BOCA WEST
COUNTRY CLUB

MINUTES

MEETING:	Board of Governors
DATE:	June 24, 2025 and June 26, 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 June 24, 2025)
FOR INFORMATION:	The Board of Governors
ISSUED BY:	Jeanine Banks
ISSUE DATE:	August 19, 2025

June 24, 2025

Grievance Committee - Rick Chavis

Grievance 08-2025 Appeal

The Special Designee and the Member involved in the grievance attended the Board meeting, thanked the Board for the chance to appeal and requested a reduction on the length of suspension.

The Special Designee and Member presented statements and were excused, and the Board reviewed the Member's appeal.

Motion: On a motion made by Linda Singer and seconded by Barry Roberts, the Board amended and reduced the terms of the suspension to a six-month suspension from all Boca West venues and activities, followed by a six-month probation period.

Adjournment

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

June 26, 2025

Bill Berkowitz and Philip Edwards were absent with notice.

Approval of Minutes

Motion: on a motion made by Jeanine Banks and seconded by Arthur Schwartzman, the minutes of May 27 and 29, 2025 Board meetings were unanimously approved.

Chairmans Remarks – Jeanine Banks

Jeanine Banks opened by recognizing the Board of Governors and extending gratitude for their dedication and efforts over the months leading up to the June Board Meeting.

All those who participated during the Budget process and the results achieved were highlighted, including Joan Attermann, Arthur Schwartzman, the Budget Committee, Matthew Linderman, Kathy Campbell, Kris Nielsen and the Department Heads for their exceptional work in preparing the 2025/26 Budget, which will be formally presented to the Board at this meeting by Mrs. Attermann. It was noted that the Budget Committee and Executive Committee are unanimously in favor of the 2025-2026 Proposed Budget being presented to the Board today.

The Chairman expressed appreciation to her Compensation Committee, comprised of Joan Attermann, Treasurer; Arthur Schwartzman, First Vice President & Chair of Finance, Philip Edwards, Past Chairman, and Kathy Campbell, CFO, who partnered with her on this important project. They were commended for their collaborative contributions during multiple Compensation Committee meetings.

The importance and active visibility and its positive effect on Boca West both internally and externally was emphasized. Board Members were recognized for their growing active involvement, visibility in the community and among the membership was noted and recognized.

Jeanine Banks attended several June Standing Committee meetings, including the June House and Activities, Lifestyle & Wellness, Golf, and Retail Committee meetings. She also spoke at the June Leadership Program meeting, providing a presentation on the Country Club – including its Organization, Operating Documents, Bylaws, Rules, Governance and Committee structure.

Over the past seven years, these member forums have provided, and will continue to provide, a wonderful opportunity to meet, thank and engage our members who volunteer their time to our Club's committees. A key goal for the Board is to enhance the engagement of our Committee Members and provide time and avenues for input, recommendations and suggestions. The Chairs, Vice Chairs, and Committees are comprised of active members in good standing. We have been very fortunate to have seen and encouraged many committee members to take on greater involvement in their Villages, Master Association and the Club Board. Committee Chairs and Vice Chairs were recognized for fostering engagement; from preparing interactive agendas to developing handouts and project assignments. Mrs. Banks will attend the Membership, Racquet Sports and Communications & Marketing Standing Committee meetings in September.

Board Retreat

The Board Retreat will be held on September 28th and 29th, 2025. We are looking forward to a special gathering of the Board of Governors participating in interactive presentations and robust discussion on various key Club topics and trends.

Boca West Master Association

Jeanine Banks thanked Philip Edwards for attending and representing the Club at the June Master Association Board of Directors meeting. Some of the topics discussed were:

The Master Association has installed a resident work tracking system for homeowner construction.

The Hotwire Cable contract is up for renewal after 10 years. The Master Association is currently negotiating with Hotwire.

The Annual Hurricane Seminars hosted by the Master Association have been well attended.

The Safety and Security Committee reported that the Master Association is currently installing stop sign cameras. The Master Association has sent email communication as well as included the information in the August/September issue of the Boca West magazine.

The new light poles have been installed, Removal of the old light poles will soon commence, with a goal of completing the project by October.

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

Financial Flash Report

For the period of June 1 through June 19, 2025:

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

Golf Retail Merchandise revenues are experiencing a strong June, with both ahead of budget and last year due to the success of the "Father's Day" sale".

