



Report
For
Annual Meeting
November 5, 2019

Deal Golf & Country Club
1 Golf Lane
Deal, NJ 07723

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**Annual Meeting Agenda
Tuesday, November 5, 2019**

- Meeting called to order by President Michael Pollack, CCM, CCE
- Pledge of Allegiance
- Roll Call. Recognition of all new members and Recognition of prior Chapter Presidents :
- Approval of Minutes from 2018 Annual Meeting: Mike Azbill, CCM, CCE, Secretary/Treasurer
- Report on Behalf of Board of Directors by Michael Pollack, CCM, CCE
- Acknowledgement of Corporate Partners and Presenting Sponsor
- NJ Club Foundation and Scholarship Awards: Cindy Williams CCM, NJCF Scholarship Chair
- Gallo Wines Donation: Check Presentation-Tim Lauch- Director of Key Accounts On-Premise Sales of Gallo Wine Sales of NJ to Ryan Brennan, CCM, NJ Wine Society Chair
- Karl Habib Wine Society Scholarship: Ryan Brennan CCM NJ Wine Society Chair
- Chapter Idea Fair Winner: Salil Bokil, CCM, Awards Committee Chair
- CMAA President Randy Ruder, CCM, CCE – CMAA Update
- Report of Nominating Committee: Albert Costantini, CCM, CCE, Nominating Committee Chair
 - Nominations from the Floor
 - Election of Class of 2022
 - Election of President
- Installation of 2019-2020 Board of Directors: CMAA President Randy Ruder, CCM, CCE
- Board of Directors Plaque Presentations
- Closing remarks
- Adjournment

President's Report
Michael Pollack, CCM, CCE

At the beginning of the year, there were many goals that the Chapter Board wanted to accomplish:

Each November, National CMAA comes up with a theme that each Chapter can use as a template for their goals for the year. This year's theme was "E3", which stands for Encourage, Engage and Enlighten. Your Chapter used this theme when deciding on various Education sessions to provide.

Many of our Chapter members received awards, scholarships and other recognition throughout the year. I made a point of contacting their Club Boards to let them know of these achievements.

Other Chapter Highlights for the year include:

- Our NJCF sponsorship program brought in more than \$150,000, which, in turn, allowed the Chapter to increase the dollar amounts for many of the awards, scholarships, grants, tuition assistance etc. that our chapter members receive.
- We have just completed a website redesign that allows for a cleaner, more modern look and feel to the site. We are also very close to rolling out the new NJCMA app, which will allow our members to see what's going on in the Chapter with one click of the button on your phone.
- The Chapter celebrated the CMAA Logo change with a gift of new pullovers for all our active members. These pullovers have both the new CMAA logo, as well as our chapter logo on them.
- In July, we held our 2nd annual Past-Presidents council. Out of that meeting came some great ideas, some of which we are already implementing for next year.
- Both the NJCMA and NJCF held successful events throughout the year, including the annual Vendor Show, The NJCF Golf outing and the just completed Food and Wine Experience.

As the President of the NJ Chapter, my overall goal for these past two years was to continue to grow our chapter, both in members and in stature. I truly believe that the NJ Chapter is one of the best chapters in our association and year in and year out, our members prove this in how our chapter is run. We will continue to push forward to provide our chapter members with quality and timely education, as well as also provide them with the tools necessary to get this education through grants, scholarships and tuition assistance.

I am very honored to have served as your president and look forward to assisting our Chapter in all future endeavors.

Michael Pollack, CCM, CCE
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Secretary/Treasurer's Report
Michael Azbill, CCM, CCE

Audited Financial Statements:

- Attached please find the audited financial statements for FY 2018
 - Letter of representation
 - Statement of Assets, Liabilities, and Net Assets
 - Statement of Revenues, Expenses, and Net Assets

Current Year – FY 2019:

The Chapter ended FY 2019 with a \$ \$1,338.12 loss.

- The FY 2019 loss was due primarily to 2018 Food & Wine Experience was paid in 2018-2019 fiscal year. The new website upgrade expense and chapter member pullover gift were unanticipated expenses.
- Please see the attached October, 2019 Chapter financial statement.

Current Cash Position:

- As of November 1, 2019, we have a cash balance of \$ \$236,028.51

NJ Club Foundation:

- In 2019, the Chapter collected \$2,965 in donations to the NJ Club Foundation along with our annual dues billing. The Foundation appreciates your continued support!

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Awards Committee
Salil Bokil, CCM
John Hemrick

The awards committee is happy to report many positives that happened during this year.

The 2019 Nashville Conference was a successful conference for our Chapter. Many of our chapter Club received various recognitions and we would like to congratulate all of them on their success!

Following were the awards received:

- Springbrook CC recognized at IWS Business Meeting with an IWS Award of Merit.
- Fiddlers Elbow CC recognized at IWS Business Meeting with an IWS Award of Merit.
- Manasquan River GC recognized at IWS Business Meeting with an IWS Award of Merit.
- Ryan Brennan, CCM of Manasquan River Golf Club received the second Place award for New Member Recruitment at IWS Business meeting.

Idea Fair:

- Bay Head Yacht Club received First Place in the Idea Fair for Food Concepts.
- Deal CC received First Place in the Idea Fair for Youth Program and Events
- Fiddlers Elbow CC received First Place in two categories Breakthrough Ideas and Environmental Impact

Diana Poblete, Fairleigh Dickinson University, Senior received the Joe Purdue Scholarship

The nominations for Excellence in Club Management Awards, sponsored by the McMahon Group are open for 2019 -2020.

The quest for chapter of the year award continues. We will be making every effort towards this. Our chapter is rated as a large chapter, so we are up against such chapters as Florida and California. Being successful opens avenue of opportunities with scholarships, educational grants for the chapter.

Idea fair entries get us additional points. We are hoping that this year we have a strong number of entries. Information about the idea fair has been sent to the Members.

Another area we gain points from, is the CCM achievement. This year we will possibly have 3 individuals attain this designation, which will boost our scores.

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ByLaws
Michael Pollack, CCM, CCE

The Chapter Affiliation agreement was signed in the spring. CMAA has gone to great lengths to make sure CMAA and its chapter affiliates are more in line with each other and are not acting as separate entities. This agreement goes a long way in tightening the structure of our association.

The CMAA also changed its name from Club Managers Association of America to Club Management Association of America. The chapter did not need a by-law change to change its name to Club Management Association of America, New Jersey Chapter. CMAA also changed the name of its president and Vice-President to Chairman and Vice-Chairman. The New Jersey Chapter did not need to do this and, thus we have stayed with the titles of President and Vice-President for now.

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Corporate Partnership Program
Michael Pollack, CCM, CCE

Committee members: Michael Pollack, Albert Costantini, Ryan Brennan, Mike Azbill, Andrea Randall, Peter Cafaro (JBD,JGA), John Gomez

The 2019 Sponsorship program Brought in the following sponsors and income this year.

Platinum sponsors – Condon, O’Meara, McGinty and Donnelly, LLC; Sysco Metro NY; Pacific Links International

Gold Sponsors – Judd Brown Designs/Jefferson Group Architecture; Donnelly Construction; RPS Bollinger/Arthur Gallagher; Vic Gerard Club Car

Silver Sponsors – EZ-Go; Rogers McCagg Planners, Designers, Architects; Storr Tractor; Garguilo Produce; Pascal Coffee; Titos Handmade Vodka; Atlantic IT; Winebow; VGM Club.

