



2014 Calendar

September 16, 2014
Educational Meeting
 James Hankowski
 Echo Lake Country Club

September 21, 2014
ACCP National Conference

September 28, 2014
Mid-Management Conference
 Dallas-Ft. Worth, TX

September 30, 2014
Educational Meeting
 Joe Garves
 Baltusrol Golf Club

October 7, 2014
Educational Meeting
 Andrea Curthoys
 Somerset Hill Country Club

October 21, 2014
Taste of the Private Club Chefs
 North Jersey Country Club

October 28, 2014
Educational Meeting
 Round Table Discussion
 Dan Denehy
 Knickerbocker Country Club

November 4, 2014
**Annual Meeting
 & Wine Dinner**
 Maplewood Country Club

November 6, 2014
National Student Conference
 Metropolitan Chapter

November 11, 2014
One Day Workshop
 Fairmount Country Club
 Chatham, NJ

December 8, 2014
NJCMA Holiday Party
 Morris County Golf Club

January 12, 2015
One Day Workshop-
 Gregg Patterson, CCM-Norm Spitzig, CCM
 The Borgata Hotel-Atlantic City, NJ

From the President



Dear NJCMA Members,

I trust that all of you are enjoying the summer season both at your clubs and with your families. The NJCMA board has been working very hard throughout the year on a variety of new projects. At this point we have launched our new website and mobile site which I trust you have all had the opportunity to register and visit through the site. Our next objective is to fill the site with additional content and information that will benefit you and your clubs. Our main objective in renovating the website was to increase the communication with our membership. As we begin this new stage I hope you frequent the site more often and find the content informative and useful. I would like to thank our newest board member, Ryan Brennan, and the members of his website committee for the redesign. I believe they did a fantastic job.

A new project that is currently underway is the creation of a vendor committee to help gain sponsorship for our website and NJCMA chapter. This committee is led by Karl Habib with the purpose of seeking advertising sponsors on our website. As many other chapters use some of their banner space on their websites to sell advertising space to national vendors, we feel it would be a good opportunity for our chapter to do the same and gain some additional revenue to help support our chapter and reduce expenses to our membership. These revenues will allow us to do more on both the NJCMA and CMAA National level with donations and ultimately help benefit our association members who purchase items through our sponsoring vendors.

We have recently launched the redesign of our NJCMA logo which I hope you like, and feel that it represents our chapter in a positive way. Michael Frodella lead our Board on this redesign and deserves recognition for finding a new and creative way to represent our NJCMA Chapter with the selection of the our State Tree to signify the strength and commitment of our chapter to community, education and fellowship. Members will be receiving new NJCMA pins and name badges in the mail shortly. I would also like to thank Michael Pollack our Public Relations Chairman on the announcement of our new logo.

At our last board meeting on July 15th the board decided to donate \$1,500 to the James B. Singerling Scholarship. This new scholarship acknowledges Mr. Singerling's contribution to the Club Management profession and his dedication to CMAA. We are proud to help support our national association in honoring Mr. Singerling for his many years of service as the CEO.

Lastly, by now you have received and email listing our upcoming education and social events. We look forward to sending you more announcements similar to this one where you have the opportunity to register for education and social events right from your mobile phone. I know through my personal experience receiving mailed notifications, you sometimes put them aside and forget to sign up for many of the educational meetings you want to attend. This new way to register for events will allow you to post it to your calendar, set reminders for yourself, so that you don't have conflicts and have the opportunity participate in the great education the NJCMA offers you. Gavin Inglis, CCM, CCE has set forth a fantastic educational calendar for our as-

sociation. I look forward to seeing you all at Echo Lake Country Club at our next meeting on Tuesday, September 16th, on the Top Twenty-Five Things that Every Well Run Club Should Have presented by James Hankowski.

It has been a pleasure serving you as NJCMA president this year and I look forward to being at your service in the future. I encourage you to reach out to me on how I can help improve our Chapter and your experience as a member.

John Gomez, CCM

Student Chapter

Summer Work Experience

My name is Nick Hudak, and I will be a senior at Cornell's School of Hotel Administration this coming fall. During this past summer, I had the opportunity to intern at Manasquan River Golf Club under the CMAA Level 3 Club Internship. Throughout the summer, I have had a very fulfilling and unique experience because of this position offered through CMAA. Fortunately, Manasquan Golf Club offered Level 1, Level 2, and Level 3 internships. Shortly after interviewing with the manager, I was confident that this was where I wanted to work and learn for the summer.

