



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

NJCMA EDUCATION MEETING

Tuesday, June 14, 2022

CORPORATE PARTNERS

PLATINUM



GOLD

Donnelly Construction



SILVER



BRONZE

Allied Beverage Group LLC
Aventura Clubs
Biltmore Uniforms
Bogle Vineyards Winery
Clubessential
Direct Machinery
Donnelly Energy
Ecker Brothers
Fedway Associates
GSI Executive Search
Gourmet Kitchen
In Vino Veritas

Leiber Fine Wines & Spirits
Lux Ice USA
Marathon Group
MembersFirst
M & J Frank
Opici Wine Group
Pascal Coffee Roasters
Sea Breeze
Vias Wines
Victory Pest Solutions

“MARY JANE’S HERE AND SHE’S CAUSING TROUBLE” THE LEGAL IMPACT OF POT ON CLUBS, THEIR EMPLOYEES AND MEMBERS

Brad Steele J.D.
Founder of Private Club Consultants



This is an excellent session to bring your board members, HR Professionals and controllers.

On April 21, licensed retailers across New Jersey were permitted to sell marijuana to any and all adults. With that, the legalization of pot was complete in the Garden State. Now, club leaders have to reevaluate their hiring procedures and how they deal with their staffs and members who may take advantage of this new law.

This session will explore what you'll need to do when dealing with prospective employees and current ones – including how you can discipline workers when pot is involved. Additionally, we'll look at what to do with members who want to utilize this newly established right at the club.

Without doubt, the introduction of legalized marijuana into the business lives of clubs will cause consternation and confusion for some time. However, this interactive program will provide up-to-date answers to help club leaders understand what can and cannot be done now that Mary Jane is legally able to be in the building.

The learning objectives of this session are to:

1. Identify the main legal issues surrounding employee and member use of marijuana,
2. Provide club leaders with the tools necessary to avoid those issues and the financial and public relations problems they can cause, and
3. Recommend strategies to help club leaders protect the club from potential liability while satisfying the needs of their members and staff.

Canoe Brook Country Club
Summit, NJ 07901

Registration: 9:30 am
Continental Breakfast
Program: 10:00 am—11:30 am
Lunch Buffet: 11:30 am

1 Education Credits

Register online at www.njcma.org

BRAD STEELE J.D.

Founder of Private Club Consultants

Brad Steele has been an integral part of the private club industry for nearly 15 years. He started Private Club Consultants (PCC) to provide in-depth legal and operational answers for America's top private clubs. Over the years, Brad has become the go to resource for the private club industry on protecting private and tax-exempt status as well as many other legal issues.



Prior to opening Private Club Consultants, Brad served as the Vice President of Government Relations and General Counsel for the National Club Association. In that capacity, he directed legal and advocacy efforts for the club industry. Brad studied law in England at Oxford University and earned his degree from the University of Oklahoma. Upon graduation, he opened his own law firm in Indiana where he also served as a county and city attorney as well as a judge of an Indiana court. After a decade in his private practice, Brad moved to Washington, D.C. and has been helping the private club industry ever since.

He is a featured speaker for club management and allied industries across the country and his perspectives have been sought by leading industry periodicals as well as the national media. All told, his over 25 years of experience as an attorney and industry leader allows PCC to offer actionable advice to clubs ensuring they comply with the law and prosper at the same time.

For more information about Brad or to have him speak at your industry event, please contact him at steele@privateclubconsultants.net, call/text him at 703-395-5463 or connect with him at www.linkedin.com/in/BradSteelePCC.

Private Club Consultants | 1217 Michigan Court | Alexandria, VA 22314 | 703.395.5463 steele@privateclubconsultants.net





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EDUCATION MEETING BRAD STEELE

Tuesday, June 14, 2022

Registration Form

CLUB NAME _____

MEMBER NAME: _____

GUESTS FULL NAME: (Please Print)

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____

Please make your check for \$50.00 per person payable to Canoe Brook Country Club and send your check and reservation to:

Albert Costantini CCM, CCE
Canoe Brook Country Club
1108 Morris Turnpike
Summit, NJ 07901

Amount Enclosed: _____