Bronze Sponsors – Allied Beverage Group LLC; Ecker Brothers; Jonas Club Software; M Tucker/Singer Equipment; MembersFirst; MJ Frank; Tree Tech Inc.; Victory Pest Control; Donnelly Energy; Verity Partners; Biltmore; Federal Distilling; Noble Turf; Jay Hill Repair

Total Platinum sponsors -3

Total Gold Sponsors – 4

Total Silver Sponsors – 9

Total Bronze Sponsors – 14

The total Value of all the sponsorships for this year is \$155,000

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**NEW JERSEY
CHAPTER**
CLUB MANAGEMENT
ASSOCIATION OF AMERICA

NJCF THANKS ITS CORPORATE PARTNERS



PLATINUM



GOLD



Arthur J. Gallagher & Co.
BUSINESS WITHOUT BARRIERS™

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Tel: 914-668-2808
Fax: 914-668-2808
Amenities, Personal Care, Janitorial, Paper Goods, Food Service Disposal



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Certification Committee
David Bachman, CCM, CCE

-
- Answer chapter members questions regarding certification, Honor Society membership, Certified Chief Executive & Master Club manager designations
 - Help our managers understand the process necessary to qualify to sit for the CCM exam
 - Work with the Education Chairman to develop chapter education that helps our members qualify for the CCM designation
 - Encourage members to attain the “CCM” designation
 - Stay current on any changes in CMAA’s certification program

For 2019 we had one member obtain their “CCM”, Salil Bokil, CCM, Congratulations!!

This November 2019 we have two members who are scheduled for the Review Course & sit for the Exam: John Hemrick and Chris Lukov.

CMAA offers the “Certified Club Manager (CCM)”, a professional certification recognizing the unique skills and special knowledge required of today’s club manager. Since the program’s launch in 1965, it has opened countless doors of opportunity for managers as it communicates their knowledge and ability to serve as a key player in a club’s success. Candidate who have earned the designation have completed a program enriched with education experience, applicable knowledge, and business tools that can deliver a positive impact.

Whether you are seeking a promotion, exploring a position outside of your current club, or simply pursuing professional development opportunities to help you tackle increasingly complex responsibilities while preparing for future challenges, the CCM designation can.

- Help you gain credibility and respect in the field.
- Enhance your skills and knowledge.
- Demonstrate your commitment to the profession.

Eligibility requirements, applying for the CCM Exam, Exam dates, the Certification Review Course, taking the Exam and even maintaining your CCM can all be found on the CMAA website under Certification. There are 10 competency areas, also listed on CMAA website that you will need to fully comprehend before sitting for this Exam.

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The Club Foundation
Albert Costantini, CCM, CCE

The Club Foundation was created in 1988 as the only 501 (c) 3 organization focused solely on the club industry. The Foundation seeks to fund the life cycle of a club manager's career. Therefore, The Club Foundation provides dollars for the following five key areas: 1) Students 2) Faculty 3) Club Managers 4) CMAA Chapters 5) Industry at Large. The Club Foundation has a donor base of constituents that seek to further the knowledge and skills of those individuals that operate country clubs, yacht clubs, city clubs and more. .

The mission of The Club Foundation is to raise funds to financially support the professional development of club managers through education, training and research initiatives.

Since becoming CEO of the Foundation in September of 2016, Jeff Morgan stated that one of his immediate proposals to the Board of Governors was a full review of the Foundation's legal and governance structure, which has led to a series of events over last year and include:

1. CF approved changes to its bylaws as well as a new governance structure in January 2016. These changes include CMAA officers sitting on the CF Board, term limits for CF governors and a new nominating process for the CF Board.
2. In May 2016, CF approved a financial restructuring to allow more donations to go directly to the CF's mission. This change allowed CF to immediately fund 50 percent of a new generational research study (CMAA funded the other 50 percent).
3. In July 2016, CMAA approved the CF's financial restructuring and its impact on CMAA to increase its support of CF.
4. In August 2016, CF approved a new donor recognition program and a new CF logo.
5. In September 2016, Carrie Wosicki, Director of Development, was hired to focus on donor engagement and the fulfillment of CF's mission.

For the first time in six years, The Club Foundation has achieved a three-star rating from Charity Navigator! What's ever better, is that the CF received four stars (the highest rating) in the category of accountability and transparency. Kudos to CMAA's ACCT team for all the help and support with the financial side and to Will Flourance in IT, for his creative re-design of the CF site. This stellar rating would not have been possible without all the help and support CF has received this year from so many on staff. What a great team effort!

Many of you have given to The Club Foundation over the years on a personal, club/corporate or chapter level. We are grateful for your contributions and support! In the same manner of CMAA's 2015 internal review process to become a healthier and more member-focused organization, CF has now completed a similar process to become healthier and to place more focus on its mission of serving the larger club community.

As such, The Club Foundation has become much more transparent in sharing and communicating to chapters, donors and the larger CMAA membership. I am hopeful that many of you will see fit to support, or increase your support to CF and encourage your peers to do the same.

The Club Foundation (cont.)
Albert Costantini, CCM, CCE

The following scholarships are available through the national Club Foundation. I encourage all of you to promote these opportunities to those qualifying individuals at your clubs:

Sally Burns Rambo Scholarship – Due September 1

The Sally Burns Rambo Scholarship is for female club managers interested in professional development.

Applicant eligibility requirements:

- Female;
- Current CMAA member;
- Minimum three years of Professional Membership with CMAA at the application deadline.

Awards:

Recipient receives the tuition costs and up to \$1,000 in reimbursed travel expenses to attend their choice of one Business Management Institute course.

James B. Singerling Scholarship – Due September 1

The James B. Singerling Scholarship is for first-time CMAA World Conference attendees.

Applicant eligibility requirements:

- Current CMAA member;
- Never attended CMAA World Conference as a Professional (student attendance is ok).

Awards:

- Recipient receives a Full Registration and up to \$1,000 in reimbursed travel expenses to attend the upcoming year's CMAA World Conference on Club Management and Club Business Expo.

Willmoore H. Kendall Scholarship – Due to the chapter for nomination by November 1, Due to CF with a chapter letter of support by December 1

The Willmoore H. Kendall Scholarship is for assistant managers pursuing the Certified Club Manager (CCM) designation. This application requires a letter of support from a Chapter Officer.

Applicant eligibility requirements:

- Current CMAA member;
- Assistant Manager;
- Committed to a career in the club industry;
- Actively pursuing the Certified Club Manager (CCM) designation;
- Have at least one Business Management Institute course remaining;
- Nominated by a CMAA chapter.

The Club Foundation (cont.)
Albert Costantini, CCM, CCE

Awards:

- Based on scoring by the Allocation Committee
- Recipient receives the tuition costs for ALL of the following courses required for certification eligibility*:
 - BMI Club Management (formerly BMI I);
 - BMI Leadership Principals (formerly BMI II);
 - BMI General Manager/Chief Operating Officer (formerly BMI III);
 - BMI Golf Management or BMI Food & Beverage;
 - BMI Certification Review Course (including study guide);
 - And Certification Exam fees.

*Note: Travel, lodging and meals expenses are the responsibility of the recipient.

Applications are due to the chapter for nomination by November 1 and to the Foundation with the chapter's letter of support by December 1. The application may be found on the Foundation website at: <http://www.clubfoundation.org/kendallscholarship.htm>

LaRocca Family Executive Scholarship – Due December 1

The LaRocca Family Executive Scholarship is for seasoned industry professionals that take an active role in mentoring.

Applicant eligibility requirements:

- Current CMAA member;
- 10 years of club management/supervisory experience;
- Serves as the top executive at their club;
- Takes an active role in mentoring.

Awards:

- Recipients receive the tuition costs and up to \$1,000 in reimbursed travel expenses to attend their choice of one elective-level BMI course. A second mentoring portion gives them funds to be used for their mentee for either CMAA dues (both national and chapter), or to attend CMAA World Conference or Leadership/Legislative Conference.

Applications are due December 1 and may be found on the Foundation website at: <http://www.clubfoundation.org/laroccascholarship.htm>

The Club Foundation (cont.)
Albert Costantini, CCM, CCE

Joe Perdue Scholarship

The scholarship was established in 1988 to honor **Joe Perdue, CCM, CHE**, the club industry's leading hospitality educator. From 1986 to 2015, Joe Perdue served as Academic Advisor for the Club Management Association of America (CMAA). Responsible for the initial development of

CMAA's Business Management Institute (BMI), Joe coordinated more than 300 weeklong programs for more than 10,000 managers. Beyond the US, he developed professional education programs in China, South Africa, Europe, and Canada.

The Joe Perdue Scholarship provides tuition support to students who are pursuing careers in club management. Any individual who is actively seeking a managerial career in the club industry and is currently attending an accredited, four-year college or university undergraduate program may apply to The Club Foundation for scholarship aid.

