



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

NJCMA EDUCATION MEETING

Thursday, November 2, 2023

ASSUMPTIONS & UNCONSCIOUS BIAS, AND GENERATIONS IN THE WORKPLACE



Presented by
Linnet Carty

CORPORATE PARTNERS

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Opici Wine Group
Pascal Coffee Roasters
Preferred Business Systems
Sea Breeze
Vias Wines
Victory Pest Solutions

BRIDGING THE DIVIDE: WHAT TO EXPECT FROM WASHINGTON IN 2023



Presented by
Brad Steele

Spring Brook Country Club
9 Spring Brook Road
Morristown, NJ

Registration: 10:00 am
Session I: 10:30 am—12:00 pm
Session 2: 12:00 pm—1:00 pm
Networking and Lunch Following

2.5 Education Credit
\$50.00 per person

Register online at www.njcma.org

Meet Linnet E. Carty, MBA



Linnet Carty

Linnet Carty is the Corporate Director of Inclusion and Equity for Arcis Golf and has over 15 years of experience in diversity, equity and inclusion. She heads up DEI programming for over 6,000 colleagues by creating and implementing inclusion strategies. Linnet is responsible for Professional Development, Workforce Diversification, Supplier Inclusion, the Arcis HBCU Championship and Corporate Social Responsibility.

Linnet has been an NBC – WVIT Television Talk Show Host & Producer, a Director of Inclusion for the PGA, the Vice President of Marketing and Development for xmiElite, an Equity Educator for the Connecticut State Department of Education – SERC, an Elementary School Teacher, an Arts & Entertainment Newspaper Columnist for the Hartford Courant, a Senior Director for the Village for Families and Children and a Flight Attendant for Delta Airlines. She is a first generation CuMaican who hails from a Cuban mother and Jamaican father and is a member of Alpha Kappa Alpha Sorority, Inc. Linnet earned her B.A. from the University of Connecticut and MBA from Western New England University. In her spare-time she enjoys Emceeing events, television production, the beach, and multicultural cuisine. Her absolute zest in life is in making others laugh.

Meet Brad Steele



Brad D. Steele, J.D.

Founder



Brad Steele has been an integral part of the private club industry for over 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 one of the leading resources for the private club industry on legal, legislative and regulatory matters.

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 first cut his teeth in Washington working for the Vice President of the United States, a member of Congress and a national political committee. He then studied law at Oxford University and earned his degree from the University of Oklahoma.

Upon graduation, he practiced law in Indiana and served as a county and city attorney as well as a judge of an Indiana court. While there, Brad returned to the political arena as a candidate for Congress and the Indiana State House of Representatives. Following his campaigns, he came back to Washington and has been helping private clubs ever since.

Brad is a featured speaker for club management and allied industries 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 function within the law – even when the law is hard to understand.

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.

Meet Brad Steele



Bridging the Divide: What to Expect from Washington in 2023

Brad D. Steele, Founder

With the first two years of the Biden Administration over and the midterm elections in the books, Washington has taken on a very different look these last few months. So, what does the future hold for growth and prosperity in the club industry?

This presentation will look at the President's goals in 2023 – especially as it relates to his coming re-election campaign. Additionally, we'll review what a divided Congress means for clubs and what we can expect from the regulatory agencies in the days ahead. From the Department of Labor's new Independent Contractor rule to Congress' tax, labor, employment, immigration and environmental agenda, a lot has (and will) happen this year that directly impacts the club industry.

There is no doubt 2023 will usher in significant changes for clubs, their members and staffs. This program will help you and your team understand what's likely to happen in Washington this year as it relates to clubs, and what the upcoming elections will mean for the club industry moving forward.

The session's learning objectives are to:

1. Identify the main legislative and regulatory issues likely to impact clubs during the year,
2. Examine the political dynamic in Washington as it relates to the industry's goals and needs, and
3. Provide club leaders with the tools necessary to help protect and advance their clubs and the industry going forward.



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EDUCATION MEETING

Linnet Carty-Brad Steele Spring Brook Country Club

Thursday November 2, 2023

Registration Form

CLUB NAME _____

MEMBER NAME: _____

GUESTS FULL NAME: (Please Print)

1. _____

6. _____

2. _____

7. _____

3. _____

8. _____

4. _____

9. _____

5. _____

10. _____

Please make your check for \$50.00 per person payable to Spring Brook to

**Chris Lukov CCM
Spring Brook Country Club
9 Spring Brook Road
Morristown, NJ**

Amount Enclosed: _____