BOCA WEST
COUNTRY CLUB

MINUTES

MEETING:	Board of Governors
DATE:	May 27, 2025 and May 29, 2025
MEMBERS PRESENT:	J. Banks, A. Schwartzman, R. Schwartz, J. Attermann, B. Berkowitz, J. Schraub, P. Edwards, T. Cox, M. Haberman, A, Lustrin, B. Roberts, S. Roth, D. Schulman, R. Shulman, L. Singer
MEMBERS ABSENT:	
PARTICIPANTS:	M. Linderman, K. Campbell, L. Stefaniw R. Chavis, Grievance Chair (May 27, 2025)
FOR INFORMATION:	The Board of Governors
ISSUED BY:	Jeanine Banks
ISSUE DATE:	June 24, 2025

May 27, 2025

Joan Attermann absent

Grievance Committee – Rick Chavis

Grievance 05-2025 Appeal

The Member involved in the grievance process elected to be represented by Counsel. Club Counsel, Larry Corman of Greenspoon Marder, was in attendance.

Larry Corman called the meeting to order establishing a quorum present.

The Member involved in the grievance was called to the meeting and was joined by Counsel. The Members Counsel thanked the Board for the opportunity to appeal the final decision of the Board and presented a statement on the Members' behalf.

The Member and their Counsel were excused, and the Board discussed the Members' appeal.

Motion: On a motion made by Phil Edwards and seconded by Robin Shulman, the Board voted with majority to uphold the two-year suspension from all Boca West venues and activities.

Larry Corman left the meeting.

Grievance 08-2025

Rick Chavis presented the report and recommendation of the Grievance Committee in regard to a grievance complaint filed by Alan Lustrin, Chair of House and Activities Committee against the Special Designee of a Member for alleged inappropriate behavior towards Staff at Cabana Bar & Grill. This behavior is in violation of the Club's Bylaws, Article X, Section 10.02 and as such endangers the welfare, safety, harmony, and good reputation of the Club and its Members.

Detailed reports regarding the incidents and prior grievances against the Special Designee were provided to the Board for review.

The Grievance Committee recommends the Special Designee be suspended from all activities and venues at Boca West Country Club for a period of one year, while in residence; Completion of an in-person Anger Management Course; Appropriate letters of apology to the Board of Governors, Matthew Linderman and the Cabana Bar and Grill Staff; Appropriate letters documenting this grievance be placed in the Members membership file.

Motion: On a motion made by Steve Roth and seconded by Jon Schraub, the Board unanimously accepts the recommendation of the Grievance Committee.

Board Rulings on Grievances

Jeanine Banks made a recommendation to remove the "in residence" stipulation of Member suspensions for Board rulings on grievances. The Board discussed this recommendation in depth.

Motion: On a motion made by Steve Roth and seconded by Jeanine Banks, the Board approved with majority the recommendation.

<u>Adjournment</u>

There being no further business to discuss, the meeting adjourned.

May 29, 2025

Approval of Minutes

Motion: on a motion made by Jeanine Banks and seconded by Steve Roth, the minutes of April 22 and April 24, 2025 Board meetings were unanimously approved.

Chairmans Report – Jeanine Banks

Jeanine Banks commended Cathy Stergios and Yaneth Sigler from the Administration Department for continued administrative support.

Committees

The Chairs and Vice Chairs in collaboration with the Department Head and Committee Members have set the Committees goals for the year. Chairs will report on their Committee's progress throughout the Board year, Racquet Sports Committee will present today.

Board retreat.

We are holding two dates for the Board Retreat: June 29 and 30 and September 28 and 29. The finalized date will be announced soon.

Jeanine Banks thanked the Board Members who volunteered for the Board Retreat Sub-Committee: Joan Attermann, Mark Haberman, Barry Roberts and Steve Roth.

General Business

Jeanine Banks reported that she presented greetings and the Invocation at the Pap Corps end of season breakfast. The entire installation was filled with respect and dignity, and the Board was well represented. Philip Edwards will be the keynote speaker at the charities opening breakfast in October and Jeanine Banks has once again been invited to provide the Invocation.