All Club Foundation Scholarship applications are evaluated and recipients are selected by the Club Foundation Allocation Committee. This committee is made up of club managers from across the country. Applications are not evaluated by Foundation staff. The number of recipients selected per scholarship each year is based on where the natural break in scoring occurs after all applications are evaluated.

Since its inception in 1988, The Club Foundation has awarded **more than 200 student scholarships** totaling more than **\$387,500**. Many past recipients are now working in management positions at clubs and serve as leaders in the industry.

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Education Committee
Mike Azbill, CCM, CCE Chair
Holly Bilotti

Special Thank You to my Committee Holly Bilotti and Salil Bokil This year for their input and contributing resources.

This past year we offered a very diverse schedule offering over 20 hours of education : Sexual Harassment, Communications, F/B Programs, Employee Cultures, Technology, and my Favorite, Team Building where the attendees got to " Build A Bike" which was donated to Children from a local Boys/Girls Club.

Add in Yo Pro and Wine society opportunities and NJCMA presented a full Schedule of Education.

One of the Highlights of each education sessions is always the networking cocktail parties that follow.

Getting to visit different clubs and stealing great ideas from others is Priceless.

Special thanks to all the clubs that hosted one of the sessions. The Hospitality was amazing across the board. We had an amazing year and the networking opportunities after our education were a benefit.

Holly Bilotti will Take over as Education Chair and Salil Bokil will be her Vice Chair for 2020

The Year will Begin on November 22 at Canoe Brook CC featuring CMAA Chairman COO Jeff Morgan. This special session is perfect to bring your club officers to as Jeff will give an update on the Club industry today and into the future

Holly has put together the schedule for the year so please contact her and volunteer your club to host. The speaker schedule will be posted soon.

If you are available to host one of the upcoming dates or have a recommendation for a speaker, please contact a member of the committee.

Participation is the best Education!

Please look forward to a complete set of 2020 dates and we will add special pop up sessions throughout the year as well.

2019

November

Thursday 21st

Jeff Morgan

Canoe Brook Country Club

Host Managers: Albert Costantini, CCM, CCE and Kimberly Condit, CCM

December

Monday 2nd

Maplewood CC Annual Holiday Party

Host Manager: Michael Lusk

Education Committee
Mike Azbill, CCM, CCE Chair
Holly Bilotti, Salil Bokil, CCM

2020

January

Sunday 12th & Monday 13th AC workshop, Borgata

Joe Trauger NCA Update

Randy Ruder Association Update

Dan Thurmon

Ben Lorentzon

Tuesday 28th

Join Michael Ventura for an immersive exploration into his *Applied Empathy* approach.

North Jersey Country Club

3 – 3:30 pm Registration

3:30 – 5 pm Education

Dinner to follow

Host Manager: Ryan Dionne

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Career Services
David Bachman, CCM, CCE

- Assist Chapter members in their preparation of possible future positions (resume, cover letter, interview questions, etc.)
- Invite at least one non-board member and one student chapter member to get involved with the committee with the intention of improving communication and involvement.
- Include a Job Postings link in every NJCMA E-News publication
- Engage transitioning and retired manager to be involved in chapter education and events
- Promote visibility of Student Chapter Officers and members at Chapter events

Career Services are available through NJCMA and the National Chapter to include:

- ✓ Coaching Services
- ✓ Resume Services
- ✓ Job Postings
- ✓ Selective Search Bulletins
- ✓ Interim Management Listings
- ✓ Executive Search Firms
- ✓ Management Company Resource Lists
- ✓ At-Conference Career Services Center
- ✓ Career Opportunities & Mentoring Showcase
- ✓ Guide to developing an Internship

Please take advantage of our Career website services when you are looking to fill openings at your clubs. All postings can be found on the public side of our site so that other Chapters members have access to local opportunities.

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Young Professional Committee
Jackie Graziano

Our initiative to establish a group of 40 and under, two years ago, to network and improve professional growth in the Club industry has continued to be a success. Although events were lightly attended, the messages were strong.

In April the Yo-Pro committee hosted two round tables on "Accounting & Financial Management".

In May, Fiddler's Elbow hosted a Fly Fishing event and in September, Bay Head Yacht Club hosted a Sailing event.

Looking forward the events in 2020 and we would like to thank all 40 & Under and Over, that have supported the growth of this program. Please consider coming out and getting your staff to join in, it networking is a great opportunity!

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NJ Club Internship Program
Holly Bilotti & Alexander Mueller, CCM

2020 Internship Booklet updates to begin

Student Development Manager Kyle Jennings from CMAA will share updated Student Chapter Faculty Advisor contacts

We've continued our efforts to connect and engage with the students at Brookdale Community College. Professor Michelle Zuppe, MSRDN, is still the Culinary and Hospitality Chair for the department. She continues to look for clubs, restaurants, and other hospitality venues to assist in placing the students in her program.

On Thursday, October 3rd, the students were invited to come to Beacon Hill CC for a club tour and to see our operations in action. We'll held a 2-hour session that was both hands-on as well as questions & answers regarding the club and the hospitality industry. Professor Zuppe plans on having this as part of her curriculum each semester. In addition, we explained how the NJCMA Internship program works and the benefit it provides them.

Tuesday, October 22nd, I'll be attending Brookdale's Hospitality Advisory Committee meeting. This committee was created to assist the Culinary & Hospitality department in connecting the business community with the students.

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Legislative Affairs
Andrea Randall

DOL Releases Final Overtime Rule, \$35k Threshold, Effective January 1

On September 24, the Department of Labor (DOL) released the final overtime rule, making changes to the Fair Labor Standards Act regarding employee's eligibility for overtime. Earlier this year, the DOL accepted public comment on this proposed rule.

- **Salary Threshold:** The minimum salary required for an employee to qualify for exemption from the currently-enforced level of \$455 increases to \$684 per week, the equivalent to \$35,568 per year.
- **Highly Compensated Employees:** The total annual compensation requirement for “highly compensated employees” (HCE) increases from \$100,000 to \$107,432 per year.
- **Use of Bonuses:** Clubs will be allowed to use nondiscretionary bonuses and incentive payments (including commissions) that are paid annually or more frequently to satisfy up to 10 percent of the standard salary level.
- **Automatic Increases:** The final rule confirms the DOL’s commitment to periodically review and update the salary threshold but does not mandate a specific interval of time. Any update would continue to require notice-and-comment rulemaking, giving employers advance notice.
- **Job Duties Test:** This does not alter the job duties test.
- **Effective Date:** The final rule will be effective and enforceable on January 1, 2020.

Repeal of the 2015 Waters of the United States (WOTUS)

The rule affects waters and wet areas throughout the US, including most water bodies on golf courses. 27 states had legislated exemptions to the WOTUS act. The repeal brings all 50 states back to pre-WOTUS regulations. A new replacement rule will be introduced and is expected to provide more explicit rules and regulations for all landowners nationwide.

Effective Date, September 1, 2019.

Legal, Legislative, & Regulatory Too Much Non-Member Income Jeopardizes Exempt Status

Clubs across the country have received letters from the Internal Revenue Service encouraging them to monitor their gross receipts from non-member sources and to maintain books and records demonstrating continued qualifications for exemption. Among the IRS’s compliance strategies for FY2019 is a focus on tax-exempt clubs and their investment income, non-member income, and non-filing of Form 990-T, Exempt Organizations Business Tax Return. Private tax-exempt 501(c)(7) clubs generally are exempt from federal income tax except to the extent that they have unrelated business taxable income (UBTI)—e.g., investment income and use of the club by nonmembers. Therefore, it is necessary for clubs to diligently track and report their nonmember income. For more information, visit <https://rsmus.com/what-we-do/industries/private-clubs/irs-issues-notice-to-exempt-clubs.html>.