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

Food and Beverage restaurant revenues and covers are greater than budget with revenues are over $30,000 greater than budget and covers over 1,200 greater than budget.

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 13 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 June 24, 2025, there are currently 2,192 Golf players, which is up 116 players from last year. This equals the number of players to fiscal year 2006/2007. There are currently 361 Racquet Sports players, which is up 19 players from last year. The Racquet Sports community has not had these many players since fiscal year 2011/2012.

Club Capital Improvement Program

Five of the ten projects outlined in the Club Capital Improvement Plan approved by the Memberships are under way. The Country Club walkway expansion work will begin on July 7. Notification to the Membership on the work will be going out this week.

The Club will introduce Field Notes in July, a microsite featuring updates to the Membership on the work and progress of the projects.

The Club is in the process of reaching out to neighboring Clubs to find an alternative course to accommodate tee times and golf rounds in March and April 2026.

A Joint Communique will be sent out next week with an update on the Construction Litigation and the TAA.

Interviews with the Renovators and the Golf Course Construction team has been completed. Heritage Links was selected as the contractor for the reconstruction of Course I. Heritage Links recently completed the courses at Ibis Country Club.

We will continue to work through corrective work on the Lifestyle Building this Summer.

Human Resources

Pam Elders, Director of Golf Instruction, will be recognized at the Annual National Award presentation in Frisco Texas in November. She was named the recipient of the 2025 PGA of America Player Development Award which recognizes a PGA Professional who has made extraordinary contributions and achievements in player development. This award considers the professional's growth of the game and leadership commitment at both the Section and National levels, plus the impact he/she has made at their own facility.

John Joyce has retired. While this isn't a final farewell, John is taking some well-earned time off and has assured me he will return for a few special events at the start of the season, including the opening of the new Racquets facility, giving Members the opportunity to see him and offer their well wishes in person. We are grateful for his many years of service, and we celebrate his legacy with deep appreciation.

General Business

We are working on a campaign to celebrate the Club's 40th anniversary with "1985" branded products.

Budget Committee – Joan Attermann

Joan Attermann expressed her sincere appreciation to the Jeanine Banks, Arthur Schwartzman, the Budget Committee and Professional Staff on an outstanding job working on the budget.

The Management Team, in consultation with Committee Chairs, went through individual departmental budgets first and made suggestions on items they believed could be deleted, as well as anything they had on their wish list for additions.

This past budget year, with all of the Clubs amenities open, Golf rounds, Pickleball and Tennis court times and all the Dining Venues have seen increased usage. With this in mind, the Committee set out on the budget process to balance rising costs with maintaining and exceeding the level of excellence our Members have come to expect.

After evaluation of the Club's operating expenses and incremental revenue, the Committee has proposed an increase for social dues for the upcoming fiscal year. The new dues will reflect an increase of $1,740 or 8.2% in social dues, over the prior year. This increase is significantly less in both dollars and percentage than the prior three fiscal years of 10.8%, 13.0% and 17.4%.

While many factors affected the increase in expenses, approximately 76% of the increase is directly attributed to rising costs associated with wages, prevailing wage requirements regulated by the federal government for international employees, employee benefits, and housing for our international employees. This also includes staffing for additional dining, events and activities during the summer, in response to the request of an increasing number of year-round members. Other factors contributing to the increase are utilities, real estate taxes, insurance and computer technology costs.

Motion: On a motion made by Joan Attermann and seconded by Arthur Schwartzman, the Board unanimously approves the Social dues and the Social plus Golf and Racquet Sports dues presented for the 2025/26 budget.

Bill Berkowitz and Philip Edwards submitted signed Proxy Ballots to Jeanine Banks which were given to the Executive Office.

Communications and Marketing Committee – Robin Shulman

Robin Shulman reported that the Boca West magazine will be published bi-monthly starting October 2025.

Robin Shulman shared the APP and Website class dates. These classes will be hosted by Kathy Kohlhepp, Director of Communications and Marketing. Committee Members will be in attendance.

Golf Committee – Danny Schulman

Golf Course Agronomy Update

Over the past 30 days, the agronomy and golf course operations teams have made significant progress across all four golf courses, the driving range, and in preparation for upcoming capital projects. Below is a summary of recent work by area:

Palmer I - Upcoming Closure: Course One will close for core aerification beginning Monday, July 21. This will be the final major cultural practice ahead of the renovation timeline.