Fiscal Year 2025/26 budget planning is currently under way. Committee Chairs have signed off on department budgets, Matthew Linderman is scheduled to meet with each Department Head next week prior to the Pre Budget meeting with the Chairman and Chairs of the Budget Committee. The Budget Committee will then begin their meetings the week of June 16.

At the conclusion of today's Board meeting, the Board will reconvene for an educational session on Boca West Realty and a Market Trend Report, presented by Laurie Andrews of Cotton & Co.

Foundation Report – Pamela Weinroth (written report provided)

Your Foundation works year-round to improve the lives of "our" kids

Thanks to the incredible generosity of Boca West Country Club members, the Boca West Children's Foundation is on track to donate over 500 bikes and helmets to "our" kids during the annual Bikes for Tikes program.

This initiative, launched during COVID to encourage physical activity, healthy lifestyles, and independence, continues to grow. Roots and Wings received nearly 300 bikes, which have already been distributed to children who achieved their reading goals. Logistics are now being finalized for the distribution of bikes to the YMCA and the Fuller Center.

Summer Camp

This summer, the Foundation is once again giving "our" kids unforgettable camp experiences, with camp grant applications currently under review by our Grant Committee. The following camps have requested funding:

- Overnight YMCA Camp: children from the Boys & Girls Club will enjoy a week away, gaining independence and learning to live and grow together.
- Ballstars Basketball Day Camp: Founded by retired NBA All-Stars Otis Birdsong and Micheal Ray Richardson, this one-week camp will welcome up to 50 children who will improve their game—and more importantly, learn team-work and life lessons from the pros. Stop by and say hello!
- FAU Band Camp: 200 students will explore the joy of music while learning to play instruments under the guidance of professional music educators. The camp concludes with a final concert open to the public.
- JCC Camp Kavod: Palm Beach County's largest special needs camp, serving more than 150 children and teens (ages 3–22+) through inclusive, enriching summer experiences.
- Nat King Cole Generation Hope Summer Strings Camp: Celebrating 16 years, this two-week music camp for string students in under-resourced communities wraps up with a free community concert. Want to attend? Email info@natkingcolegenhope.org to be added to the invite list.
- Boca West Pickleball Camp: A summer favorite! Each week, about 35 chil-dren from our partner charities enjoy top-tier instruction from our racquet sports team—John, Rob, Mat, Art, and Maria. Campers receive sneakers, socks, a shirt, hat, drawstring bag, and lunch.

The Foundation is always looking for volunteers. If you would like to volunteer, call (561) 488-6980.

<u>General Managers Report – Matthew Linderman</u>

Financial Flash Report

For the period of May 1 through May 22, 2025:

Golf Operations revenue and rounds are experiencing a strong May, both ahead of budget and last year.

Golf and Racquets Retail Merchandise revenues are experiencing a strong May, with both ahead of budget and last year due to the "Margarita Madness" and "Mothers Day" sale.

Fitness and Spa are experiencing a strong May with revenues and services ahead of budget and last year.

Food and Beverage restaurants are experiencing a strong May with revenues greater than budget and last year.

Catering and House revenues are ahead of budget due to unbudgeted events.

Delinquent Dues, Foreclosures and Downgrades

There are currently 10 delinquent Members and six of those have been delinquent for more than one year; one of the 10 are pending foreclosure. Last year at this time, there were 14 delinquent members and nine of those were from previous years.

As of today, there is one foreclosed unit compared to three at this time last year.

As of May 26, 2025, there are currently 2,199 Golf players, which is up 123 players from last year. This equals the number of players to fiscal year 2006/2007. There are currently 357 Racquet Sports players, which is up 15 players from last year. The Racquet Sports community has not had these many players since fiscal year 2011/2012.

Current Club Projects and Construction

Matthew Linderman provided a brief update on the claim against Hedrick Brothers for waterproofing defects of the Golf & Activities building patio. Inspections and testing are scheduled to take place in June.

Pool chillers installation has been completed for the lap pool and kiddie pool. They will be turned on this week.

