874	899,732	469,179	1,068,952
TOTAL TASHUA KNOLLS EXPENSES							
Tashua Knolls Income (MUNIS)					1,084,012		
Misc. Revenue (Rent)					18,253		
TOTAL INCOME					1,102,265		
NON BUDGET EXPENSES <small>taken out of MUNIS income</small>							
Credit Card Fees					29,252		
Golf Cart Taxes					13,001		
Banking Fees					0		
Customer Refund					600		
ATK Tournament Fees					5,635		
TOTAL NON-BUDGET EXPENSES					48,488		

Retained Earnings Transfer Request

	Amount
To cover 2023 equipment	\$71,614.00
Brush Cutter	\$12,500.00
Paving 11th Tee Extension	\$30,000.00
Fencing at cart barn	\$12,000.00
Range Cover 17'	\$31,000.00
Additional Range Netting	\$10,000.00
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TOTAL Transfer	\$167,114.00

Customer Service Committee Meeting

October 4, 2023 2:00 PM until 3:15 PM

Attendees: Regina Evans, Bobby Brown and Christine Plumeau

The purpose of the meeting was to discuss the violations occurring at the Knolls and the Glen and the possible ways we might reduce or eliminate them. We also discussed what if any penalty we would assess on each violation. The Tashua staff researched the type and number of violations. The list developed by Christine and the staff is attached.

Based on the violations listed on the attachment, we have discussed the following solutions which we feel will reduce the number of reoccurring violations:

- **The course needs a better way of capturing players information, especially driver's licenses. This may involve purchasing an additional software program which will store the players ID. Bobby indicated he would check the availability of an additional software program. Additional software would require a budget proposal.**
- **The course needs to proceed with installing the fences in the areas bordering the Knolls and the Glen which have allowed trespasser to enter the course. This is an item which would require a budget proposal.**
- **We are also suggesting that we plan for two new employees next year. We need a starter for the Glen and a part-time security guard. This is an item which would require a budget proposal.**

In addition to identifying the violations and possible solutions, we discussed what we would impose as a penalty for the violations which result in a player presenting false information, cheating the course of income, destroying property, and disrespecting staff members. Penalties would probably require a case-by-case review.

Although this memo deals mainly with violations which occur at the courses, we remain cognizant of the fact that it is also important that we maintain the goodwill of the golfing community.

Respectively submitted,

Regina Evans

Infraction	Solution
Using another person's account	
Paying for 9 holes but playing 18	
Booking for more players than are playing	
False Information on ID Application	
False information in Database (including false DOB and Driver's License to Rent Cart)	
Adults/Parents allowing children to drive carts	
Sneaking on to course to play	
Sneaking into cart without paying	
Trespassing on course – walking, sledding, fishing	
Observed fooling around on course or with cart	
Disobeying starter/ranger – refusing to adjust Pace of Play, etc.	
Enforcement of existing Dress Policy	
Enforcement of Cancellation Fee	
Refusing to show Driver's License	

Using false name(s) to get lower rates	
Abusive to staff	
All adults in cart must pay fee even if they don't drive (allow children?)	

2:02



< Fwd: Delivery Status Notification (Fsa... AA

----- Forwarded message -----

From: Dave Schultz <dmschultz@gmail.com>
To: mgoff@numbat-ct.gov, Tom O'Donnell <troodh@gmail.com>, Bill Van Aalstyne <amvancps@yahoo.com>

Cc:

Boc

Date: Tue, 26 Sep 2023 08:31:14 -0400
Subject: FCIAC Boys Golf Championship

Hi Christine,

My name is Dave Schultz and I am the commissioner of the FCIAC. On behalf of our boys golf coaches, our athletic directors and the FCIAC board of directors, I would like to thank you for allowing us the opportunity to have our boys golf championship at Tashua Knolls. The course is an outstanding venue and it will be well received by our golfers as they compete for the championship. Bobby Brown has always been a great support of our championship match at Tashua Knolls.