Fazio II

- Bunker Renovation: The greenside bunker renovation is nearly complete. Work is currently being finished on Hole 16, with only Hole 18 remaining. The membership has been patient and highly supportive throughout the project, and feedback on the new bunkers has been overwhelmingly positive.
- Cultural Practices: Course Two recently completed a two-week closure during which the following key practices were completed:
    - Core aerification of greens, tees, and fairways
    - Verticutting and topdressing of all fairways and putting surfaces
- Upcoming Landscape Enhancements: We anticipate beginning a landscape improvement plan within the next 45 days. This will include updated plantings throughout key areas of Course Two.

Palmer III - The next summer closure for Course Three is scheduled for July 7–19.

Dye IV

- The re-grassing project is proceeding on schedule and performing very well.
    - Phases One & Two (Front Nine): The entire front nine has been sprigged and is already showing excellent growth. Fairways were mowed for the first time earlier this week.
    - Phase Three (Holes 10–15): The final spray-out is scheduled for Monday, June 30, with sprigging to begin July 7, placing us slightly ahead of the spring project timeline.
    - Phase Four (Holes 16 & 18): Initial spray-out will also occur on Monday, June 30.
- Tee Renovation: Front nine tees have been selected and leveled, including all par-3s. Tee leveling on the back nine will begin next week in advance of re-grassing.
- Landscape Improvements: Sunflower Landscaping will be on-site this week to provide a planting palette and quote for new landscaping enhancements. These additions will further elevate the presentation of Course Four in advance of its grand reopening this fall.

Driving Range

- The driving range continues to show steady and impressive improvement across all areas:
    - Both the North and South tees are in excellent condition and improving weekly.

- The range floor is undergoing strong seasonal recovery, with full transformation expected within the next five weeks.
- The new driving range mat system is currently being installed on the North Tee and is on track to be completed by the end of the week.

Jeanine Banks extended her appreciation to Danny Shulman and Arthur Schwartzman for their collaborative work with Club Management in their roles as Chair and Vice Chair.

House and Activities Committee – Alan Lustrin

Alan Lustrin thanked Jeanine Banks and Arthur Schwartzman for attending the June Committee meeting.

The Committee is reviewing the dining dress code. Revisions will be presented for approval at the September Board Meeting.

Human Resources Committee – Teri Cox

Teri Cox shared an overview of the June Committee meeting with Human Resources Leadership. An in-depth review of the H2B visa process was shared:

April: Immigration attorney sends the request for the Prevailing Wage Determination to the Department of Labor.

May: Prevailing Wage Determinations returned.

June: Human Resources provides statistical data including payroll and club usage reports to show seasonality and temporary need. This data is submitted to the Department of Labor.

Human Resources confirms the final H-2B count per position/department and sends offer letters to employees eligible to return.

July: Job orders are placed with the State Workforce Agency and are to remain open throughout the process up to 21 days before the "date of need" – October 1 .

August/September: Final recruitment reports are completed by Human Resources and submitted to the Department of Labor.

Receive Notice of Acceptance from Department of Labor.

September: Final petitions are filed with the Department of Homeland Security with premium processing. A response is received within 14 days. Response is an approval or RFI (request for information).

Once the Department of Homeland Security approves the petitions:

- Out of country workers abroad will schedule visa appointments with the U.S embassy.
- In-country workers (those who worked up north for the Summer), will provide documentation to file their visa extensions. Workaway International coordinates flights once visa approvals are received.

Current Visa Process Status

We have received the Prevailing Wage Determinations for all ten of our H-2B positions. The next step will be to compile the payroll and club usage reports to be submitted by the end of June.

J-1 Program

On June 18 and 23, the Club welcomed our J-1 employees from Portugal and Ireland. They will be with us through October 3. All participants are studying in the Hospitality field.

Employee Events

We are planning our Annual Family Fun Day for August 4 at the Aquatics Center. Food, poolside games, a balloon artist and DJ will be provided for our employees and their families to enjoy.

Employee Wellness Week took place from June 2 to June 6 with a week of wellness activities inspired by the Live Well pillars. Activities included a "Build Your Own Acai Bowl" workshop, stretch classes, guided meditations and chair massages.

