



BONITA NATIONAL

GOLF & COUNTRY CLUB

BOARD OF DIRECTORS REGULAR BOARD MEETING MINUTES BONITA NATIONAL GOLF CLUB, INC.

Place of meeting: Bonita National Clubhouse
17501 Bonita National Blvd
Bonita Springs, Florida 34135

Date of meeting: Monday, April 21st, 2025
Time of meeting: 4:00pm- Call to order

1. **Call to order:** T. Casey, President, 4pm
2. **Certification of Quorum:** D. Jimenez, Secretary,
3. **Proof of Notice:** S. Coulls, GM, Troon Management

Attendees: T. Casey, President
M. Klosterman, Vice President
R. Pacheco, Treasurer
D. Jimenez, Secretary
R. Donatuti, Director
N. Oliver, Director
R. Jackson, Director
S. Coulls, GM, Troon Management
JP Shepard, Head Golf Professional
T. Caliguire, Head Golf Professional
S. Olson, CAM, Troon Management

Prior to approving the meeting minutes, T. Casey introduced the Board members as well as communicated again the Liaisons of each Committee which are reflected in the March 31st, 2025, meeting minutes.

4. Approval of meeting minutes:

D. Jimenez put a motion on the table to approve the March 25th Regular Board meeting minutes which were distributed to all Board members prior to the meeting:

Motion: D. Jimenez
Second: M. Klosterman
Unanimously approved.

D. Jimenez put a motion on the table to approve the March 31st, 2025, Special board meeting minutes which were distributed to all Board members prior to the meeting

Motion: D. Jimenez
Second: T. Casey
Unanimously approved.

D. Jimenez put a motion on the table to approve the Special Board meeting minutes of April 7th, 2025, which were distributed to all Board members prior to the meeting.

Motion: D. Jimenez
Second: B. Pacheco
Unanimously approved.

D. Jimenez put a motion on the table to approve the Special Board meeting minutes of the Board retreat workshop of April 10th, 2025, which were distributed to all Board members prior to the meeting.

Motion: D. Jimenez
Second: M. Klosterman
Unanimously approved

D. Jimenez put a motion on the table to approve the Special board meeting minutes of March 10th, 2025, meet the candidates.

Motion: D. Jimenez
Second: R. Jackson
Unanimously approved.

D. Jimenez put a motion on the table to approve a draft of the Annual meeting minutes of March 25th, 2025.

Motion: D. Jimenez
Second: R. Jackson
Unanimously approved.

5. Presidents report

T. Casey advised the Board has been busy. They held their organizational meeting appointing the Board's officers, appointment of Committee Liaisons, approval of Committee Chairs and Committee Members. He advised the Board retreat was held at Tiburon Golf Club run by Troon Management, Joe Langford, Sr. VP and S. Coulls, GM of BNGC. Topics covered were the role of the Board and responsibilities, Governance and relationship between the Board members and Management. Spent time discussing our Board meetings and how we need to unify our Board. We passed a code of conduct at our March 25th, 2025 meeting and all Board members will be held accountable to this policy. T. Casey committed to the Board that when he meets with Simon he will inform the Board of what was discussed. He has asked the Board Liaisons to brief the Board on discussions at Committee meetings. All Board members should be copied on all emails, discuss opinions via emails so when we get to the meeting we will have had discussions on agenda items. All Board comments will be limited to three (3) minutes to avoid debate at the meeting. He outlined special areas the Board and Committees will be reviewing, tournament and event schedule, Strategic long- and short-term plans and our budget workshops. The expansion of putting green and regrassing of driving range are on schedule and begin May 1, 2025. He thanked our members for supporting our events, volunteering for Committees and respecting the Staff.

6. Treasurer's report:

B. Pacheco reviewed total revenues for the month of \$629k against a budget of \$646k. Shortfall of \$17k most of which is in other member income – majority was in bank fees. Members are still paying with credit cards to get their points. Golf OPS was on budget for the month of March. March rounds were also favorable- YTD we are also close to budget. The first couple of weeks of rounds for April were also ahead of budget by about 300 rounds and we are trending okay. Operating expenses are favorable to budget primarily in payroll due to three vacancies. NOI for the month before depreciation is favorable and we are ahead of budget by \$25k. He further advised we are in excellent financial shape. We do have two delinquent members, one for 2 years and one for this past year of 2024 and this has been referred to the attorney for collection and further action.

A copy of our financials will be posted on our website for the month of March 2025.

7. Standing Committee reports:

GOC: M. Klosterman advised that the first Committee meeting was last Tuesday, and he announced the Committee members again which are posted on our website. JP and the pro shop are finalizing the list of 50 reciprocals including about 14 reciprocal clubs that will be preferred and will cost about \$35.00 per BNGC member. JP is also working on an electronic system for our members to sign up for reciprocal tee times. In 2024, we had 843 overflows vs. 2023 we had 746. Further review by the Committee will be held with Chelsea in hopes of creating an equitable system for managing overflow for our member's next season. He further shared our Folds of Honor scramble on May 26th and that D. Fisher is spearheading and will be open to the entire community. There will be a shotgun of 18 holes in the morning and then lunch as well as 9 holes in the afternoon. Cocktail party in the evening. There will be an Online auction to raise money with a goal of \$25k.

