

EVERGREEN CONNECTION



WWW.EVERGREENCMAA.ORG



JUNE EDITION

Spotlight Club of Month

Rainbow Ranch Lodge



WHERE THE GALLATIN RIVER
MEETS MONTANA SKY

rainbowranchbigsky.com

CHAPTER CLUBS IN ACTION

Rainier Golf & Country Club Introducing Pars & Pilates

As we continue to see growing interest in golf from the ladies of the club, we are excited to expand our programming in ways that create connection, confidence, and community. Golf can feel intimidating for new players, and meeting new people in a club setting can sometimes feel just as overwhelming. With that in mind, Pars & Pilates was designed to be a welcoming and approachable introduction to both.

We recently launched a three-week Pars & Pilates series for our ladies, and the response was incredible. Each session began with a 30-minute golf-focused Pilates class on the practice range led by Certified Pilates Instructor and RGCC Member [Emily Pearce](#). After Pilates, participants enjoyed a hosted specialty cocktail before joining our Golf Professional Staff for an hour-long clinic focused on different areas of the game each week, including the range, short game, and putting. What made the series especially rewarding was seeing many of the ladies continue the evening together over dinner and drinks, building friendships and community along the way.

One of the most exciting parts of the program was the variety of women who participated – from brand-new golfers and social members to experienced players and long tenured members. Through these sessions, we saw spouses add golf privileges, a social member transition into a golfing membership, and several ladies become active participants in our Ladies Division. Programs like Pars & Pilates are an important part of our continued effort to make golf more inclusive, approachable, and enjoyable for all members, and we look forward to continuing to grow these opportunities in the future.

COMING EVENTS

GM Roundtable

June 9th ~ 10am PST

Hosted by
Steve Bowles

Invites via email

Visionary Finance

Oregon Chapter CMAA

June 4th, 11th, & 18th

2:00–3:00 PM PST

Dan Dixon

October

Date & Club - TBD

In person event

Annual Golf Tournament

Monday, October 12th

REGISTRATION IS NOW LIVE

PNW Regional Conference

April 4, 5, & 6, 2027

Bend, Oregon

SAVE THE DATE



CMAA National Membership Committee Update: Momentum, Innovation & the Future of Our Profession

Earlier this month, I had the privilege of representing the Evergreen Chapter at the CMAA National Membership Committee meeting in Alexandria, Virginia. Bringing together leaders from across the country, the meeting focused on membership growth, engagement, workforce development, and the future direction of our Association. I wanted to share a few key takeaways that I believe are particularly relevant to our Evergreen Chapter.

One of the biggest takeaways was the strong momentum CMAA is experiencing nationally. Professional membership continues to grow, and student membership is seeing especially strong gains – an encouraging sign for the future of our profession. A few noteworthy figures shared during the meeting included:

- Total professional membership reached 7,586 in 2026 through March, up from 7,070 in 2025.
- 568 new professional members joined through March 2026.
- Student membership increased to 1,229, representing 36% year-over-year growth.
- CMAA now serves members across 2,634 clubs, with approximately 80% in the country/golf club space.

Most encouraging to me was the continued emphasis on developing the next generation of club leaders through mentorship, internships, and student engagement programs. In our chapter, we are also seeing an influx of affiliate and mid-management professionals joining the chapter; a trend clearly reflected at the national level.

The committee also discussed how CMAA continues to create meaningful value for members through expanded networking, virtual meet-and-greets, and growing Member Interest Groups focused on shared interests and operational challenges. New communities centered around areas such as youth and family programming demonstrate how our profession continues to evolve to meet changing club needs.

Innovation was another major theme. Programs like the CMAA Idea Fair and Student Shark Tank continue to encourage creative thinking, best-practice sharing, and collaboration across clubs. From operational improvements to emerging technologies like AI, there is a strong focus on helping managers bring fresh ideas back to their clubs.

I was also encouraged by CMAA's continued investment in professional recognition and development through programs such as CCM, CCE, Fellows recognition, and chapter awards, along with new recognition opportunities planned for the future.

Finally, CMAA is preparing for an exciting milestone in its Centennial Celebration. Over the next two years, our Association will highlight the people, stories, and moments that have shaped our profession while looking ahead to the next century of club leadership.

My biggest takeaway from the meeting was simple: CMAA is in a strong position, with a clear commitment to growing, innovating, and supporting club leaders at every stage of their careers. I returned energized and optimistic about where we are headed not only nationally, but here in the Evergreen Chapter as well.