Thank you again!

Dave



Thank you Got it. Got it, thanks!

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**Patrons of the Trumbull Nature & Arts Center
7115 Main Street
Trumbull, CT 06611**



October 13, 2023

Mrs. Christine Plumeau
Tashua Knolls Golf Course
40 Tashua Knolls Lane
Trumbull, CT 06611

Dear Christine,

On behalf of the Patrons of the Trumbull Nature & Arts Center, I would like to extend our sincere gratitude to Tashua Knolls Golf Course for naming the Trumbull Nature & Arts Center as the recipient of this year's "Name a Butterfly" donations. The \$450 in donations will be added to our Ruthie Mohr Butterfly Garden Fund, in honor of Ruthie's dedication to the TNAC pollinator education garden.

We understand the time and attention it takes to emerge Monarch butterflies, and we appreciate Tashua Knolls Golf Course's dedication to raising them. It's so heartwarming to hear that the butterflies were named after loved ones and we take joy in knowing that their release will add to the population of migrating butterflies

We would also like to thank the Tashua Knolls Senior Mens Club for their \$50 contribution to the initiative. The donation is sincerely appreciated!

Thank you again for thinking of us, and for caring for your local environment.

Best regards,

Sheryl Baumann

Director

Patrons of the Trumbull Nature & Arts Center

Patrons of the Trumbull Nature & Art Center, Inc.
Mailing Address: P.O. Box 110438, Trumbull, CT 06611
Street Address: 7115 Main St., Trumbull, CT 06611
web: trumbullnatureandartscenter.org | email: contact@trumbullnatureandartscenter.org

The Patrons of the Trumbull Nature & Arts Center is a 501(c)(3) organization | EIN: 27-4081278

TASHUA KNOLLS GOLF COURSE

40 TASHUA KNOLLS LANE
TRUMBULL, CT 06611
PHONE (203) 452-5186



BOBBY BROWN
PGA PROFESSIONAL / DIRECTOR OF GOLF

ANDREW FRIES, CGCS
GOLF COURSE PROPERTY DIRECTOR

TOWN OF TRUMBULL CONNECTICUT

October 11, 2023

Sheryl Baumann
Director
Trumbull Nature & Arts Center
7115 Main Street
PO Box 110438
Trumbull, CT 06611

Dear Sheryl;

We were very excited to emerge Monarch butterflies here at Tashua Knolls Golf Course this year. We are equally excited to have raised a total of \$450 for the Trumbull Nature & Arts Center through our "Name A Butterfly" activity. I cannot tell you how much interest we generated about both the Monarchs and the Trumbull Nature & Arts Center. We have experienced so many moving and touching stories about the butterflies and their names. Young and old alike named butterflies for friends, children, spouses and parents. Each name had its own poignant story.

We value our relationships with the Pollinator Pathway, Monarchs In The Rough, Audubon for Golf Course Project, Aspetuck Land Trust, the Town's Sustainable Team, Conservation Commission and now the Trumbull Nature & Arts Center. The customers and clubs of Tashua Knolls Golf Course have proved time and again how valuable the environmental initiatives are to them as well. Together we know we are making a difference.

Sincerely,

Christine A. Plumeau
Administrative Assistant

Patrick Sikes/For Hearst Connecticut Media
Avenue in Westport in place,
Monday afternoon, officials said.

project edule

"All said, despite the challenging weather to start the weekend, the project was successfully completed," he said. "We'll be doing another lateral bridge slide in two weeks on the southbound side."

Morgan had said earlier on Sunday that the project could even be finished ahead of the 6 a.m. Monday deadline.

"We're ahead of schedule and we're optimistic we'll have the bridge open sometime later today [or] tonight," Morgan said. "Well in advance of 6 a.m. tomorrow."

