

## **GENERAL MANAGER PROFILE: MINNEAPOLIS GOLF CLUB ST. LOUIS PARK, MN**

### **GENERAL MANAGER OPPORTUNITY AT MINNEAPOLIS GOLF CLUB**

Minneapolis Golf Club seeks a dynamic, relationship-driven General Manager who combines strong golf acumen, high emotional intelligence, and a member-centric leadership style. This individual will be a highly visible and approachable presence, someone who connects authentically with members, staff, and governance leaders and follows through consistently. They bring proven private club operational experience, polished communication, strong financial stewardship, and the ability to empower a skilled management team while maintaining high standards across all areas of the Club.

This individual will thoughtfully guide progress, respecting tradition while planning for long-term facility needs and enhanced member experiences. They will communicate clearly, build trust through transparency, and perpetuate operational stability that supports membership retention and wait-list demand. Ultimately, Minneapolis Golf Club seeks a leader who will make a long-term commitment to the Club's success and cultivate a culture of pride, accountability, and continued excellence.

[Click here to view a brief video about this opportunity.](#)

### **ABOUT MINNEAPOLIS GOLF CLUB**

Minneapolis Golf Club, founded in 1916, is a renowned golf club located just seven miles west of downtown Minneapolis. It offers a classic yet modern golfing experience, with a historic course that has been updated with modern improvements. In 2020, the Club replaced its 100+ year-old turf with pure bent grass, improving playability and resilience. In the fall of 2024, the Club completed the comprehensive Golf Course Enhancement Plan (GCEP) which includes renovating the bunkers, harmonizing the original course design with modern enhancements, and creating a best-in-class golfing experience. The Club also offers a picturesque short-game practice area, a driving range, an indoor swing simulator, and a welcoming membership for players of all ages and abilities.

Over the years, Minneapolis Golf Club has hosted numerous legendary golfers and tournaments, including the Minnesota State Open, the United States Amateur, and the PGA Championship. The Club has also been the venue for the Dayton's Challenge, a charity golf event benefiting the Children's Cancer Research Fund, featuring top players like Arnold Palmer, Jack Nicklaus, and Gary Player.

Beyond golf, Minneapolis Golf Club offers a variety of dining options, with menus featuring healthy and seasonal items. The Club hosts a range of social activities and events throughout the year, including Easter Egg Hunts, Mother's Day Brunches, pool parties, and holiday celebrations.

The Club's pool and patio area are popular for summer family fun, with swimming, recreational activities, and a swim team program for children. Additionally, the Club is a sought-after venue for wedding receptions and special events, with a variety of indoor and outdoor spaces, and highly rated food and service. The Club recently completed a modern refresh of the bar and member dining spaces.

### **MINNEAPOLIS GOLF CLUB BY THE NUMBERS**

- At present, there are approximately 329 members.
- \$35,000 Initiation fee
- Approximately \$14,400 Annual Dues

- Approximately \$4.5M Annual Dues Volume
- Approximately \$8.4M Gross Volume
- Approximately \$2.1M F&B Volume
- Food Cost is budgeted 36%
- Approximately \$3.2M Gross Payroll
- Approximately 54 Employees – Full-time, 113 – Seasonal/Part-time
- Approximately 28,000 rounds of golf played annually
- Club accounting and POS system: Jonas
- There are 9 Board Members with three-year terms.
- Committees: Finance and Strategic Planning, Golf, Grounds, Facilities, Membership and Food and Beverage.
- Average age of members is 55 years.

**MINNEAPOLIS GOLF CLUB WEBSITE:** [www.minneapolisgolfclub.com](http://www.minneapolisgolfclub.com)

## **GENERAL MANAGER – POSITION OVERVIEW**

The General Manager (GM) position is responsible for all day-to-day operations of the Club. They direct and administer all aspects of the amenities, project development, staff, programs and activities, golf and grounds, pool, food/beverage, activities, and programs, to ensure consistently outstanding service delivery to the membership and their guests. The new GM will lead the Club in a way that allows the board to work in an advisory and strategic manner. Key to the new GM's success is the intuitive sense to be "present" and to sincerely engage with every generation of members and their guests. Celebrating tradition while introducing creative programming for all constituencies will also contribute to the success of the new GM.

Being a natural mentor to the team is also critically important, as is being a strong advocate for the team's success. The GM must be a proactive and assertive leader in the process of strategic planning, talent acquisition and retention, and membership activities/services programming, ensuring that each of these areas of focus considers current and future membership input and demographics. Additionally, he/she must expect to work to exceed the expectations of members and to recognize trends, evolving demographics, and what will help support the Club in the future. The new GM should have a history of success and of recognizing, respecting, and supporting the contributions of key managers and staff.

