



John P. Cunningham

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PROFESSIONAL EXPERIENCE

Bellerive Country Club
Golf Course Superintendent

St Louis, Missouri

2012 to Present

- Spearheaded the creation of a Planning Committee that is instrumental in shaping the direction and decision-making for the future of Bellerive Country Club.
- Produced our Club's first Standard Operation Procedures Manual, which is now being used on an annual basis to train and evaluate team members.
- Created and implemented a strategic long range planning document that identifies and reviews 1,214 golf course items on a bi-annual basis, which feeds long range improvements and budgeting. This document has now been shared with other clubs throughout the country as an industry standard.
- Organized, directed and completed a \$2.5 million golf course renovation with Rees Jones, installing state of art fan and Sub-Air systems along with bunkers and grassing schemes.
- Developed Bellerive's only set of departmental standards. They are currently being vetted by the Green Committee and will eventually be sent to the Board of Directors for approval, setting clear and concise expectations for management from the Membership.
- Long-time user of the Predictive Index as a predictor for workplace behavior, job fit, and communication tool for Committee members and team members.
- Directly responsible for \$2.1 million operation budget, 38 team members.

Four Seasons Resort and Club
Director of Golf Operations

Irving, Texas

2006 – 2012

The Four Seasons Resort and Club is a 5-diamond luxury resort and private country club. Cottonwood Valley Golf Course is a private golf club (\$85,000 initiation fee) and the TPC at Las Colinas, host course of the HP/AT&T Byron Nelson Championship since 1982, is a luxury resort course. The 431-room Resort is situated on 10 acres of impeccably landscaped grounds, and includes a driving range, short game/practice area, Sports Club facility, 1100 members. Club food and beverage revenues of \$2.1 million, \$70 million property wide revenue and 800 total team members.

- Responsible for the organization and implementation of the \$10 million renovation of the TPC at Las Colinas golf course, host site of the HP Byron Nelson Championship, which was named the *Golf Inc. 2009* Renovation of the Year.
- Served as a mentor in the Four Seasons Mentorship Program, which included mentoring over 20 interns, service professionals and managers in disciplines such as front desk, housekeeping, and food and beverage.
- Directed the development and implementation of core standards and leadership, which increased the membership satisfaction score from 48.0% in 2006 to 91.3% in 2012, a mark the Club had never seen before.
- Personally created SERP: the Superior Employee Recognition Program. Quarterly, Managers and Department Heads nominated, recognized and incentivized team members who performed above and beyond

expectations. This program was uniquely successful, and replicated not only in other departments, but at other Four Seasons properties worldwide.

- Directly responsible for the leadership of 2 business operations (Dallas, Texas and Punta Mita, Mexico) with operating budgets totaling \$4.6 million and staffing of 105 team members.

Black Diamond Ranch Lecanto, Florida 2002 – 2006
Golf Course Manager

Private, residential golf facility with 45 holes, 240 total acres, driving range/par 3 practice area, clubhouse and common area grounds, 4-hole par 3 walking golf course, 550 members, \$3.4 million dollar operating budget, total golf maintenance and landscape staff of 61.

- During my tenure, the Quarry course was ranked as high as #1 in the state of Florida, #18 Best Golf Course by *Golf Week* and #67 America’s Greatest Golf Courses by *Golf Digest*.
- Accomplished \$3.1 million in improvements on the Quarry and Ranch golf courses, working with the Tom Fazio design firm.

Martin Downs Country Club Palm City, Florida 1995 – 2002
Golf Course Superintendent at a private, residential golf facility with 36 holes, 220 total acres, driving range/practice area, clubhouse grounds, 600 members, annual host course PGA First Stage Tour Qualifying School, \$1.7 million operating budget, staff of 37.

Wedgfield Golf and Country Club Orlando, Florida 1994 – 1995
Golf Course Superintendent at an 18-hole private golf facility, driving range/practice area, clubhouse grounds, 100-acre facility, managed by Hale Irwin Golf Services.

Great Outdoors Golf Resort Titusville, Florida 1992 – 1994
Assistant Superintendent at an 18-hole private golf facility, working with a GCSAA Master Greenkeeper.

Weston Hills Golf and Country Club Weston, Florida 1991 – 1992
Spray Technician at 27 holes private golf facility, host course of the PGA Honda Classic.

Inverrary Country Club Tamarac, Florida 1989 – 1991
Spray/Irrigation Technician at a 54-hole private golf facility, host course of the LPGA Phar-Mor Classic.

Jupiter Hills Country Club Tequesta, Florida 1988 – 1989
General Course Maintenance, 36-hole private golf facility, host course of the USGA U.S. Amateur.

EDUCATION AND CERTIFICATIONS

Certified Golf Course Superintendent 2004
 Golf Course Superintendents Association of America

Valencia Community College Orlando, Florida 1996
 A.S. Turfgrass/Horticulture Construction and Maintenance

ADDITIONAL EXPERIENCES

- 2015: Member of the Club Managers Association of America
- 2014: Speaker at the Canadian International Turfgrass Conference, Calgary Canada, on the subject of Communication and Microclimates
- 2014: Founded a Christian-based leadership group for professionals in the golf industry
- 2014: Completion of the Business Management Institute - Golf Management
- 2014: Speaker/panelist at the PGA of America – Gateway Golf Summit on the subject of Championship Tournament Golf
- 2014: Asked to co-audit the CMAA Business Management Institute – Golf Management in Europe and the United States.
- 2014 – 2015: Currently sit on 3 National Committees for the Golf Course Superintendents Association of America
- 2011: Turfnet.com – Published Article: *Agronomics vs. Economics*
- 2011: Crittenden Golf Conference – Educational Speaker
- 2010: Manager of the Quarter, Four Seasons Resort and Club
- 2009: Golf Inc. named TPC at Las Colinas Renovation of the Year
- 2006: GCSAA/BASF Innovation Superintendent Award
- 2005: USGA Regional Conference – Educational Speaker
- 2006 & 2003: Golf Course Superintendents Association National Convention – Educational Speaker
- 2000 – 2001: Audubon Cooperative Sanctuary Program Advisor
- 1998 – Present: United States Golf Association – Member
- 1994 – Present: Golf Course Superintendents Association of America – Member

PERSONAL

- Married to Jodie, former Four Seasons Assistant Director of Human Resources, currently the Director of Employee Experience with the St. Louis Rams.
- Son, Patrick currently in college pursuing a Marketing and Business degree.
- Hobbies include home building projects, golf (15.5index), avid snowboarder, weekend barbeque/smoker aficionado, and most recently a league member of the St. Louis Curling Club.