After completing clubhouse renovations, the River View Terrace Restaurant opened in June 2013. Overlooking the Manasquan Bay, it provides a picturesque setting for a restaurant and bar venue. It has its own standalone kitchen, bar venue, and seating for approximately 140. This internship allowed me to manage my own "mini-restaurant". My primary duty was to perform the actions of a dining room manager. Secondarily, I was to assist wherever there were perceived "gaps" in service. Working with the Manasquan staff for a few months was highly beneficial for me to see how an elite golf club conducts its business. It gave me insight into the industry and experiences that are tangible that I can take away and use in future employment. I gave me the opportunity to put into practice what I have been learning in the classroom.

Not only did I have all of the aforementioned opportunities, I also had the option to work in other departments of the golf club. The additional areas that I obtained a working knowledge of were the kitchen, under the direction of the head chef, and front office departments, who handled the inventory and other administrative tasks. I was able to see how inventory was handled; additionally I was provided the chance to shadow the executive chef and was able to further my knowledge about inventory purchases and food safety. The world of customer service is constantly changing; to be able to apply the skills that I have learned in school to real world situations was a valuable experience to have.

Lastly, the intern experience is invaluable. It allows club managers to groom potential new hires without having to search for an additional candidate that would have to be trained in the future, thus cutting down on training costs. Also, by hiring a previous employee the club could better assess the potential hire as someone who already understands and respects the club's culture. This, combined with hospitality classroom experience, makes the intern an ideal candidate for future employment.

NJCF Annual Golf Tournament

Upper Montclair Country Club

August 11, 2014



NJCMA Website

Dear NJCMA member,

We hope that you somehow managed to get through this long, cold, snowy winter and are ready for the new season ahead. While most clubs were in hiatus, your Board has been meeting regularly developing plans for the upcoming year. During the last year, we asked you to complete surveys on what you like and what you wish to see improved in our association. In addition, we have been “getting the word out” to our national association, as well as to other media publications on the work that our clubs in our Chapter have been doing.

There are two major changes in your Chapter this year; one is primarily internal and the other concerns who we are as a chapter and where we want to be going forward. We are very excited to unveil both our new look NJCMA logo and website.

Our objective with the new logo was to deliver a logo that communicates education, community and our uniqueness as a Chapter. The tree watermark is a symbol of growth in our leadership and continued growth in our Chapter over the last 75 years.

The NJ Chapter has its hand in many CMAA, club and community activities, including Past President and National Director Excellence in Education and club recipients, university instructors, mentors etc. and has donated both time and money to many charitable organizations. This new logo is a snapshot of how we manage our clubs, our Chapter and our lives.

The other major change this year is the introduction of our new Chapter Website. Several months ago, we contracted with MembersFirst to develop this exciting new service for our members. The Board has worked diligently with our project team at MembersFirst to design and develop a website that captures the true essence of our association, provides easy access and intuitive use by members, and streamlines and enhances our communication with you about important news, announcements, events, and activities taking place.

We are very excited about this new initiative and encourage you to take a moment to navigate the site and get familiar with its many valuable features and functions. The site is available at www.njcma.org.

Some of the features you can expect to find online at your site include:

- Timely news and announcements about meetings, developments, and activities taking place.
- Detailed descriptions of upcoming events.
- The member directory
- Contacts for Board members
- Important documents
- Digital photo albums from events
- NJCMA Newsletters

To access this special member service, **LOG IN HERE** and when prompted, type in your Username and Password. Your username has been set to your first initial + last name (e.g., asmith). Note that to avoid duplicate usernames, in some cases it may be necessary to add a 1, 2, or 3 to the first initial + last name combination (e.g., asmith1).

Your initial password is your member number.

The first time you enter the site, you will be requested to reset your password.

The launch of this exciting project reflects our belief and commitment that communication is the key to developing strong relationships and to building a vibrant community within the New Jersey Club managers Association.

We look forward to improving the value of your membership at NJCMA, and we are confident our new website and logo will play an integral role in achieving that goal.

Sincerely,

NJCMA Board of Directors

Website/Communications



Online Meeting Registration Now Available!