A key requirement is to be able to work proactively with the Board of Directors and Club committees, who in turn will keep the GM focused on key goals, financial targets, budgets, and objectives that benefit the long-term well-being of Minneapolis Golf Club and ensure that future capital projects are successfully planned and executed, keeping all appropriate constituencies well-informed throughout.

Outstanding communication skills, both written and verbal, are necessary. Additionally, as the primary communicator of most of the information at the Club, a keen ability to listen, engage, build trust, and be highly approachable is also of critical importance.

Other key attributes, characteristics, and leadership styles of the successful new leader include:

- Outgoing, conversant, respectful, professional, and diplomatic, but able to say "no" when appropriate without alienating members or staff.
- Actively lead and be a "thought partner" with the Board of Directors, Committees, and contributors to the Club's success.
- Exhibit financial and budgeting acumen with prior significant P&L responsibility, as well as a true understanding of the balance sheet, member equity, capital reserve strategies, and cash flow.
- Possess outstanding leadership skills with the ability to delegate to key staff and department heads.
- Knowledge of developing, planning, managing, and executing capital projects.
- Strong people skills and a relationship builder, with the ability and know-how to bring diverse groups of people together for a common mission.
- Ability to partner with the Board to execute the strategic vision for the Club.

[www.kkandw.com](http://www.kkandw.com)

## INITIAL PRIORITIES OF THE GENERAL MANAGER

- Listen, learn, and build trust. Get to know the members, Board, and staff at all levels. Understand the culture, traditions, and expectations before making changes.
- Be highly visible and engaged throughout the Club. Demonstrate authentic connection through presence on the course, in dining areas, and at member events, and maintain transparent communication.
- Strengthen the management team. Empower department heads, ensure the right people are in the right roles, and focus on mentorship, accountability, and long-term retention.
- Support and enhance the golf experience. Partner closely with golf and grounds leadership to maintain course quality, pace of play, practice facilities, and tournament execution.
- Drive consistency and quality in hospitality operations. Assess dining performance, menu evolution, and service reliability to ensure members feel confident hosting others at the Club.
- Demonstrate financial clarity and responsible stewardship. Evaluate budgets, manage costs effectively, and ensure the Club remains fiscally strong.
- Lead capital planning with alignment and transparency. Evaluate facility needs, especially the clubhouse, and help the Board develop a phased plan with clear rationale and communication.
- Engage members across all constituencies. Build rapport and collaboration within and across segments of the membership, maintaining an inclusive, low-drama culture.
- Strengthen membership retention and attraction. Highlight what makes the Club special – golf, community, and culture – while sustaining membership demand and wait-list interest.
- Preserve stability and continuity in leadership. Maintain the positive momentum underway, build confidence in long-term leadership, and reinforce a healthy internal culture.

## CANDIDATE QUALIFICATIONS

A minimum of 4-7 years of progressive leadership/management experience, preferably in a GM or Head Golf Professional role in a golf-centric, private member-owned club. True ‘rising stars’ from the private golf club industry who have been verifiably well-mentored or those hospitality industry managers who come from top-quality environments and who possess outstanding relationship skills will be considered.

## EDUCATIONAL AND CERTIFICATION QUALIFICATIONS

- A bachelor’s degree is preferred with a focus on Hospitality Management.
- In lieu of the degree, substantial private club or hospitality experience will be considered.
- Industry certifications such as PGA and CCM are encouraged but not required.

## EMPLOYMENT ELIGIBILITY VERIFICATION

In compliance with federal law, all hired employees must verify their identity and eligibility to work in the United States and complete the required employment eligibility verification form upon hire.

## SALARY AND BENEFITS

Salary is open and commensurate with qualifications and experience. The club offers an excellent bonus and benefits package, including association membership. Salary Range: \$190,000 - \$210,000

## INSTRUCTIONS ON HOW TO APPLY

Please upload your resume and cover letter in the order listed using the link below. When prompted for them during the online application process, you should have your documents fully prepared to attach. Please be sure your image is not on your resume or cover letter; it should be used on your LinkedIn Profile.

Prepare a thoughtful cover letter addressed to the **Minneapolis Golf Club Search Committee**. Clearly articulate your alignment with this role, why you want to be considered for this position at this stage of your career, and why

[www.kkandw.com](http://www.kkandw.com)

Minneapolis Golf Club and the Minneapolis, MN area will benefit you, your family, your career, and the Club if selected.

**You must apply for this role as soon as possible. The successful candidate should assume their role as soon as possible.**

**IMPORTANT:** Save your resume and letter in the following manner:

“Last Name, First Name - Resume” &

“Last Name, First Name - Cover Letter – Minneapolis Golf Club”

(These documents should be in Word or PDF format)

Note: Once you complete the application process for this search, you are not able to go back in and add additional documents.

[Click here](#) to upload your resume and cover letter.

If you have any questions, please email Alice Stevens: [alice@kkandw.com](mailto:alice@kkandw.com)

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