The Spa Showers are complete and the programming is scheduled for the beginning of June. They will open to the Members shortly after.

Construction on the Racquets Sports Complex has begun. O'Briens building has come down and demolition of the west courts is almost complete. All permits required are in place.

Mazzella Golf Renovations has received bids from three Golf Course renovators for the reconstruction of Course I. Interviews with the Renovators and the Golf Course Construction team will take place in June.

Golf Course Agronomy Update

Matthew reviewed Golf industry statistics.

Significant progress has been made across three of our four golf courses over the past 30 days, with both routine cultural practices and larger-scale enhancement projects.

Palmer I – scheduled to close next Monday to begin the first round of summer maintenance practices for the season, which includes a full suite of cultural practices aimed at improving turf health and conditioning.

Pre construction work and plans are on schedule for next year's Palmer one renovation. We will have significantly more to report next month.

Fazio II

- Bunker Renovation: Greenside bunker renovation is well underway on the front nine. All bunkers have been cored out, drainage systems inspected and are now being fitted with new liners and bunker sand.

- Course Access: The course remains open during renovations, with increased signage to keep members informed and safe around active work zones.
- Cultural Practices: All summer cultural practices have been completed, including:
    - DryJect treatment on all putting surfaces.
    - Core aerification and vertical mowing (verticutting) of fairways and tee boxes.
- Landscaping: We are in the process of obtaining competitive bids from several landscape companies to enhance the visual appeal and improve outdated landscaping.

Palmer III – Currently closed for summer cultural practices. The Course will reopen for play next week, following completion of all agronomic work.

Dye IV

- Re-grass Project: Phase one of the re-grass project is progressing steadily and is anticipated to be complete within the next week.
    - Sod installation has been completed around all putting surfaces, bunkers, lake banks, steep slopes, and drain areas.
    - Sprigging is scheduled within the next few days to finalize this phase.
    - Phase 2 re-grassing will begin the second week in June.
- Tee Leveling: Forward tee leveling and expansion work has been completed. This adjustment increases playable surface area and will help maintain tee box quality during high-traffic months.

Driving Range

- Re-grass Progress: The re-grassing project has yielded excellent results. Sod has taken well on both the North and South tees. We anticipate reopening the North tee within the next couple of weeks.
- Landing Area Improvements: Although the turf is currently off-color due to invasive grass decline, healthy Bermuda grass is filling in steadily.
    - Aesthetic and playability improvements are expected to become more apparent within the next 45 days.
    - Weed control measures continue, with regular herbicide applications and fertilization to promote optimal growth.
- Aerification: This week, we will aerify the range floor, this is an essential step toward improving long-term turf health and drainage.

With summer in full swing, we are on schedule with all planned maintenance and renovation projects.

<u>Lifestyle and Wellness – Misty Stewart</u>

Misty Stewart was invited to the Board Meeting to share an overview of Wellness Week and the activities scheduled around the Club June 9 through 14. Global Wellness Day is June 14.

<u>Communications and Marketing Committee – Robin Shulman</u>

Nothing to report in addition to the Committee minutes provided other than the Communications department will be offering classes to the Members on how to use the App are scheduled in June.

Finance Committee – Arthur Schwartzman

Arthur Schwartzman reviewed the financial highlights for the month end April 2025 reflecting that financial are better than budget and revenues in all categories exceed budget.

The Club is experiencing a strong fiscal year with $423,000.00 profit, representing $1.3 million ahead of budget.

Golf Committee – Danny Schulman

Re-grassing of Course IV is progress: the burn out of the front nine complete and sprigging will begin this week. The back nine remains open with the burn to begin on June 2 and will be closed at the end of June.

The Golf Department is introducing walking on all four Golf Courses after 1pm this summer beginning June 1 through September. This will be available for Golf Equity Members only, at no charge. Members will have the option to carry their golf bag or purchase a push cart from the Golf Studio. Walking Tee Times will be available for booking, five days in advance.