Online registrations are now available for the upcoming educational meetings beginning with the September 16, 2014 meeting at Echo Lake Country Club through our chapter's website.

Convenient and Timely

Although this is a very convenient feature of our new website, it is still necessary to send in your form and check to the host club for each meeting. This feature allows you to register for yourself and guests for the program only or for the program and networking event at the end of the session. You will need to be logged in on the member's private side of the site to register online. By registering online, this enables the host club to get more timely information on attendance. It also allows other registrants to see who is attending the session. However, the host club still needs your form and payment on a timely basis.

We hope you take advantage of this great feature.

Ryan Brennan, CCM

Website & Communications Chairperson

Education 2014



Year-to-Date we have had an active spring session of educational opportunities, featuring interesting and dynamic presenters. We expect the fall session to present some equally interesting and stimulating topics. To recap the spring diet of education, we enjoyed the following.

What We Learned in F&B Working with 25 Clubs: Mike Holtzman, President – Profitable Food Facilities

Topics included:

Design Elements Critical to the Success of the Club Kitchen; The Steps Necessary to Take a Concept from Initial Design to Opening Day; Creating More Profit Through Menu Engineering; Necessary Systems and Controls for Profitability

Leading to a more advanced approach that has in its roots the fundamentals or basics discussed earlier in the day; A case study showing how we can transform our numbers in just 30 days; Innovative Ways to Increase Sales; How to Properly Market the F/B Operation; Tools for Better Managing Labor Costs

Mid-Management Seminar

Part I Philip Newman - “Accounting 101: Financial Statement Basics and Best Practices that Every Club Executive Should Know”

Part II Michael Leemhuis - Golf Operations 101 – “A Guide for GM’s of a Private/Golf Club...”

Part I - Accounting 101

Club Boards expect greater financial acumen from their senior managers, however CMAA statistics consistently show that many club managers struggle with this area of the business more than any other area. Phil reviewed basic Financial Statement concepts that managers in any business need to understand. He also reviewed Best Business Practices to achieve financial success in your club operation.

Part II - Golf Operations 101

Mike stated that General Managers of private clubs are normally not Certified Golf Professionals. However, most private country clubs have at least one

golf course that is part of their overall responsibility. He also stated that most members join private clubs primarily because of the golf course and related golf facilities (practice range, teaching, coaching, team/league matches, etc.), and not for the Food & Beverage and/or other amenities. As a result, private club GM’s need to be more, “golf savvy.” Michael showed GM’s how to maximize “golf savvy” without having to be a Certified Golf Professional.

Rick Coyne, CEO of Club Mark Corporation and Professional Club Marketing Association - “Club 360 – The Next Generation of Membership Growth”

Rick examined the realities of our industry, the offerings that clubs have available to their members, and led group discussions on how to become more attractive and relevant to your existing and potentially new members. The seminar was an opportunity to engage employees with the changes taking place in the industry and how they reflect back on every team member in all phases of the Club Operation to be accountable for membership growth, retention, usage and satisfaction.

Coming up this fall we look forward to hosting:

At Echo Lake CC on Tuesday September 16th, Jim Hankowski of Condon, O’Meara, McGinty & Donnelly, who will address “The Top 25 Things Every Well-Run Club Should Have”. Clubs strive to be the best that they can by providing services to their members. In pursuit of perfection, club leadership is generally interested in not only what other well-run clubs do, but what would be described as “best practices”. Best practices encompass all club activities across the board.

On September 30th, Joe Garves will speak to us at Baltusrol GC about “Leadership Lessons Learned from Living in a Foxhole”; what does the experience of wartime conflict teach us about peace time leadership? Plus “Congratulations, You’re Fired”. It

can happen to any of us. Do you have a game plan? Tips and tactics for when the hammer falls.

Andrea Curthoys of the Beach Club in Santa Monica, CA will hold forth on “Best Practices for Shaping the “Club of the Future” via Youth Programming”. Andrea practically wrote the book on this topic and this session will be most informative as we all recognize that it’s “not your daddy’s club anymore” and that family programming is an essential part of our clubs’ futures. This seminar will be on October 7th at Somerset Hills CC.

At Knickerbocker CC on October 28th, Dan Denehy of Dehehy Thinking Partners will moderate a Round Table discussion. Please be ready to receive and complete a survey to guide the discussions.