**Legislative Affairs
Andrea Randall**

Increasing the Minimum Wage

July 1 was a big day as the minimum wage increased in 22 different states and jurisdictions across the country. Eight of the 22 increases met or exceeded \$14 per hour. San Francisco and Berkeley, CA, have increased to \$15.59, the highest minimum wage in the country. Washington, DC increased to \$14, and the state of New Jersey increased incrementally to \$10, ultimately increasing to \$15 by 2024. The House of Representatives passed HR 582, the Raise the Wage Act (HR 582) on July 18. The measure would set the minimum wage at \$15 within six years of passage and create an automatic update annually based on the median hourly wage of all employees as determined by the Bureau of Labor Statistics. Further, it would ultimately eliminate the existing \$2.13 minimum wage for tipped employees by increasing that wage annually by \$1.50 until it meets the standard federal minimum wage. The Senate version of the bill, S. 150, has not been considered since its introduction and assignment to the Committee on Health, Education, Labor, and Pension. The federal minimum wage was last increased in 2009

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Membership/Ambassador/Welcoming/Orientation
Jackie Graziano – Andrea Randall

Thank you for the continued support and participation to promote our chapter's growth. Happily we met our CMAA goal the goal of 22 new members. In additions to CMAA. To date we have taken in a total of 34 new NJCMA members (12 transferring from other chapters and 22 new members). We did reach our 2019 new member goal, as set by CMAA. That allows our chapter to be entered into a drawing to win a \$1000 education grant from The Club Foundation.

New In 2019

Daniel Villamaria	Beacon Hill Club
Susan Peach	Fiddlers Elbow CC
Carlos Perez	Montclair GC
Diana Poblete	Glen Ridge CC
Peter Adamo	Glen Ridge CC
Anna Verdes-Montenegro	Glen Ridge CC
Casey Gamblin	White Beeches Golf & CC
Samantha Marra	Mountain Ridge CC
Brittany Delcore	Preakness Hills CC
Mackenzie Murphy	Short Hills Club
Jill Stabile CCM	Orange Lawn Tennis Club
Nicholas Ferraro	Watchung Valley CC
Glenn Gang	Cloister Inn at Princeton U.
Corey Heyer	Canoe Brook CC
Annette Ruiz	Canoe Brook CC
Danielle LaSasso	Canoe Brook CC
Kerry Zinckgraf	Essex County CC
Heather Kasian	Eagle Oaks GC
Elizabeth Adamski	Ramsey Golf & CC
Kimberly Marshall	Rumson CC
Olivia Allen	Baltusrol GC
Rachel Wheeler	Beacon Hill Club

Transfers

John Schultz Jr.	Baltusrol GC
Sean Miller	Roxiticus Golf Club
Ian Church	Cherry Valley CC
Katie Gusella	Short Hills Club
Jon LaRocca	Plainfield CC
Richard "Trey" Bayliss III	Baltusrol GC
Daniel Somoygi CCM, CCE	Edgewood CC
Carlos Perez CCM, CCE	Crestmont CC
Joseph Bassani	Manasquan River GC
Paulette Strauss	Edgewood CC
Joseph Fulco CCM, CCE	Lake Mohawk GC
Jeff Martocci CCM	Alpine CC

The New Member Checklist was implemented in April and is now included in all new member packets. Designed to make taking part in NJCMA a bit easier, new members receive general information about NJCMA as well as the name of their Ambassador, all in a quick easy to read format. Rosemary assigns the Ambassador, who serves on the NJCMA Board, as the new member is accepted

The Marketing/Promotional handout and video is tabled at this time.

Jackie Graziano
Assistant Manager
Morris County Golf Club
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NJ Club Foundation
Albert Costantini, CCM, CCE

Established by the New Jersey Club Managers Association in 1996, the New Jersey Club Foundation is a non-profit organization incorporated under the laws of the State of New Jersey. NJCF was the collaboration of several Club Managers. The purpose of the Foundation is to enhance educational opportunities for Club Managers and college students pursuing a degree in Club Management, as well as contribute to the community through charitable giving. The Board of Directors consists of twelve Members: eight CMAA New Jersey Chapter Members, a financial advisor, a student/faculty advisor, and two individuals from Club-related industries.

- Advance the Club Management profession by supporting educational programs for Managers and Assistant Managers.
- Create a greater awareness of professional opportunities in the Private Club industry by providing financial assistance to individuals interested in Club Management and/or Hospitality.
- Promote the profession of Club Management through academic programs offered by Colleges, Culinary Schools and Universities.
- Disseminate professional information to allied associations, academic institutions, and other hospitality-involved groups.
- Contribute to worthy charitable organizations.

The NJCF accomplished its initial goal in endowment funds to continue its mission and, in 2005, the Directors increased the objective to \$1,000,000. A prudent, conservative investment strategy combined with annual fund-raisers led to this goal being met in 2018.

Since its inception, and consistent with its purpose and objectives, the NJCF has contributed more than \$400,000 toward Managers' education, student support and development, and worthy charities.

2019 Marks the 23rd anniversary of the NJ Club Foundation. There are several fundraising efforts which include: Contributions from NJCMA members at large, The NJ Club Foundation Vendor Trade Show, the Corporate Partnership Program and the NJCF Golf Tournament.

In 2019 the Foundation has awarded \$8,645 in BMI Scholarships. Congratulations to all the BMI Scholarship participants in completing their courses.

Also in 2019, the Foundation has awarded \$10,247 to date in Tuition Assistance Program awards.

The NJ Club Foundation Board has enhanced both the BMI and Tap Scholarship programs to allow for more NJCMA to benefit from these awards. Please visit the Foundation's website to review the new criteria and Award amounts.

NJ Club Foundation (cont.)
Albert Costantini, CCM, CCE

This year, The Board adopted a new initiative that supports Members who are in transition by offering to reimburse for travel-related expenses while attending the CMAA Word Conference. CMAA provides complimentary education registration allowing these managers the opportunity to continue their professional education. The NJCF grant also allows for the ability to network with industry vendors and peers to assist these individuals with the search for their next career move. In 2019, the Board awarded \$3,806 for this initiative.

The Foundation awards Student Scholarships in the maximum of amount of \$16,000.00 annually for students that are enrolled in various Hospitality Programs. The 2018 Scholarship recipients are:

- Quinten Darling, FDU \$5,000
- Bradley Amengual, FDU \$4,000
- Ediza Koch, FDU \$3,000
- Benjamin Nelson, UMASS 1,000

NJCF continues to evolve and grow its funding and will continue to look for more ways to achieve the two core missions: support education and donate to local charity. NJCMA Members are encouraged to get involved in continuing to develop this program and to take advantage of the opportunities the scholarships present.

I thank you for the opportunity to have served as the 2019 Foundation Chairman and would like to thank the Members of the NJ Club Foundation Board for their dedication and service:

Michael Pollack, CCM, CCE Vice-Chair
Kimberly Condit, CCM, Treasurer/Secretary
Gregg Angelillo, Director
Peter Cafaro, Director
Thomas Hurley, Director
Dr. Xiaoye Li, Director
James Messina Director
Kane Papas, Director
Thomas Walker, RPS Bollinger, Director
Paul Wawrynek, Director
Cindy Williams, CCM. Director
John Gomez, CCM Immediate Past Chairman

Albert Costantini, CCM, CCE
General Manager/COO
Canoe Brook Country Club
1108 Morris Turnpike
Summit, NJ 07901
(908) 277-0100

NJ Club Foundation Liaison/Golf Outing
Albert Costantini, CCM, CCE

Registration for the August 19th NJCF Golf Outing at Upper Montclair Country Club came in at 140 golfers. The breakdown was:

71 Club Attendees (51)

64 CPP Attendees (64)

5 Vendor Attendees (8)

It should be noted that of the 140 golfers who participated, only 3 were women. I will ask the Committee to look at ways to try and get a larger female participation for future years. I will also schedule a meeting with the Committee to look for ways to make this event break-even or better in future years. The 2019 event ran at a (\$16,216) deficit. Keep in mind that prior to the Corporate Partner Program, having those 64 CPP players would have generated \$33,600 in revenue so it isn't as bad as it might initially look. But, there may be potential sponsorships out there that could assist in seeing a better bottom line number.

