



CITY COUNCIL MEMORANDUM

FROM: The Office of the City Manager **DATE:** April 11, 2022
SUBJECT: Introduction – Doug Borow, Iron Horse Golf Course General Manager
PRESENTER: Adrien Pekurney, Director of Parks and Recreation

GENERAL DESCRIPTION:

Kemper Sports officially began management of Iron Horse Golf Course on April 1, 2022. Through the rigorous and detailed transition process, including review of key positions, the General Manager of Iron Horse Golf Course was identified as an open position to fill. With Kemper's expertise and assessment, they presented a General Manager candidate to City Management in March 2022. After city introductions and interview, along with additional consultation hiring process with Kemper, Doug Borow was announced as the incoming General Manager of Iron Horse Golf Course. Doug will start at Iron Horse on April 11, 2022.

Doug has been employed by Kemper Sports for 13 years, and is a 27-year member of the PGA. He has worked in all aspects of golf and food and beverage operations. For the last 11 years Doug served as General Manager at The Wilderness Golf Course in Lake Jackson, TX. Kemper Sports Executive Vice President Jeremy Goldblatt said, "Doug is an accomplished GM and a catalyst for designing and implementing events that improve overall operations. Doug's teams have consistently built strong relationships with pass holders, partners, clients, vendors, residents and guests that have resulted in the achievement of Par Club and some of the highest True Review ratings within Kemper Sports for the past 10+ years. Golf Advisor recognized The Wilderness Golf Course as The #1 Public Daily Fee Course in Texas 2020 and #3 in the U.S. 2020."

Doug has over 20 years of operational and project management experience working as a General Manager at Cypresswood Golf Club in Spring, Texas and Olympia Hills Golf & Conference Center in Universal City, Texas and most recently at The Wilderness in Lake Jackson, Texas. Additional experience includes Director of Golf at Indian Lakes Resort in Bloomingdale, Illinois and Head Golf Professional at Eaglewood Resort & Spa in Itasca, Illinois.

Doug Borow is a transplant Texan from Illinois and a graduate of Illinois Wesleyan University with a B.S. in Risk Management. After college, Doug spent much of his PGA Apprenticeship working as an assistant golf professional under the auspices of Tom Wilcox PGA Master Professional at Sunset Ridge County Club in Northbrook, Illinois, Dick Hyland at Desert Mountain Club in Scottsdale Arizona, and Pat Gorman at Bent Pine Golf Club in Vero Beach Florida.

Doug is an accomplished manager and catalyst for implementing innovative tactics that streamline operations with business vision. Proven ability to build and facilitate



relationships with members, company leaders, partners, clients, vendors, and employees that results in higher net operating income and increased revenues. Doug has been successful in managing all facets of multi-million dollar projects from initial development to change management through implementation that consistently meets organizational objectives. In addition to his excellent planning, organizational, communication, and negotiation skills, Doug consistently exhibits a solid charismatic leadership style—creates results-driven, high-performance workforce with positive morale, and high productivity while fostering work-life quality.

Doug is married and has two children in college. Doug and his wife, Valerie, will be relocating to the northeast Tarrant County area. The City of North Richland Hills is excited to welcome Doug and his family to the community and Iron Horse Golf Course.