To finish off our 2014 education calendar, we have a 6-point CMI One Day workshop on November 11th at Fairmount CC. We have two great speakers for you. In the morning, Vincent Ivan Phipps, the Communication VIP, will address two topics: Increasing Club Rapport by Adopting the principle of Four Leadership Styles and Amplifying Your Listening Skills. Vincent is a dynamic and entertaining speaker, guaranteed to wake you up. In the afternoon, Fred Shafer will address the topic of How to Have a Powerfully Productive Day – Every Day! There is one thing that can quickly separate you from your competitors. In fact this one thing will consistently put you ahead of the pack in everything you do. And this one thing is; YGTD. You Get Things Done. You get paid for done. Your ideas don’t make you money, or get you clients, or make you popular. Getting Things Done – does.

Don’t forget that on October 21st we will enjoy The Taste of the Private Club Chefs at North Jersey CC and that the Chapter Annual Meeting and Wine Dinner will be at Maplewood CC on November 4th. We have a busy fall schedule!

Gavin Inglis, CCM, CCE

NJCF Annual Golf Tournament

Upper Montclair Country Club

August 11, 2014



NJCF Annual Golf Tournament Sponsors

Platinum Sponsors

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Lunch Sponsored by **Bollinger Insurance**

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Hole In One Prize \$25,000 Donated by
Professional Business Solutions
James Leahy—Tara Leahy-Falk

Sincere thanks to the following vendors who have contributed product and/or services to the 2014 New Jersey Club Foundation Golf Outing.

Allied Beverage Group
Balance Point
Casamigos Tequila
Cupa Cabana
EA Club Photography
Elements Massage
Fedway Associates
House of Cupcakes
Judd Brown Designs/Jefferson Group Architects
Mack Staffing
Martinez Cigars
NJ Shutterbooth
R& R Marketing, LLC
Superior Wines
VGM Club
Vic Gerard
White Plains Linens

Thank you to all the clubs that contributed raffle items.

Canoe Brook CC
Cedar Hill Golf & CC
Echo Lake Country Club
Essex Fells Country Club
Fiddlers Elbow CC
Glen Ridge CC
Hollywood Golf Club
Hopewell Valley CC
Judd Brown Design
Knickerbocker CC
Manasquan River CC
Maplewood CC
NJ National Golf Club
North Jersey CC
Preakness Hills CC
Somerset Hills CC
Spring Lake Golf Club
Trump National Golf Club-Bedminster
Upper Montclair CC
VGM

Awards & Membership



Again this year the awards committee will be focusing on Chapter of the year. Michael Pollack, David Bachman, are returning to the committee and Ryan Brennan will join this year. The award recognizes the work, participation and successful accomplishments by chapters within our association

The successes are measured by the;

Chapter resume and questionnaire, chapter and national education and involvement

Our chapter resume submitted by our president always scores very high nearing the 100%

Chapter education is another area our chapter does very well in. Our committee would urge all those seeking CCM-CHE-MCM to continue those of you who are not we urge you to get started. These degrees will give you job security for years to come as nearly all private clubs now require these degrees for their GM positions. Those who are just getting started should reach out to Gavin Inglis for information. Currently we have a \$1000 assistance grant from the club foundation per BMI.

Chapter involvement is the final area and the area we could most improve. The Idea fair at conference is a way to improve our score a great deal. Once again this year we will be hosting our own competition within the chapter. Last year we had 22 entries and North Jersey walked away a winner. They received

\$1000 for education dollars and a beautiful Plaque to display so the membership could see their teams achievement. All ideas would be shipped to conference and this idea would be the chapter's idea for their submission.

When I first started looking into the chapter of the year award I was wondering what could motivate our members to get involved. And I can see if we would win we would get recognition- and \$1000 dollars for our chapter education yes even a trophy at national headquarters. But Then it hit me the real motivation is the journey working with you team to develop new ideas learning from that implementing these ideas at your club and finally what we all strive for every day MEMBER VALUE!!!

Our Membership remains strong at 141 in all categories representing 36 Clubs. This year we have taken in 11 new members, I would like to encourage General Managers to develop a program where their middle management can get involved. I have implemented this at my club this year and it has been an excellent experience for my management team which in turn has improved the membership value at our club immensely.