House & Activities Committee – Alan Lustrin

Nothing to report in addition to the Committee minutes provided other than the Committee is working on revisions to the Dining Dress Code.

Human Resources – Teri Cox

Teri Cox reported that a Committee meetings was held on May 15. Agenda items included Club employee onboarding, training and continuing education.

International H2B Program

We have received the Prevailing Wage Determinations for six of our H2B positions for next season and we expect to receive the remaining four positions in the next few weeks. There are significant increases in the prevailing wage rates and the Human Resources department is in the process of being finalizing rates ahead of the Budget Committee meetings.

The Human Resources department has begun work on the preparation of the H2B application process with the Club's Immigration Attorneys.

Employee Apartments

The Club will keep apartments open through the Summer to provide accommodation for our Hospitality Management Interns and J-1 employees.

Employee Events

The annual end of season Employee Game Night was hosted on April 28th at Mr. D's. The event was a success with over 400 employees in attendance.

Hospitality Management College Internship

We had 24 university students arrive on May 19 for the Summer internship program. These students are from Cornell University, Florida Atlantic University, Florida State University, James Madison University, Penn State University, Lynn University, University of Central Florida, University of Nebraska, and University of South Carolina. Over the course of the next twelve weeks, they will explore the many career pathways available in the country club industry. Interns will complete a Soft Skills Certification with Florida Ready to Work, meet with each of our department leaders, and complete a Boca West Cares "Day of Service" in our community.

Staffing

There are currently 1,072 employees compared to 977 last year.

Leadership Program – Philip Edwards

The second session of the Leadership Development Program was held on May xx, 2025. The agenda was robust and consisted of "Who we are, the distinction between the Club, the Master Association, Villages and Boca West Community Advisors, LLC presented by Philip Edwards; the relationship between the Club and the Master Association, presented by Barry Roberts and Joan Attermann; an overview of the Country Club governance and operations presented by Jeanine Banks and John Collings; an overview of the Membership Committee presented by Mark Haberman; and an overview of the Communications and Marketing Committee presented by Robin Shulman.

The second session was engaging with active participation and each participant was given a Summer project. The third session is scheduled for October 15, 2025.

Legal Committee – Jonathan Schraub

Jonathan Schraub provided an update on two legal matters.

Membership Committee – Mark Haberman

Membership Statistics

As of May 23, 2025, closed and pending sales to new Members were 125 compared to 140 last year.

Nominating Committee – Joan Attermann

Joan Attermann provided an overview of the Club's Nominating process.

Racquets Sports Committee – Steve Roth

Steve Roth presented an overview of this year's Committee goals.

Retail Committee – Linda Singer

Nothing to report in addition to the Committee minutes provided other than retail trends will be the focus of the next Committee meeting.

BWMA – Steve Roth

Steve Roth provided an update on the BWMA Board of Directors meeting.

Unscheduled Topics

An Ad-Hoc Committee was formed to review the Club's Inheritor Program: Mark Haberman, Jonathan Schraub, Jeanine Banks, Matthew Linderman, Leslie Kennedy, and Peter Blacklock.

The Board discussed the Club's Legacy program: Offspring Membership without purchasing a home. Based on the analysis of the Ad-Hoc Committee, Mark Haberman, Chair of Membership made a recommendation to conclude the program. The Board discussed in depth.

Motion: On a motion made by Philip Edwards and seconded by Bill Berkowitz, the Board voted with majority to eliminate the Club's Legacy program with the exception for the 11 Offspring Members currently participating in the program to remain grandfathered in the program until the program's expiration terms.

Philip Edwards left the meeting following the motion.

The Board continued discussion on the Legacy Program and the expiration age limit for those Offspring Members grandfathered in.

Motion: On a motion made by Joan Attermann and seconded by Bill Berkowitz, the Board voted with majority to extend the age limit for those Offspring Members grandfathered into the Legacy program. The age limit was extended to age 45, with Legacy Members age 40 to 45 paying full dues with full add-ons. All other program terms remain in effect for those grandfathered in.

Adjournment

There being no further business to discuss, the meeting adjourned to Executive Session at 1:30pm.