While Upper Montclair was still under construction, the event went very well and the participants enjoyed the day. The entire UMCC Team did a fantastic job. The courses were in great condition, Chef Ryan Foo created delicious culinary options, Karen Collazo arranged for a large number of beverage vendors to be onsite for the participants to enjoy, the service staff, under the direction of Joe Jackson, were all very attentive and the pre-event planning with Trevor Desiato (catering) and Rick Mosel (golf) all were part of ensuring a good time would be had by all.

Upon learning we did not yet have a host site for the 2020 Outing, UMCC General Manager, Charlie Dimpfl, CCM, stepped up and offered to have us back at UMCC next year. The date is Monday, August 17, 2020

In an effort to attain my goal of having the NJCF Golf Outing locations for 2020 & 2021 set before I transition off this Board, I have begun reaching out to potential Clubs for 2021.

NJ Club Foundation Liaison/Golf Outing (cont.)
Albert Costantini, CCM, CCE

Sincere thanks to the following vendors who contributed to the 2019 New Jersey Club Foundation Golf Outing through our Corporate Partner Program:

PRESENTING SPONSORS

Condon, O'Meara, McGinty & Donnelly LLP
Sysco Metro New York

PLATINUM SPONSORS

Condon, O'Meara, McGinty & Donnelly LLP
Sysco Metro New York

GOLD SPONSORS

Donnelly Construction
Judd Brown Designs/Jefferson Group Architecture
RPS Bollinger/Arthur Gallagher Risk Management Services
Vic Gerard

SILVER SPONSORS

Atlantic IT
EZ Go
Gargiulo Produce
Pascal Coffee
Rogers McCagg Architects & Interior Designers
VGM Club
Storr Tractor
Tito's
Winebow

BRONZE SPONSORS

Allied Beverage Group, LLC
Biltmore Career Apparel
Donnelly Energy
Ecker Brothers
Federal Distilling
Jay Hill Repairs
Jonas Software
MembersFirst
MJ Frank
M. Tucker – Division of Singer Equipment
Noble Turf
Tree Tech
Verity Wine Partners
Victory Pest Solutions

NJ Club Foundation Liaison/Golf Outing (cont.)
Albert Costantini, CCM, CCE

Sincere thanks to the following vendors who contributed product and/or services to the 2019 New Jersey Club Foundation Golf Outing:

Beverage Carts Sponsored by
Beacon Hill Country Club

Hole in One Car Donated by
Quality Auto Mall of East Rutherford

Additional Vendors who donated products or services:

Brix City
Greenhook Ginsmiths
Wilson Daniels Wholesaler
EA Photography
E&J Gallo Winery
Flora Springs Winery
Frederick Wildman & Sons
Jean Edwards Cellars
Legends Spirits – Whiskey
Vigneti Wines
Fishers Island Lemonade
Opici Wine Group
BNP Distributors
Carton Brewing
Signorello Estate Winery & Winebow Distribution Center
Stateside Vodka Bar
Tito's Handmade Vodka
Vera Fine Wines
Verity Wine Partners
Martinez Cigars
Elegant Desserts
Gourmet Kitchen
Sysco Metro NY, LLC
Peter's Fish Market
Green Tree Packing Company Inc.

NJ Club Foundation Liaison/Golf Outing (cont.)
Albert Costantini, CCM, CCE

Proceeds from this year's NJ Club Foundation Golf Outing supported the following charities:

180 Turning Lives Around
The Metropolitan Golf Association Foundation
and
Christine's Hope for Kids
accepted a donation of \$5,000 each

The Colorectal Cancer Foundation accepted a \$2,500 check
as the Host Club Charity

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Website/Communication
Michael Nyerges

- Our NJCMA Logo has changed to align with CMAA National request. This initiative gave us the drive to re-develop a new website for the NJCMA Chapter. The goal for the new site is to be more user friendly, interactive and a modern updated look.
- New NJCMA Website is up and running. Thank you to Rosemary for assisting in making sure we meet all deadlines.
- Our new mobile app will roll out next, hopefully for the annual dinner on 11/6.
- Next initiative for website is to list all photos needed to be replaced and make a concrete plan to capture necessary photos from education and networking events.
- Instagram, Facebook and Twitter are all being used to promote chapter news and events.
 - Instagram is linked to our Facebook and twitter account.
 - Hootsuite is linked to our Facebook and Twitter account (not Instagram), will evaluate if Hootsuite is still needed in 2020.

Michael Nyerges
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mnyerges@fiddlerselbowcc.com

Newsletter
Jackie Graziano

In April 2019, the first newsletter of the year was emailed to the membership. Articles from the Board's Committees, photos of NJCMA events, a list of the chapter's members and clubs, as well as a calendar of events for the wine society and education were among the e-pages. Stay tuned for the next edition in November 2019 which will recap the summer, fall and early winter activities as well as preview the upcoming 2020 events.

News about your clubs in the community, new events that your club is trying and any other club news are always a welcomed addition to the newsletter. Interviews of current chapter members may also be included in the next edition. Feel free to submit information at any time to Jackie Graziano at jgraziano@morriscgcc.com, subject NJCMA Newsletter.

Jackie Graziano
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Public Relations
Alexander Mueller CCM

The Committee continues to publish Press Releases highlighting: individual manager milestones, Club achievements, Club Community Outreach programs and manager career moves. There are now regularly updated, dedicated pages on the Chapter Web Site for “New Member Listings” and “On The Move” listings, as well as same being regularly featured in the NJCMA Electronic Newsletter. Press Releases have also been sent to Club Management Magazine and Club & Resort Business Magazines.

Thank you to Rosemary Panno for their support of the Public Relations Committee initiatives.

Alexander Mueller, CCM
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Student Chapter: Fairleigh Dickinson University
Xiaoye Li, Kane Pappas

This semester we had CMAA information sessions and recruitment day for all students on both Florham and Metropolitan Campuses. Managers from the Fiddler's Elbow Country Club gave guest speeches to our hospitality students during the weekly lab. The guest speakers talked about the club industry in general, as well as the career paths, diverse areas within the club industry, as well as the resources and benefits of being CMAA member. Michael Nyerges also introduced the Mentorship Program during his speech and students were excited about joining the CMAA student chapter and the Mentorship Program.

Applications and Student Chapter Calendars were distributed, and the reception was positive. Currently we have 26 members at FDU, including one Master student and a few students who worked in clubs this past summer including Canoe Brook CC, Ramsey CC, Montclair CC, Fairmount CC, Knickerbocker CC, Bay Head Yacht Club, and Somerset Hills Country Club.

Our leaders of CMAA FDU student chapter are as follows:

President Quinten Darling

Vice President Bradley Amengual

Secretary Christian Milano

Treasurer Ediza Koch

Wine Auction Chair Joshua Germain

Faculty Advisors:

Dr. Xiaoye Li and Professor Kane Pappas are the faculty advisors for the FDU Student Chapter. The faculty advisors are working with the International School of Hospitality and Tourism Management's new Director, Dr. John Niser to expose students to career pathways within the private club industry.

Wine Auction:

A total of 13 student members volunteered at the wine auction during the 2019 Food and Wine Experience at Indian Trail Country Club. Thanks to your support and generosity for the Student Wine Auction at the 2019 Food and Wine Experience - we raised \$2060, which is a new record!

Vendor Show and Golf Outing:

Four hospitality students volunteered at the Vendor Show in March 26th, 2019 and they helped with the guest registrations and selling raffle tickets during the event.

Eight student members volunteered at the Golf Outing on August 19th, 2019 helping with the guest registrations, selling raffle tickets, spotting the holes during the tournament, and distributing raffle prizes at the post-golf cocktail reception.

Student Chapter: Fairleigh Dickinson University (cont.)
Xiaoye Li, Kane Pappas

World Conference:

In 2020, we intend to bring a number of attendees from the Student Chapter- we have been using the point system to track the student members' participation; and those who have participated and volunteered after the 2019 world conference the most will be invited to attend the 2020 CMAA World Conference. The Student Chapter pays for airfare, lodging and conference registration fees. A total of eight students and two faculty members attended the world conference in 2019. The conference is only possible due to the continuous and consistent generosity of NJCMA and NJCF.