Sincerely

Chas Holmes, PGA, CCM - Chapter President

DON'T GET LEFT BEHIND - REGISTER FOR MEMBERS TEXT TODAY



We Make Text Marketing for Golf & Country Clubs Easy

Text Messaging is the Fastest Growing Communication Tool at Clubs
Here's why ↪



TEXTS HAVE A 98% OPEN RATE

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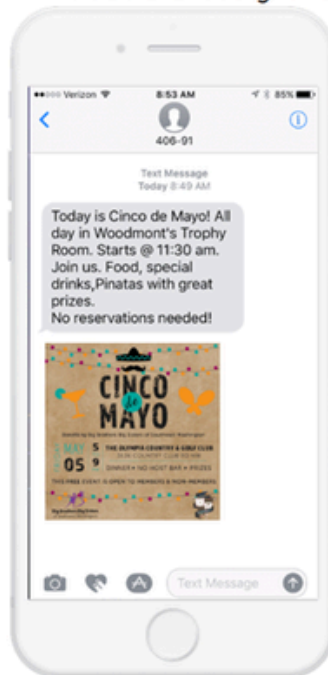
TEXTS ARE READ WITHIN 3 MINUTES

Being able to reach members in minutes is incredibly powerful when it comes to timely club announcements like pool closures and emergencies on campus.



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Have an important announcement or event coming up at the club? There is no communication more effective than text.



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Your members are addicted to their phones. Most don't go an hour without checking it.

You can now register for [Members Text](#) to receive updates, announcements, and important information directly on your phone. It's a simple way to stay connected with the chapter and never miss key updates.

Sign up today by TEXTING

EVERGREEN TO 38316

GM Roundtable

JUNE 9TH 2026

10am PST -

11am MST -

**Hosted by
Steve Bowles, General Manager
Fircrest Golf Club**



Topics for Discussion:

- F&B Allocation: what are your clubs spending on this amenity and why?
- Music Licensing
- Risk Management: what challenges are your clubs seeing?

**Fircrest Golf Club is inviting GM's
to a scheduled Zoom meeting.**

Zoom link will be available via email.

NOTE - Platinum Chapter Partner Guest - (first 10 minutes)

Ryan Gowin

Associate Vice President

OneDigital

mobile: 949.680.9966

4041 Ruston Way Suite 101

Tacoma, WA 98402

rgowin@onedigital.com



EDUCATION THIS MONTH

An Invitation from Oregon Chapter CMAA & Scott Julien, CCM, CCE



Visionary Finance

Complimentary Virtual Learning Opportunity – Earn Education Credits

June 4, 11, and 18 | 2:00–3:00 PM PST

The Oregon Chapter of Club Management Association of America (CMAA) has invited Evergreen Chapter members to participate in an outstanding virtual education opportunity.

Visionary Finance features three one-hour sessions focused on club finance – providing the foundation, insights, and practical knowledge needed to successfully navigate financial management in clubs.

Participants may attend individual sessions to earn Association credits. However, members who attend all three sessions will earn a total of three Education credits, qualifying for the highly sought-after Education credit designation.

Speakers Steve Badenoch of Eugene Country Club and Eric Gregory of Club Benchmarking will present this series. Learn more about each session's details in the link [HERE](#).

Details to Know

- No pre-registration is necessary. To have your credits registered with National CMAA, please email your CMAA ID Number to srr@comcast.net.
- Attendance requires your video to be ON and will be captured in the virtual queue.
- Login in to Join Zoom Meeting : <https://us02web.zoom.us/j/89167115189>

2026 Evergreen Chapter Scholarships Nielsen-Hollister Scholarship

This scholarship is named in remembrance of
Julie Nielsen, CCM, CHE and **Bob Hollister, CCM**.

Both were accomplished General Managers, team builders and leaders in the private club industry. Julie thrived on finding, developing and supporting talented individuals. She created vibrant teams and believed in the pursuit of excellence through continuous education and professional development: Bob excelled at developing and supporting adept team members and said the most rewarding aspect of his career is, "working with young people aspiring to make Club Management their Career." Bob is personally responsible for launching the careers of eight successful General Managers.

This Scholarship has a monetary value of \$3500

[download application here](#)



**Susan Rogers Legacy Scholarship
(Provided by Endicott Coffee)**

This scholarship is named in honor of **Susan Rogers**.

Susan Rogers managed the Evergreen Chapter of the Club Management Association of America for over 20 years. . With decades of experience in all facets of Club Management, Susan fostered connections, education, organization and leadership to create a vibrant, active and successful chapter of the CMAA. Endicott Coffee proudly presents this scholarship in honor of our mentor, Susan Rogers. The Executive Team at Endicott truly values the vision of building from the ground up and supporting the next generation of managers. In a small way, we hope this scholarship can boost one or two young managers to the next level.