Thank you,
Dan McHugh, CCM
Membership and Awards Chair



NJCF Annual Golf Outing SEE YOU NEXT YEAR AT Trump National Golf Club Bedminster, NJ Monday, August 3, 2015



Club's & Local Charities

St. Joseph's Charity Run at North Jersey Country Club



In April of this year, North Jersey Country Club hosted an inaugural 5K Charity Run, in an effort to support the Geriatric Care Program at the St. Joseph's Wayne Hospital Foundation. Adult Members, many of their children, and employees were invited to participate in this event. It was truly remarkable how running together fostered camaraderie between employees and members. In total, donations exceeded over \$800 with 38 confirmed walkers/runners participating.

The funds will be used to improve geriatric care by providing specialized geriatric care training to all staff working with the elderly. The St. Joseph's Wayne Hospital Foundation supports the mission of St. Joseph's Wayne Hospital by providing funding for important hospital equipment, services and community outreach and education.

We are all very proud of the effort that was put forth and hope to continue to grow this event each year. This upcoming Fall, we will be extending our invitation to friends of the hospital to join in the fun for a good cause or donate or raise money. We look forward in getting together again for another great day!

If you would like to share your Club's efforts in the community, please email your information to Jackie Graziano at jgraziano@morriscgc.com and it will be in the next edition of the newsletter.

NJCF Annual Golf Tournament

Upper Montclair Country Club

August 11, 2014



Legislative Update



National Club Association - Washington Weekly Update

In an effort to keep you up to date on the actions taking place in Washington, Brad Steele of the NCA publishes a weekly insider's brief

from Capitol Hill—an informal update of what took place in D.C. over the past week. Key highlights are as follows:

•Health Care Town Hall Meetings set for WEDNESDAYS

By now you know about NCA's Weekly Health Care Town Hall meetings. With 2014 being a key year for clubs to prepare for Obamacare, they have decided to hold the call on WEDNESDAYS, rather than Mondays, this year. Hopefully, this will enable more of your staff to participate in the call. As always, the calls will be held at 4:00 p.m. EST.

This is a dedicated time for you to ask questions about your club's implementation of the new health care law. These Town Halls have been a great way for participants to have their questions answered, to receive answers to questions they didn't think about, and to hear how their colleagues are dealing with the law.

Visit http://www.nationalclub.org/education/town_halls/ to register for the call. Remember, just because the Employer Mandate has been delayed does not mean you can forget about Obamacare until 2015. So, mark your calendars for WEDNESDAYS at 4:00 ET.

•Summer Recess

After a long week, both the House of Representatives and the Senate have gone dark for the annual five-week August Congressional Recess. Members will return to Capitol Hill on September 8. As such, the next WWU be issued on 9/15.

Club Managers Association of America - Legislative Report

This Legislative Report blog provides timely information on federal and state legislation and regulations and state trends as well as the myriad issues affecting the private club industry. A companion to CMAA's Legislative website, this resource should be your first stop for any information regarding legal, tax or legislative club-specific issues.

•CMAA Joins Waters Advocacy Coalition to Support Efforts to Overturn EPA's Proposed WOTUS Rule

This month, the Club Managers Association of America, Golf Course Superintendents Association of America, PGA of America, American Society of Golf Course Architects, Golf Course Builders Association of America, National Club Association and National Golf Course Owners Association joined the Waters Advocacy Coalition (WAC), a coalition of more than 35 associations focused on educating federal and state policymakers about the broad array of issues associated with expanding federal Clean Water Act (CWA) jurisdiction.

In April 2014, the US Environmental Protection Agency and US Army Corps of Engineers jointly released a proposed rule to revise the definition of a "waters of the United States"

(WOTUS) for all CWA programs. The definitional changes contained in the rule would significantly expand federal control of land and water resources in the US, triggering substantial additional permitting and regulatory requirements. The WAC is focused on overturning the WOTUS rule as currently proposed.

As part of ongoing outreach activities, WAC is preparing to draft comments on behalf of its membership on the proposed rulemaking that will be supplemented by legal and economic analyses. The golf industry will also submit its own public comment to the federal docket on the proposed WOTUS rule. WAC will continue to hold Congressional briefings communicating the legal and practical issues with the proposed rulemaking to staff and Members. CMAA and its allied partners will continue to talk with Members of Congress about the impact of the rule on golf course development, construction and management.