National Student Education Conference:

At this time, we are sending four students to attend the 2019 CMAA National Student Conference in Westchester, NY from November 1-2, 2019. As this conference is more student-oriented, we are hoping to send more students to the student conference in the future.

Field Trip:

We are planning to have the Fall field trip at the beginning of December, 2019 at several clubs in the New Jersey area. This is a great opportunity for the student members to get to know the operations and facilities of the country clubs. This will be really beneficial for the students as they will be exposed to the professional world in the club industry. The New Jersey Club Foundation generously supports this trip each semester regarding the transportation and lunch. We also appreciate the clubs' support for our student chapter and their offering the great tours during the field trip.

The field trip during the Fall of 2018 included a visit to: Brooklake Country Club, Fairmount Country Club, Morris County Golf Club and Park Ave Club. As a result of this field trip, two of our students who attended received positions at the clubs we visited.

Scholarship Gala:

A total of \$5000 was donated from the NJCF during the scholarship gala in April 2019. NJCF and Clubs in NJ are the most generous and consistent supporters of this event. Three thousand dollars of this goes directly to the Student Chapter account. We will use these funds to provide Sponsorship for the Gala can also be tied to scholarship funds for the individual students who worked for the donor's clubs.

We also ran a Wine auction at the Scholarship Gala this year. It was a great opportunity for our partners to participate in our biggest event on campus and make the sponsorship commitment. This is also a great way to demonstrate your support for our students in the program and attract more talents.

Career Fairs on Campus:

We had two Career Fairs in this year and a number of clubs have participated in the Career Fair. All of our hospitality students have been encouraged to attend the Career Fairs and their participation is mandatory for the Professional Development Sequence courses.

Student Chapter: Fairleigh Dickinson University (cont.)
Xiaoye Li, Kane Pappas

Club Course:

We are planning a spring course at the Florham Campus in 2020. We are seeking a Club Manager with a Master's Degree and who is willing to share their practical experience to deliver the course and work as an Adjunct Professor for FDU. Please reach out to Professors Pappas or Dr. Li if you are interested.

Succession Planning:

Quite a few FDU Chapter Alumni are currently working in the Club Field, mostly in NJ:

These include:

Paul Wawrynek- General Manager, Bradford Bath and Tennis Club
Brian Baldwin- General Manager, Apawamis Club
Michael Nyerges- Club House Manager, Fiddlers Elbow CC
Salvatrice DiFresco- Rooms Division Manager, Westchester Country Club
Maureen Shaughnessy- Dining Room Manager, Rumson CC
Olivia Scerbo- Banquet Manager, Rumson CC
Cheryl Wisch- Food and Beverage Manager, Shelter Harbor GC- RI
Cory Melroy- Food and Beverage Manager/ Beverage Director, The Club at Cordillera- Troon Golf
Jack Vander Muelen- Food and Beverage Manager, Fiddlers Elbow CC
Erika Emmerling- Restaurant Manager, Riverton Country Club, PA
Dana Kurdyla- Banquet Manager, Indian Trail Club
Diana Poblete, Banquet Manager, Glen Ridge Country Club
Sofia Dos Santos, Assistant Catering Manager, Canoe Brook Country Club
Cassandra Knowlton, Membership Coordinator, Liberty National Golf Club

Thank you!!

The students at Fairleigh Dickinson University and the faculty are so appreciative for your continued support and encouragement. We could not be successful without your generosity.

Xiaoye Li, PhD, CHIA
Assistant Professor
International School of Hospitality and Tourism Management
Fairleigh Dickinson University
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Teaneck, NJ 07666-1914
201-692-7278 (voice)

Student Chapter: Fairleigh Dickinson University
Michael Nyerges

- In 2019 Spring and Fall Semester, NJCMA Chapter & Board Members spoke at both the Metro Campus and Florham Campus. Discussions included club management as a career, the NJCMA Chapter, the student chapter and our new mentorship program.
- To increase engagement between FDU and NJCMA, Board Members met with the new Dean of the FDU Hospitality program, Dr. John Niser. The meeting was very positive, and he seemed committed to rebranding the student chapter and hospitality program.
- The student chapter committee began a student mentorship program where FDU Students are paired with NJCMA Managers. The mentorship is to introduce the club industry to the students & assist with professional development and career advice.
- Attached is the mentorship roadmap, mentorship flyer and the current list of mentors/mentees.

MENTORSHIP PROGRAM ROADMAP



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The purpose of this roadmap is to provide guidance to the mentors and mentee's during the mentorship program. These guiding principles are optional. It is at the discretion of the mentors and the mentees to determine which activities (listed in the roadmap or not) should be completed within the program timeframe. Before the introductory call, both mentors and mentees that participate in the Mentorship Program should read over the expectations below, which will help facilitate a productive mentor/mentee relationship:

The mentee should lead the mentor/mentee relationship with respect to goals and should:

- Have a clear understanding of why you want to be mentored
- Be responsible for follow up
- Come prepared with specific goals or areas of interest to discuss (examples of potential goals, areas of interest, skills, etc..)
- Complete any pre-work and prepare for calls
- Participate in training and check-in calls
- Be open to feedback
- Maintain confidentiality
- Take responsibility at the end of each call to schedule the next call
- Be capable of saying if the relationship is working or not; The mentor should be the "caretaker" of the mentor/mentee relationship and should:
- Provide a structured background/framework to help mentee perspective (i.e., provide suggestions for goals, skill development, activities, etc.)
- Advise - don't dictate
- Be accessible and responsive
- Fulfill the minimum time commitment agreed upon by both parties
- Be honest and provide candid feedback
- Check-in on the mentee periodically (especially if there has been no recent contact from mentee)

Within 2 weeks of being matched: Mentor will make initial contact with Mentee to schedule initial meeting.

1st meeting PREWORK: (1-2 weeks before meeting) Mentee will determine concrete goals for mentoring partnership. Goals could be personal and/or professional goals.

MEETING TOPIC: Mentors and Mentees will introduce themselves, discuss profiles and work experiences, current job responsibilities, etc.

MENTORSHIP PROGRAM ROADMAP



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EXAMPLE OF MENTOR'S QUESTIONS FOR INITIAL MEETING:

1. What is important to you?
2. What is your background?
3. Which area have you practiced the most?
4. What areas of (insert mentees' areas of interests) would you like to develop?
5. What skills do you have with which you are confident?
6. How do you use these skills on the job?
7. Which skills do you desire to develop?
8. How can I help you develop these skills?
9. What attracted you to this program?
10. Six months to a Year from now, how would you like to have grown as a result of this mentoring relationship?
11. What have you accomplished, and what did you learn from that experience?
12. What influenced your career path so far both positively and negatively?
13. What one thing can I do to ensure a positive experience for you in this relationship?
14. What should I expect from you in this mentoring partnership?

MEETING CONCLUSION: At the end of 1st meeting, Mentee and Mentor should agree upon goals and expectations for mentoring partnership.

2nd Meeting PREWORK: (1-2 weeks before meeting) Mentee will develop draft of Individual Development Plan based on discussion of 1st meeting. Mentee will send draft prior to 2nd Meeting.

MEETING TOPIC: Mentors and Mentees will discuss draft of the development plan.

- Mentees will review short term and long-term goals discussed during 1st meeting.
- Mentee explains how they may achieve goals or ask for assistance in how to achieve goals
- Mentors will provide feedback based on their experience and make recommendations.

OTHER SUGGESTED ACTIVITIES:

1. Mentor reviews mentees' resume and suggests areas in which the mentee may want to enhance their knowledge or skills.
2. Mentee may discuss long-term dream job position description.
3. Together, Mentor and Mentee to complete an Individual Development Plan.