Morgan said construction workers would start the reopening process around noon Sunday, since the bridge had been paved
Bridge continues on A8

More than a month later — and with the outcome of that primary still subject to a bitter dispute — many of those same officials are now holding off on declaring their support for Ganim in the forthcoming general election.

Ganim's challenger, John Gomes, filed a lawsuit last month seeking to overturn the results of the primary, alleging that absentee ballot fraud contributed to Ganim's 251-vote
Ganim continues on A4

All-girl PGA Junior League team 'rose to the occasion'

By Kayla Mutchler
STAFF WRITER

WESTON — For the Lee sisters, golf is for the girls — and they want to share that message with the world.

Last year, Sadie Lee, 14, created the first ever all-girls PGA Junior League golf team, appropriately called the G Squad, meaning "girl squad." This summer, the team competed in the Junior League Sectionals. Though the team did not make it to the championships, the girls were recently featured on ESPN during the championships in a segment about the team.

Team continues on A8

Did you know
15 minutes could
save your life?

Our experts talk breast health and
mammograms LIVE on the CT Post
Facebook page

Tuesday, October 24 at noon



CONNECTICUT POST
HARTFORD CONNECTICUT
MEDIA GROUP

Hartford HealthCare
St. Vincent's Medical Center



claims of a lack of support for health care workers, that mostly came to light during the COVID-19

care industry in this country. "The safety of patients and staff

tion's Twitter/X account.



Jason Lee/Contributed photo

Sadie Lee plays golf. Last year she created the first ever all-girls PGA Junior League golf team.

TEAM

From page A1

Sadie said she hopes the G Squad grows and inspires girls across the country in different sports to do something similar.

"It shows how girls can keep up with boys," she said.

Sadie, her sister Mackenzie and six other girls ages 10 through 13 played on the team. The sectionals at Lyman Orchards consisted of eight teams fighting for the top four spots, with the G Squad coming in third. They made it to the second day of competition but lost that morning.

Their coach Bobby Brown, the director of golf at Tashua Knolls Golf Course in Trumbull, where the team practices, said during the second day, they were down a girl, so one teammate had to play by herself, which is difficult to do.

But the team's goal was for everybody to shoot under par, and they each did.

"All we did was have fun on the course without stressing about our next spot," Sadie Lee said.

Last year, Sadie only played with boys and one other girl. She said she decided to make a

squad with all of her female golf friends to not only have a strong bond but play competitively.

Mackenzie, 12, said she felt good to be part of the team, and it was fun to play with all girls.

Both sisters said they like how competitive the sport is and being able to spend time with friends while they practice and compete.

Sadie started playing at 5 years old and started competing by 10. Mackenzie started playing at 4 and started competing this year. Her goal is to one day be able to beat her sister.

This spring, Sadie will also play for Weston High School's golf team.

Brown said he has seen them grow their skills and maturity level from competing in local, regional and national tournaments. He added with the G Squad, the team environment has helped the girls blossom.

"All eight girls really rose to the occasion," he said.

The added competition between the sisters also helps them succeed, he said.

Teams at Tashua Knolls and Tashua Glen have been participating in the PGA Junior

League for about eight years. Brown said it is one of the best programs PGA offers.

"It's a great way to get kids involved in the game," he said.

The G Squad is, essentially, the top female players at Tashua. The girls, who are from Connecticut, New Jersey, Massachusetts and New York, range in age from 10 to 13, Brown said. The Lee sisters are the only players from Connecticut.

Brown said the team rose to the occasion, adding that the all-girl squad "turned a lot of heads."

Sadie said the team was already preparing for next year's G Squad, which will now be a U13 team and a U17 team, since she's aging out.

Though the G Squad did not make it to the PGA Junior League Championships in Texas last weekend, they were there in spirit, as ESPN aired a segment about the first ever all-girls junior league team.

Brown said the team is already getting emails from interested players, as the team has four spots to fill on the U13 team and four players moving up to the U17. Practices start in January, he said.

"It's going to be tough to fill those spots," Brown said.