In alignment with our P.R.O.M.I.S.E. value of "We are Active," Boca West extends the privilege of limited facility access to our employees during the summer months. This Summer, we offered Pickleball and Golf & Putting Clinics, Pilates classes, Spin classes and Sound Baths, all of which have seen enthusiastic participation. Our team members truly value this special opportunity to enjoy the Club's amenities during the summer season.

Hospitality Management and Junior Achievement Internships

The college interns are having a meaningful and engaging experience at Boca West, attending Boca West Academy sessions each Tuesday and rotating through various departments across the Club. They are participating in a Gleaning community service day on June 24 at a local farm. The food collected will be donated to a food bank for families who are food insecure.

We also had our high school Junior Achievement interns start on Monday June 16, and they will be with us for six weeks rotating in Food & Beverage, Golf, and Lifestyle & Wellness.

Staffing

The current number of employees is 784 compared to 720 this time last year.

<u>Leadership Development – Joan Attermann and Barry Roberts</u>

Joan Attermann gave a brief update on the Leadership Development Program and the Committee's efforts to enhance and modernize the program.

<u>Legal – Jonathan Schraub</u>

Jonathan Schraub reported that the Committee is currently reviewing the Club's By-laws which will be presented to the Membership for a vote possibly at the end of this year.

Lifestyle and Wellness Committee – Barry Roberts

Barry Roberts presented an in depth overview of this year's Committee goals.

Membership Committee – Mark Haberman

Mark Haberman reviewed the new Member "Coffee and Chat" dates with the Board and invited them to attend. The new Member Cocktail reception is scheduled for Tuesday, January 27, 2026. All Board Members and Membership Committee Members are to be in attendance, Spouses/Significant Others are invited.

Membership Statistics

As of June 23, 2025, closed and pending sales to new Members were 137 compared to 161 last year.

Nominating Committee – Joan Attermann

Joan Attermann requested that the Board provide recommendations of Members who could serve on the Club's Nominating Committee, as well as suggestions of Members who may be considered for future service on the Board of Governors.

Racquet Sports Committee – Steve Roth

Steve Roth spoke on the retirement of John Joyce and provided a brief update on the ongoing construction within the Racquet Sports areas.

Retail Committee – Linda Singer

The Committee is focused on current trends.

Linda Singer asked Board Members to attend the various retail events.

Special Projects – Bob Schwartz

Bob Schwartz presented the written report provided by Philip Kupperman, Special Projects Committee Member.

Renovator Report Summary as of May 31, 2025

The Renovator Program in May was quiet, with no sales or purchases, and this is mostly great news.

The initial purpose of the Renovator Program that began in 2011 was to address the significant number of distressed units that were on the market at extremely low prices which created downward valuation pressure on all units within Boca West. The Program was designed to entice developers to acquire, renovate and sell these units at prices that would re-energize the market value for all units. To this end, the Program has been an outstanding success story.

To summarize, over the past 14 years 257 units have been acquired with 243 already sold increasing our overall market value appreciation by $51.6 million and adding new Joining Fees of over $17 million.

Of the 14 units still not sold yet, four are under sales contracts, two more are up for sale and only eight units are still under construction. In addition, of the total units acquired, 63 units were Non-Performing and 49 were Non-Equity units at the time of acquisition, eventually resulting in 112 additional dues paying units over this time.

Moving forward, we expect the Program to see less activity. For the most part, the depressed and low priced units are no longer. However, occasionally depressed units will come on the market, and we have Special Renovators in place who will hopefully acquire them. This Program will remain in place to acquire distressed units that come up for sale at foreclosure auctions and are acquired by contractors who were unaware of our Mandatory Membership rules and either need an outlet to flip their purchase to one of our existing Renovators or a program to help them avoid having to absorb the cost of Membership by becoming a Renovator.

Unscheduled Topics

No unscheduled topics discussed.

Adjournment

There being no further business to discuss, the meeting adjourned to Executive Session at 12pm.

Motion: On a motion made by Jeanine Banks and seconded by Joan Attermann, the Board moved out of Executive Session.

Motion: On a motion made by Jeanine Banks and seconded by Arthur Schwartzman, the Board voted to accept the motion passed in Executive session.

Bill Berkowitz and Philip Edwards submitted signed Proxy Ballots to Jeanine Banks which were given to the Executive Office.

Adjournment

There being no further business to discuss, the Board meeting adjourned at 12:42pm.