MENTORSHIP PROGRAM ROADMAP



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MEETING CONCLUSION: At the end of the 2nd Meeting: Mentor and Mentee to schedule next meeting and plan any additional follow up needed to start work

Recommended timing for Meetings 3-6:

- 3rd Meeting: Should be scheduled approximately 2-4 weeks after 2nd Meeting. Mentors and Mentees to schedule next meeting at the end of 3rd Meeting.
- 4th Meeting: Should be scheduled approximately 2-4 weeks after 3rd Meeting. Mentors and Mentees to schedule next meeting at the end of 4th Meeting.
- 5th Meeting: Should be scheduled approximately 2-4 weeks after 4th Meeting. Mentors and Mentees to schedule next meeting at the end of 5th Meeting.
- 6th Meeting: Should be scheduled approximately 2-4 weeks after 5th Meeting

After the 6th Meeting – the Mentee and Mentor should have a strong bond where they can contact each other whenever needed and continue growing their relationship

Other Recommendation/Discussions in relation to club industry:

Club Governance	History and types of clubs, membership types, bylaws, policy formation, board relations, chief operating officer concept, committees, committee relations, career development in clubs.
Food & Beverage Management	Food and beverage trends, food and beverage service, menu development, catering sales and operations, theme functions, nutrition and wellness programs, dining room design, equipment, ordering, receiving, controls, inventory, wine and beverage operations and development, food and beverage training, personnel issues, sanitation, food and beverage technology.
Accounting & Financial Management	Accounting and financial issues, capital projects, strategic planning, uniform systems of accounting, audits, financial analysis, Internal Revenue Service (IRS) issues, cash flow and forecasting, budgeting, technology issues, business office organization, compensation and benefits administration, long-range financial planning.
Human & Professional Resources	Employee relations, employee communication, time management, recruiting strategies, hiring and selection, performance systems, training and development, progressive discipline and terminations, other legal issues, stress

management, organizational development, labor issues, compensation and bonus programs, balancing job and family, pre-employment testing and performance evaluation issues.

Leadership

Motivation and teambuilding, coaching and developing others, building relationships, diversity, conflict management, strategic planning, delegation, decision making, improving performance, providing performance feedback conducting performance discussions, professional image and dress, negotiation, member contact skills.

**Membership
&Marketing**

Membership strategies, membership planning, club managers role in marketing and membership, membership satisfaction surveys, membership orientation programs, working with the membership committees, working with the media, newsletters, membership technology.

**Golf, Sports &
Recreation
Management**

Golf operations and etiquette, rules of golf, golf course maintenance, the role of the superintendent, grasses, turf, conditioning practices, budgets and forecasting, golf tournament operations, golf equipment, future trends in golf, environmental issues, junior programs, tennis operations, swimming pool management, yacht club facilities management, fitness center and spa management, locker room management.

**Facilities
Management**

Preventative maintenance, housekeeping, security, insurance and risk management, clubhouse remodeling and renovation, lodging, energy and water management, laundry, sustainability and conservation.

**Interpersonal
Skills**

Active listening skills, effective writing skills, conducting oral and written presentations, promoting communication between departments, negotiation, actively seeking member and employee feedback, communicating ideas effectively with employees and members, expressing disagreements tactfully, seeking clarification, achieving positive working relationships, role modeling, communication skills.

NJCMA & Fairleigh Dickinson University Mentorship Program

NJCMA Chapter Members paired with Student Chapter Members



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Top 10 Qualities of a Good Mentor

A good mentoring relationship provides the student chapter members with someone that will share their professional knowledge and expertise in the private club industry. A good mentor is available to answer any questions relevant to the growth & development of the student. Good mentor-mentee relationships are a two way street; consequently, if you want a good relationship with your mentor, become a good mentee. This requires a genuine interest in your mentor and a willingness to do what it takes to become successful as an intern or new employee in the field. Following suggestions and recommendations is a good way to show your mentor that you are committed to being successful and that you take your career and responsibilities seriously.

- 1. Willingness to share skills, knowledge, and expertise.** A good mentor is willing to teach what he/she knows and accept the mentee where they currently are in their professional development. Good mentors can remember what it was like just starting out in the field. The mentor does not take the mentoring relationship lightly and understands that good mentoring requires time and commitment and is willing to continually share information and their ongoing support with the mentee.
- 2. Demonstrates a positive attitude and acts as a positive role model.** A good mentor exhibits the personal attributes it takes to be successful in the field. By showing the mentee what it takes to be productive and successful, they are demonstrating the specific behaviors and actions required to succeed in the field.
- 3. Takes a personal interest in the mentoring relationship.** Good mentors do not take their responsibility as a mentor lightly. They feel invested in the success of the mentee. Usually this requires someone who is knowledgeable, compassionate, and possesses the attributes of a good teacher or trainer. Excellent communication skills are also required. A good mentor is committed to helping their mentees find success and gratification in their chosen profession. Overall good mentoring requires empowering the mentee to develop their own strengths, beliefs, and personal attributes.
- 4. Exhibits enthusiasm in the field.** A mentor who does not exhibit enthusiasm about his/her job will ultimately not make a good mentor. Enthusiasm is catching and new employees want to feel as if their job has meaning and the potential to create a good life.
- 5. Values ongoing learning and growth in the field.** Mentors are able to illustrate how the field is growing and changing and that even after many years there are still new things to learn. Anyone that feels stagnant in their current position will not make a good mentor. When starting out in a new career, people want to feel that the time and energy they spend learning will be rewarded and will ultimately provide them with career satisfaction. Good mentors are committed and are open to experimenting and learning practices that are new to the field. They continually read professional journals and may even write articles on subjects where they have developed some expertise. They are excited to share their knowledge with new people entering the field and take their role seriously in teaching their knowledge to others. They may choose to teach or attend classes to further develop their knowledge and skills. They enjoy taking workshops and attending professional conferences provided through their membership in professional associations.
- 6. Provides guidance and constructive feedback.** One of the key responsibilities of a good mentor is to provide guidance and constructive feedback to their mentee. This is where the mentee will most likely grow the most by identifying their current strengths and weaknesses and learning how to use these to make themselves successful in the field. A good mentor possess excellent communication skills and is able to adjust their communication to the personality style of the mentee. A good mentor will also provide the mentee with challenges that will foster professional development and a feeling of accomplishment in learning the field.
- 7. Respected by colleagues and employees in all levels of the organization.** Ideally mentees look up to their mentors and can see themselves filling the mentor's role in the future. Mentees want to follow someone who is well respected by colleagues and co-workers and whose contribution in the field is appreciated.
- 8. Sets and meets ongoing personal and professional goals.** A good mentor continually sets a good example by showing how his/her personal habits are reflected by personal and professional goals and overall personal success.
- 9. Values the opinions and initiatives of others.** A mentor who values others is also someone who works well in a team environment and is willing to share his/her success. A good mentor appreciates the ongoing effort of the mentee and empowers him/her through positive feedback and reinforcement.
- 10. Motivates others by setting a good example.** The ultimate success of being a good mentor...



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FDU CMAA Student Chapter 2019/2020				
Students Name	Students E-Mail	Mentor's Name	Club	Mentors E-Mail
Cheyenne Carafagna	chey98@student.fdu.edu	Albert Costantini	Canoe Brook CC	ACostantini@canoebrook.org
Joshua Germain	jgermain@student.fdu.edu	Albert Costantini	Canoe Brook CC	ACostantini@canoebrook.org
Sam Pavlac	katie11@student.fdu.edu	Alexander Mueller	Beacon Hill CC	Alexander@beaconhillcc.org
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Strategic Planning
Michael Pollack, CCM, CCE

As another change of pace, our Board has decided to not hold our annual board strategic planning retreat in January. Instead, we will be having both our board dinner and following day retreat at the Union League of NYC in November. President of CMAA, Randy Ruder, CCM, CCE agreed to act as facilitator of our retreat

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Food & Wine Experience
Alexander Mueller, CCM

This year marked the 5th year of the NJ Club Managers Food and Wine Experience. This year's event featured over 275 NJ Club Managers from over 30 private NJ Clubs. The New Jersey Food and Wine Experience event is positioned to be one of our premier events for years to come.

Special thanks to Michael Azbill, CCM, CCE, Debbie Pagerie, Dana Kurdyla, Ricardo Mauricio-Jimenez, Rosemary Panno and the entire staff of The Indian Trail Club for hosting another fantastic event. I also want to thank Karen Collazo, James Creamer and Ryan Brennan for all of their assistance, calling both the vendors and the clubs encouraging them to participate in this year's event.