•STARS Act Simplifies Seasonal Employees Under ACA

On July 28, Representative Jim Renacci (R-OH) introduced a bill to amend the seasonal employee provisions of the Affordable Care Act. HR 5213, known as the STARS Act of 2014 (Simplifying Technical Aspects Regarding Seasonality), will address two significant issues for the club industry and other businesses who rely on seasonal workers.

First, the measure defines a seasonal employee as "an employee who is employed in a position for which the customary annual employment is not more than 6 months and which requires performing labor or services which are ordinarily performed at certain seasons or periods of the year."

Second, the measure excludes all seasonal employees from inclusion in calculations for the employer shared responsibility requirements. Thus, an employer that only exceeds 50 full-time equivalents with the inclusion of its seasonal employees would be exempt from providing previously mandated health coverage.

The bill has been referred to the House Committee on Ways and Means for further consideration. CMAA will be watching this bill closely when Congress returns to session in September.

•What You Need to Know About the Americans With Disabilities Act

This month, Disability.gov, the US federal government website for information on disability programs and services nationwide, highlighted 10 Things You Might Not Know About the Americans With Disabilities Act (ADA). Here are the major points as applicable to the club industry, in honor of the 24th anniversary of this landmark regulation.

1. Approximately 57 million Americans have a disability. Source: US Census
2. The ADA addresses five different areas: (I) employment, (II) public programs and services offered by state and local governments, (III) public accommodations, (IV) telecommunications and (V) other. For the club industry, titles I and III are the most pertinent.

What about exemptions? It is a myth that all private clubs are exempt from ADA compliance. Only bona fide private clubs that are open to only members and their guests, do not regularly hold public events and are tax-exempt under the Internal

Revenue Service's 501(c)(7) code are exempt from ADA regulations. In addition, any club, no matter what its status, can be subject to litigation over the issue of exemption, whether or not the club ultimately prevails on that issue. Learn more on CMAA's ADA Resource page.

3. According to the Job Accommodation Network (JAN), a free source of expert one-on-one guidance on workplace accommodations and disability employment issues, nearly 60 percent of the accommodations needed by workers with disabilities cost absolutely nothing, and only 36 percent of employers incurred a one-time cost of roughly \$500.

4. Pregnancy is not considered a disability under the ADA, but pregnancy-related conditions may be recognized as a disability and could require an accommodation. Further consideration must be made under other federal regulations including the Family and Medical Leave Act and the Pregnancy Discrimination Act. Earlier this month, the Equal Employment Opportunity Commission (EEOC) released new guidance for pregnancy discrimination and related issues.

New Jersey Business & Industry Association (NJBIA)

The New Jersey Business & Industry Association provides information, services and advocacy to its member companies in order to build a more prosperous New Jersey. NJBIA is the nation's largest state-wide employer association. Its members, as a group, employ more than one million people.

NJBIA today is widely regarded as the most credible and effective advocate for business in the State. As such, we are truly the voice of business in New Jersey. Their staff of government affairs experts testifies frequently before the Legislature and State agencies and is vigilant in its efforts to protect the interests of their members. The NJBIA publishes a monthly newsletter called the Business Voice that focuses on local New Jersey news.

Sincerely,
Karl Habib, CCM
Legislative Chair, NJCMA

Legislative Resources:
CMAA Legislative Report: www.cmaa.org/blogs
NCA Washington Weekly Update: www.nationalclub.org

Career Services



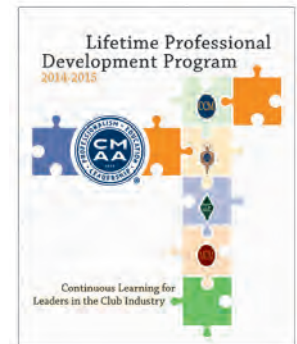
NJCMA Members,

The new requirements for certification are in place and now everyone is under the same requirements to become Certified. The major change is that everyone must complete BMI 1-3 and either BMI Golf or BMI F/B totally 4 BMI's. There is no skipping a BMI due to a College degree. Credits for a degree however, does still apply.

Recently, you should have received a booklet from CMAA "Lifetime Professional Development Program". This booklet outlines Certification requirements as well as areas of continuing education to aid us in being an effective club executive. As the NJCMA Certification Chair I found it to be a great refresher to the vast range of knowledge that is required of us. I know first hand how working towards CCM and then further professional milestones has prepared me to be able to effectively lead my club. An added benefit is that to become a CCM you have to participate which will lead you to come into contact with so with many fabulous professionals. Priceless!

