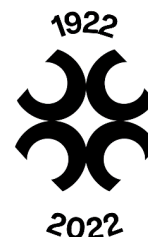


## Candidate Profile

General Manager / COO  
Corpus Christi Country Club  
Corpus Christi, Texas



### Organization

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The first Corpus Christi Country Club (CCCC), a nine-hole design by Fred McLeod, was built on North Beach and opened in 1909. It was rebuilt in 1919 after falling victim to a hurricane and reopened in 1922. At the time, the course was considered one of the finest in the country. The course expanded to 18 holes by 1938.

Today's course was built by Robert Trent Jones, Sr. and opened in 1965. Several high-profile events were held at Corpus Christi Country Club, including events on the Texas PGA Tour, LPGA Tour, Ben Hogan Tour, Tight Lies Tour, and the Texas Golf Association. Included in this list of events was one of the 18 wins Bryon Nelson achieved in 1945. The July 4th Invitational was considered a premier amateur event and drew players from all over Texas and the U.S. The Invitational was played at Corpus Christi Country Club from 1934 through 1987.

While Corpus Christi Country Club's genesis centered on championship golf, it has expanded its focus and appeal over the past many decades to become a full-service, premier private member-owned country club with amenities, facilities, and programs for the entire family.

The Club is undergoing an ambitious, long overdue capital master plan rejuvenation. The first phase is a complete renovation of the golf course, restoring it to its status as one of Texas's finest championship courses. The course is closed and scheduled to open for play in early fall. Planning for phase two focuses on the expansive 54,000 sq. ft. clubhouse. The Club is currently analyzing whether it is best to remodel and renovate or tear it down and build new. Funding for this master plan was passed and seeded by a \$12,500 capital assessment in 2021.

### Mission Statement

Corpus Christi Country Club invests in the culture of our Club by cultivating a passion for hospitality, programming, facilities, and members while supporting the personal growth of our staff.

### Vision Statement

Exceeding the expectations of our membership and staff by cultivating a community of excellence.

### Core Values

Excellence	Integrity	Hospitality
Teamwork	Growth	Community
Respect	Professional	Accountability

Corpus Christi Country Club is committed to pursuing and insisting on excellence in its membership and its staff. It desires to be respected and admired in the Corpus Christi community as the premier social center that is inviting and inclusive of the town's diversity while maintaining exclusivity for its members.

The Club is committed to its Mission, Vision, and Core Values. The Club is seeking a General Manager/COO who understands that successful Club growth and prominence are achieved through consistently delivering the highest-level member experiences they cannot receive anywhere else. The successful GM/COO must possess the ability

not only to lead and motivate the Club's staff but additionally to possess the ability with the gravitas to communicate the Club's Mission, Vision, and Core Values along with the Club's strategic initiatives effectively to the Club's members and lead the Club's Board of Directors keeping them on track in achieving the Club's goals.

## By the Numbers

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- Total Revenue for 2021: \$6,639,000
- Total Number of Members: 506 (as of May 1, 2022)
- Full Dues Equivalent Memberships: 331 full, 169 Social, and 6 Community
- Initiating Fees: Full/ASH \$20,000, Corp \$50,000, Junior \$15,500, and Non-Resident \$17,500
- Full Dues (Annually): \$571.15 mo. = \$6,853.80
- Total F&B Revenue: \$2.2M (53% Dining, 47% Banquet)
- Five A la Carte Dining Venues (including outdoor, pool snack bar, and on-course halfway)
- Seven special event rooms; Ballroom seats 300 for sit down, 500 for receptions
- Food Cost 45%, 30% Bar Cost
- Golf Course: 18-holes designed by Robert Trent Jones, Sr.
- Tennis Courts: 2 Clay, 8 Hard Courts, and 4 Pickleball
- Junior Olympic resort-style pool with splash pool
- Total sq. ft. Clubhouse: 54,000
- Total Club Acreage: 145 Acres
- Fitness Center
- Men's and Women's Locker Rooms
- Golf Pro Shop
- Tennis Pro Shop
- Other amenities include a ½ basketball court, ½ tennis hitting wall, racquet lounge, and ball machine

## Candidate Requirements, Knowledge, and Skills

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- Demonstrate straightforwardness, sound judgment, integrity, accountability, and leadership.
- Demonstrate superb interpersonal relations skills.
- Be an accomplished and effective communicator.
- Obtain a CMAA membership and participate regularly in networking with industry professionals. Stay abreast of industry trends.
- Be a competent administrator in all aspects of Private Club management and business.
- Be a diplomat in dealing with members and Board leadership.
- Be an individual who can inspire, motivate, and earn the respect of the members, employees, essential third-party vendors, and the surrounding community.
- Have experience in Strategic and Master Planning and developing Mission and Vision Statements.
- Have the ability to effectively communicate the Club's vision.
- Set goals and objectives in conjunction with the Club's Board.
- Have the ability to delegate effectively.
- Develop, evaluate, coach, and discipline the department managers and staff.
- Possess strong financial aptitude commensurate with top-level Private Club executives.
- Be an expert at creating and executing financial budgets.
- Be experienced and astute at physical property maintenance and management.
- Have experience in developing and implementing Preventative Maintenance Programming.
- Have the ability to effectively work with a Board, keeping them informed of industry trends to ensure CCCC remains forefront and relevant in the marketplace as a premier lifestyle private country club.
- Manage cross-functional teams and multi-disciplinary projects and make complex decisions in a dynamic environment while supporting the Club's vision, mission, and core values.
- Think strategically while meeting operational and near-term objectives.

## Education, Experience, and Qualifications

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- A Bachelor's degree from a four-year college or university; an MBA will be considered a plus. CCM or higher is a plus.
- A minimum of ten years of Private Club management, with five years as General Manager.
- Knowledge of current human resource best practices.
- Must be employee-oriented and a good mentor.
- Must be family-oriented from a staff perspective.
- Forward-thinking allows staff to participate in the success of the Club.
- Strong understanding of the importance of Food & Beverage and an appreciation for the significant role high-quality F&B plays in the overall success of the Club.
- Must be able to define goals and hold the Club team accountable when they are not achieved.
- Experience in Capital fundraising and project management is essential.

## Competitive Compensation & Benefits

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- Full-time salaried position with a complete benefits package
- Paid Vacation and Sick Pay
- 100% Paid Family Health, Dental & Vision Insurance
- Long-term Disability Insurance
- Life Insurance is equal to one year's salary
- 401k plan with 100% match to 3% of salary
- A base annual salary will be commensurate with qualifications and experience and range from \$175K to \$200K with bonus potential based on performance to budget and, most importantly, overall member satisfaction with the Club.
- \$6,500 in Continuing Professional Education allowance, including membership in CMAA.
- \$2,000 Clothing Allowance
- Relocation Allowance

Individuals who meet or exceed the established criteria detailed in this position profile are encouraged to send a cover letter, your completely updated resume, and references.\

**Note:** The preferred method of contact is email. Please send your cover letter and resume in PDF format, attached via email, with the subject line: GM/COO Search, Corpus Christi, Texas. Please mark – GM/COO, Corpus Christi, Texas outside your envelope if sending via regular mail. Thank you.

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