I would like to recognize and thank our Special Guest Host, Chef David Burke and his culinary team from Orange Lawn Tennis Club for being a part of this year's event. Having Chef David Burke judging the event really added another layer of fun and excitement. In the end 2 Clubs were crowned; "Best in Show" went to Spring Lake Golf Club and they will receive a \$3,000 prize award, and "Most Creative" went to Glen Ridge Country Club and they will receive a \$2,000 prize award. These prize amounts will be donated to a charity of their choice on behalf of the respective club.

This event would not be possible without participation from our club chefs. Thank you for your commitment to this event, and for showcasing some of the finest cuisine from our prestigious clubs.

I'd like to thank everyone who supported the FDU Student Wine Auction. NJ Clubs donated a record number of 103 bottles to the student wine auction which allowed them to raise over \$2,000 for their student chapter.

Club Chef Tables

- Bay Head Yacht Club
- Beacon Hill Country Club
- Canoe Brook Country Club
- Crestmont Country Club
- Essex County Country Club
- Glen Ridge Country Club
- Hollywood Golf Club
- Indian Trail Club
- Manasquan River Golf Club
- Mountain Ridge Country Club
- North Jersey Country Club
- Orange Lawn Tennis Club
- Spring Brook Country Club
- Spring Lake Golf Club

Beverage Vendor Tables

- *Angels Share Wine
- *Canopy Wine Selections
- *Chappellet
- *Deutsch Family Wine & Spirits
- *Duckhorn Portfolio
- *Fedway
- *Flora Springs Winery
- *Frank Family Wines
- *Frederick Wildman & Sons
- *Gallo Wines
- *Groth
- *Hall
- *Husic Vineyards
- *Jean Edwards Cellars
- *Matchbook Wine Company
- *Merry Edwards
- *Old Bridge Cellars
- *Opici Family Distributing
- *Santa Marguerita
- *Stateside Vodka
- *Titos Homemade Vodka
- *Vera Fine Wines
- *Verity Wine Partners
- *Winebow Group

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NJ Club Foundation Liaison/Vendor Show
Albert Costantini, CCM, CCE

The 2019 Vendor Expo, held March 26th at Brooklake Country Club, did not have any of the weather-related issues experienced the previous few years. This year's net proceeds were \$36,000 as compared to \$40,556 in 2018.

There were 35 Clubs that attended, the same number as 2018. There were also 78 vendors (96 total tables) who showcased their products and services, down 1 from 2018.

Save-the-Date – After 4 years of calling Brooklake home, the Vendor Show will be moving to Crestmont Country Club on March, 17, 2020. Mark your calendars now to make sure you don't miss this important event. I want to thank Andrea Randall for her tireless efforts in securing a new site for the 2020 Show.

The Committee and the NJ Club Foundation encourages all Chapter Members to support the local vendors who are essential to the success of the Vendor Show. Their participation in this event is extremely important to our Chapter as 100% of the proceeds go toward the NJ Club Foundation which provides education and support for current and future Club Professionals. Please give these Vendors the opportunity to present their service and/or products to you or the appropriate purchaser at your Club.

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**Wine Society
James Creamer**

2019 has been a great year for the New Jersey Wine Society. Ryan Brennan was recognized on the national board of the International Wine Society and now you're all stuck with me as the chair of the NJ Wine Society. 2019's calendar was chock full of events including

January - Dalmore Scotch @ Huntley Tavern Summit, NJ

February - E. Guigal Wine @ Chez Catherine Westfield, NJ

March - Mayacamas Vineyards @ Heirloom Kitchen Old Bridge, NJ

April - Old Bridge Cellars @ Whispers Spring Lake, NJ

May - Duckhorn Wine @ Addams Tavern Westfield, NJ

September - Marchesi di Barolo @ Viaggio Wayne, NJ

October - Flora Springs Winery @ Crestmont Country Club West Orange, NJ

October - Huneus Family Wines @ Nicholas Red Bank NJ

Upcoming

November - William Seylem @ Baltusrol Springfield, NJ

These events have been planned with the intention of providing club managers an opportunity to make contacts within the wine industry, to continue wine education and to network with peers in a more casual environment. 2020 will be just as exciting a year for the NJWS with luncheons and educations planned throughout the year. Please make sure to visit the newly revamped website for upcoming dates.

On April 4th International Wine Society hosted it's 3rd Annual Northeast Regional Wine Dinner featuring Old World Wines and it was a resounding success. Wines were presented from Familie Hugel, Joseph Drouhin, Chateau Lynch Bages, Vega-Sicilia and M. Chapoutier. The event sold out very quickly and NJ club managers again had a strong showing. Congratulations and thanks to Ryan Brennan for the work he put in to make that night a success.

On March 12th and 13th of this past year the NJ Chapter hosted a Northeast Regional International Wine Society Court of Master Sommeliers America's In-House Introductory Sommelier Course. The two-day course was hugely successful as over 40 NJ club managers took and passed the Introductory Court of Master Sommelier Exam. Congratulations to all those who participated in the course and passed.

The International Wine Society has an annual award contest to recognize clubs with the finest wine programs. Awards are given in areas of merit and distinction. Out of a 100 point scale those with scores between 80-89 receive the award of merit and those 90 and above receive the award of distinction. The application for these awards are available in the International Wine Society section of CMAA.org. NJCMA again had three clubs recognized with awards of merit so congratulations to Fiddler's Elbow, Manasquan River Golf Club and Spring Brook Country Club on receiving the award of merit!

Wine Society (cont.)
James Creamer

The New Jersey Wine Society would like to thank E. & J. Gallo Winery for making their fifth annual donation to the wine society. Their program includes rewarding the NJ Wine Society for the combined purchases of all NJ Clubs. Please keep in mind that the more money spent on Gallo products ends up equaling more money donated to the scholarship fund. The NJWS would also like to thank Tito's Vodka for presenting a donation to the NJ Wine Society which also helps support the scholarship and education programs of the wine society. Thank you both for your continued support.

At the present time, the cost to join the CMAA International Wine Society is \$125 per year, which is an affordable expense considering the many benefits reaped. Applications are available on the CMAA website.

Benefits of Membership

- A one-year subscription to The Wine Enthusiast
- Timely and informative articles in CMAA's quarterly newsletter The Grapevine;
- A complimentary copy of Hugh Johnson's Encyclopedia of Wine
- Professional Development including International Wine Workshop and the Pre-Conference Wine Workshops
- At Conference Events including the Wine Society Annual Business Meeting and the Annual Wine Dinner.

In addition to these benefits, New Jersey members of the Wine Society will also

- The ability to register for limited seating wine luncheons

The New Jersey Chapter had a great showing at Nashville this year during National Conference and thanks to the generosity of everyone's clubs NJ chapter was able to donate over 70 bottles valued at over \$5,000 which all benefits the Club Foundation. The New Jersey Wine Society, thanks to Kevin Duffy, are currently accepting wine donations for the 2020 Annual Auction. Please email Kevin Duffy or myself to arrange pick-up or drop off for a wine donation. Thank you in advance for your continued support.

The Karl G. Habib Wine Scholarship is an amazing opportunity for those passionate about wine to continue their education in regards to wine. The scholarship provides tuition for a New Jersey Club Manager who has that passion and love for wine to attend a BMI Food & Wine Experience or other education opportunities as approved by the New Jersey Wine Society Committee. This year saw the most applications for the award and made the selection process difficult.

James Creamer
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Nominating Committee
Albert Costantini, CCM, CCE

Following is the report of the Nominating Committee as required under Article III, Section 2 of the New Jersey Chapter By-Laws. The Committee consists of Albert Costantini, CCM, CCE, Andy Moore, CCM and Debbie Pagerie. Nominations may also be made by a petition of five members, from the floor at the Annual Meeting.

We propose the following slate:

For a 1-year term as President:

Ryan Brennan, CCM

For a 1st term of three years as director:

James Creamer

Ryan Foo, CEC

John Hemrick

Hristo (Chris) Lukov

Michael Nyerges

Albert Costantini, CCM, CCE
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