The ten core competency areas for CCM are invaluable and will also stay with you throughout your career:

- Club Governance
- Food & Beverage Management
- Accounting & Financial Management
- Human & Professional Resources
- Leadership
- Membership & Marketing
- Golf, Sports & Recreation Management
- External & Governmental Influences
- Facilities Management
- Interpersonal Skill



Understanding and mastering these areas will help you navigate the challenges that lay in front of you and build the foundation of knowledge needed to gain the trust to guide your Board, Committees and Staff.

So set your goals of education to seek milestones. CCM, CCE, MCM will only justify your place in Club Management.

CERTIFICATION BOOKS and STUDY GUIDE: If you are getting close and are thinking about starting the process to become certified please contact me. I have the current copy of the study guide and all updated reading materials to help you prepare. I will lend these out to all members and keep track to help you through the process.

Good Luck!
Mike Azbill CCM,CCE
mazbill@indiantrailclub.com



November 4, 2014
**Annual Meeting &
Wine Dinner**
Maplewood Country Club
Maplewood, NJ

NJCF Annual Golf Tournament

Upper Montclair Country Club

August 11, 2014



2014 Officers

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Indian Trail Club

Ryan Brennan, CCM

Manasquan River Golf Club

Kimberly Condit, CCM

Canoe Brook Country Club

NJCMAs Directors

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Park Avenue Club

Jackie Graziano

Morris County Golf Club

Gavin Inglis, CCM, CCE

Knickerbocker Country Club

Dan McHugh, CCM

Roxiticus Golf Club

Thomas Petruzzello, CCM

North Jersey Country Club

Michael Pollack, CCM, CCE

Deal Golf & Country Club

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Transfers

Andrew Curtis, CCM

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Mr. Kenneth W. Adams, CCM

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Jill Stabile, CCM

General Manager/COO
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New Members

Rebecca Kaepernik

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Corey Panno

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Rose Baez

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Dana Kurdyla

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Milena Valchanova

Dining Room Manager
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Jackie Campbell

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Luis Villavizar

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Amy Jo Chick

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Meredith Corradino

Membership Director
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Eric Erickson

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Crestmont Country Club
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Jared Mozak

Dining Room Manager
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2014 Committees

Awards

Dan McHugh CCM

By Laws

Kimberly Condit CCM
Albert Costantini CCM, CCE

Certification

Michael Azbill CCM, CCE
Gavin Inglis CCM, CCE

Club Foundation Liaison

Albert Costantini CCM, CCE

NJ Internship Program

Thomas Petruzzello CCM
Ryan Brennan CCM

Education/Workshop/Mid-Mgt

Gavin Inglis CCM, CCE
Karl Habib CCM
Jackie Graziano

Career Services

Michael Azbill CCM, CCE

Health & Welfare

Kimberly Condit CCM

Legislative

Karl Habib CCM

Membership/Welcoming/Orientation

Dan McHugh CCM

NJ Club Foundation Liaison

Golf Outing

Michael Lusk

Newsletter

Jackie Graziano

Public Relations

Michael Pollack CCM, CCE

Student Chapter Liaison

Thomas Petruzzello CCM
Jackie Graziano

Strategic Planning

Michael Azbill CCM, CCE
Michael Pollack CCM, CCE

Taste of the Private Club Chefs

Karl Habib CCM
Kimberly Condit

Website/Communications

Ryan Brennan CCM

Vendors Show

Michael Lusk

Wine Society

Michael Frodella

Congratulations!



*Congratulations to
Albert Costantini, CCM, CCE &
Gavin Inglis, CCM, CCE
on achieving their CCE status.*



December 8, 2014
NJCMA
Holiday Party
Morris County Golf Club
Morristown, NJ



October 21, 2014
Taste of the Private
Club Chefs
North Jersey Country Club
Wayne, NJ

Mission Statement

NJCMA promotes and advances the profession of club management by fulfilling the educational, fraternal, social, recreational, and related needs of its members.

Established 1937 - Celebrating Over 75 Years of Club Management

NEW JERSEY NEWS

New Jersey Club Managers Association

P.O. Box 549, Franklin Lakes, NJ 07417

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