This scholarship has a monetary value of \$1500

[download application here](#)

ENDICOTT
COFFEE ROASTERS



DOL's New Joint Employer Rule Provides More Clarity to Clubs

The Department of Labor (DOL) recently issued a proposed rule dealing with different employers who could be seen as employing the same worker. This rule clarifies which employer is responsible for complying with the Fair Labor Standards Act (FLSA) – the law that establishes minimum wage and overtime obligations. Should a worker not get paid as required, then one of those employers will be liable under the FLSA. The question is: Which one?

For private clubs, this issue usually arises when a club hires a third-party vendor who supplies services to the club, like valet, landscaping, or clubhouse cleaning services. If those workers aren't paid as the FLSA mandates, DOL can pursue action and/or that worker can sue. Even though the club shouldn't have any connection to how the third-party company's employees are paid, the club could still be sued as a "joint employer." Why sue the club? Well, mostly because it's seen as having far deeper pockets than the original employer....

Thankfully, this new rule should help clubs avoid any claims brought by DOL and disgruntled workers. Specifically, the rule states there are four factors to consider to determine if a club is a joint employer:

- A. Does the club hire or fire the employee;
- B. Does it supervise and control the employee's work schedule or conditions of employment to a substantial degree;
- C. Does it determine the employee's rate and method of payment; and
- D. Does it maintain the employee's employment records.

No single factor is dispositive. Instead, the determination will be based on all of the facts in a particular employment situation. In addition, the rule states that while a club's right (or even reserved right) to act regarding an employee is relevant, the actual exercise of control is more relevant to this joint employer determination.

DOL is accepting comments on this rule until the latter part of June, which means it will likely be fully enforceable in the fall. As such, club leaders should take a look at their third-party contracts, ensure there is clarity regarding compliance with the FLSA, and educate their staff on how not to be seen as controlling those third-party employees. In the end, this new rule will benefit clubs, but there is no need to press our luck!

As always, I am happy to provide you and your team with best practice suggestions and strategies on how to tighten up the ship before this rule goes into effect. Additionally, I'll be touching on this topic at education programs for CMAA and HFTP throughout the year. If I can help your Chapter, just let me know. Cheers!

PARTNER OF THE MONTH



ottimate

Meet Ottimate: The New Standard for AP Automation

We are excited to introduce Ottimate, an AI-driven AP automation platform specifically designed to handle the unique operational complexities of country clubs.

In an industry where every detail matters, Ottimate streamlines the entire invoice lifecycle—from digital capture to GL coding. By eliminating manual data entry across F&B, pro shop, and maintenance departments, Ottimate allows your team to focus on what they do best: serving members.

Why Clubs are Switching:

- **Speed & Accuracy:** Instant digital capture and automated coding.
- **Fraud Prevention:** Enhanced security protocols and transparency at scale.
- **Operational Efficiency:** Integration tailored for the specific workflows of club management.

Hear From Your Peers

“If you’re still manually inputting invoices, you’re behind. Ottimate transformed our AP process—turning a time-consuming, manual workflow into a streamlined, efficient process.”

— Steve Badenoch, Controller, Eugene Country Club

Katie Snowberger

katie.snowberger@ottimate.com | 425.830.7704



NEW EVERGREEN CHAPTER WEBSITE PLATFORM

We are excited to introduce our brand-new website platform, in partnership with ForeTees.

Important Change for Members: There will no longer be a member login section on the website. All secure, members-only content will now be accessed exclusively through the Chapter app on either mobile or desktop. When you click Member Login on the website, you will be guided to download or open the app.

What Stays the Same: You'll still use the same familiar app experience. All activities, including all ForeTees modules, remain in the app. Chapter event sign-ups will look and work just like they do now.

You MUST Download the App for Member Access: For easy setup, use these quick installation guides:

[Windows Desktop App – Click Here.](#)
[Mac Desktop App – Click Here.](#) **Mobile App** -- search "Foretees" in your app store. **Download ClubCentral by Foretees.**

If you need assistance with the app, please contact

eddy@evergreenmaa.org

Login to the ForeTees App
To get the App, search "ForeTees" in your app store. Download ClubCentral by ForeTees.

1 Inside the app tap, on "Email Me My Credentials" and enter your email address.

2 You'll be sent an email from ForeTees with your app login credentials.

3 Simply tap the "Tap Here to Login" and you are all set!

Available on the App Store GET IT ON Google Play

Please Welcome OUR New Member

Marcia LaFond
General Manager
Broadmoor Golf Club

Evergreen Chapter Careers

Click on the position title to view position posting

To submit a job posting, please email eddy@evergreencmaa.org

Club Controller - Twin Lakes Golf and Country Club

General Manager - Royal Oaks Country Club

Chef/Sous Chef - Tacoma, WA

Membership & Marketing Manager - Tacoma Yacht Club

General Manager - The Corinthian Yacht Club

Partner Product Spotlight



PIK'R JOINS THE PACIFIC GOLF & TURF FAMILY!

Pacific Golf & Turf is excited to announce that we are now an **authorized distributor of Pik'r**, the industry's most advanced autonomous golf ball picker designed to transform driving range operations.



With cutting-edge automation and intelligent design, Pik'r keeps your range clean and efficient—without manual labor.

Key Features of Pik'r:

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- ✓ Eco-Friendly & Electric
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- ✓ Minimal Maintenance

CONTACT US

INTEGRATED PRODUCTS TEAM
info@groundsfowardsolutions.com



INSURANCE FOR THE GOLF INDUSTRY

ABOUT US

George Petersen Insurance Agency and 20-year PGA touring professional, Greg Twiggs, have partnered together to create GP Golf Insurance Solutions. GP Golf Insurance Solutions is a team of experts dedicated to the golf industry, with the intent to better serve the needs of golf courses and country clubs across the nation. GPIA has been insuring the golf industry for over 10 years and was an innovator of one of the first golf insurance programs. With the alliance of GPIA and Greg Twiggs, we are able to create custom protection plans made for golf courses by someone who has been immersed in the industry for over 20 years.

AVAILABLE INSURANCE COVERAGES:

- Property Coverage
- General Liability
- Auto
- Liquor Liability
- Excess / Umbrella
- Flood Insurance
- Pollution
- Garage Keepers
- Directors & Officers
- Employment Practices
- Cyber Liability
- Earthquake

INDUSTRY LEADING SERVICES:

- Safety & Loss Control Administrators
- Human Resources Consulting
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DEDICATED MEMBERS OF:

PGA | CMAA | NCGA | SCGA

EXCLUSIVE CARRIER ACCESS

With access to a wide range of carriers, including an exclusive workers' comp carrier, board members and managers can rest assured knowing GP Golf Insurance Solutions has the ability to secure any coverage necessary for golf courses and country clubs across the nation.



ALL WE DO IS GOLF!

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LINENS

Receive the products you want and the pricing you deserve.

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EQUIPMENT

Commercial kitchens cost less with our contracts.



WILLIS SELF

Director of Member Development
wself@clubprocure.com



AMY LINDER

Regional Coordinator
alinder@clubprocure.com



The Most Modern HR & Payroll Platform

Efficient HR, Empowered Clubs

Paylocity's modern platform simplifies HR processes and equips you with the tools you need to help your club excel.

Stay Focused on Growth

- Automate and streamline processes from recruiting and onboarding to payroll and expense reimbursements - all in one platform to ensure compliance.
- Make better, data-driven decisions with visibility into key data like labor costs and turnover. Plus, get AI-powered recommendations on how to advance growth and workforce health.

Prioritize Employee Experience

- Attract talent with user friendly, mobile-first experiences and the option to collect pay on-demand.
- Draw employees into the platform daily and build culture with experiences like recognition & rewards.
- Unify communication to keep employees connected, ensure consistency, and build a stronger culture.

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- Combine our end-to-end HR capabilities with seamless integrations that eliminate disconnected data and tedious manual re-entry.
- 350+ out-of-the-box integrations easily connect Paylocity with business critical systems you use - like POS and applicant tracking software.
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Special Offer

CMAA Evergreen members receive a 20% discount and FREE integrations!*

* New Paylocity clients only

Please Contact:

Cisco Masias
(253) 285-6345
cmacias@paylocity.com



SAVE THE DATE

Mark your calendars now for our **31st Annual Evergreen Chapter Golf Tournament** being held at **Broadmoor Golf Club** in Seattle. This signature event always fills quickly and is a great opportunity for Chapter Members to bring staff, board members, partners, and industry guests. The proceeds of this tournament help fund the Chapters' education, professional development, and scholarship programs.

31st Annual Golf Tournament

Monday, October 12th

Broadmoor Golf Club



[Registration Form](#)



platinum partners



THANK YOU TO OUR PARTNERS