Governance: R. Jackson shared again the members of the Governance Committee which are posted on our website. They met April 8th, 2025, and the Committee will be reviewing several of the documents that were recently passed by the Board, including Committee composition and Roles, Committee charters and Governance policy as well as Code of Conduct and joint enforcement policy which will require collaboration with the HOA.

Greens: R. Donatuti advised that their first meeting will be April 29th, 2025, at 1:30pm. He shared again the Committee members.

Strategic Long-Range Planning: Norm advised that the Committee met on April 19th, 2025, and he shared again the members of the Committee. Excess 70-604 funds were reviewed and representatives from the GOC and Greens Committee also attended as we need to formulate ideas for the use of these funds in 2025. It is critical we sort out quickly where we use these excess funds in 2025 as we cannot run out of time due to tax implications by not spending these funds. There was discussion around the Capital Reserve study, and it is being updated now, and information should be available in 5-6 weeks to then align with Finance where the funds/projects should be used in the next 10-year timeframe.

D. Jimenez requested that all our Board members receive a schedule of all Committee dates and times, and this should be posted on our website. All agreed.

8. Old business:

a. None

9. New business:

a. Motion: Donna Jimenez, Conduct violation

R. Jackson stated his motion is as follows: Motion to suspend Golf Board Secretary, Donna Jimenez, for 30 days because at the March 31, 2025, HOA Board meeting it was reported that she used profanity in front of the HOA board in

attendance and, the members in attendance in person and the members electronically and that was offensive and not appropriate.

Motion: R. Jackson

Second: M. Klosterman

Discussion was opened to each Board member to provide their input on this motion individually.

N. Oliver suggested the motion be tabled until the HOA meeting takes place because his position is he was not at the HOA meeting and is not aware of the context of the phrase used and wants to know how the HOA received it.

R. Donatuti: He stated he was not present for the HOA meeting, but he did not feel that this Italian slang word used was directed at anyone – it was used more as a term of “how stupid am I” and he does not believe in this case was directed at anyone offensively.

D. Jimenez stated: She apologized to the membership that we were having this discussion at our first Board meeting to begin with. She stated she did attend the March 31st, 2025, HOA Board meeting and prior to the Board meeting she mentioned to the HOA Board President that there were a lot of comments being posted on Facebook by a HOA Board member and she felt that was confusing our membership. She asked if he had any objection to her commenting about this at the HOA Board meeting and he advised he did not. At the HOA Board meeting she went up to the microphone and stated she felt the best practice was that Board members should not post on Facebook relative to areas of their specific business. When she approached the microphone, she was advised by the HOA Board she was at the wrong microphone. She did it again and she said under her breath this Italian slang word. She advised she clearly was saying it to herself and was not directed at anyone but herself. She felt stupid for going to the wrong microphone twice. Dr. Lampl wrote up this incident report due to an offensive word he heard her say at this HOA Board meeting. She stated the Golf Board should never have sent the incident report; it was an HOA matter for review.

She stated there was no intent of disrespect to any of the HOA Board members or HOA members. She further advised that she feels she has conducted herself on this Golf Board very respectfully. She outlined that she has worked very hard with Troon to get 2025 Board off to the right position. She further advised that the Golf Board Code of Conduct has no relevance to what occurred at the HOA meeting. Unless the Golf Boards Code of Conduct specifically speaks to Conduct as a Golf Board member that violated an HOA rule at an HOA meeting, this motion should have been rescinded weeks ago and requested that it be rescinded. She requested that this motion not be tabled, and she wanted it resolved today. She stated that Mr. Jackson would not even support this Code of Conduct for all the reasons that he stated today, which can be found in his meeting minutes on our website, and he rejected this Code of Conduct and voted it down as well as T. Casey. She requested that this Golf Board take a vote, and we move on.

M. Klosterman: voted to table this discussion but because he wanted to share an email, he wrote the Board relating to the Code of Conduct and it was very generic and not directed at what the motion but just his feelings of being a Board member.

He read the statement.

Bob Pacheco stated that he suggests this motion be tabled as N. Oliver stated until after the HOA meeting, as this is an HOA violation first and foremost. It should go through the HOA process first and see how they handle it and then bring it back to the Golf Board if it is considered a Golf Board violation. He does not feel there was any intent to harm by Donna when she spoke at the HOA meeting. He stated he attended the Board certification last Thursday and it was interactive, and he sent an email question to the two attorneys presenting at the certification meeting and asked if the Golf Board can take action against a Golf Board member at an HOA meeting even if it was alleged that this was a violation of a Golf Board's code of conduct and the two presenters stated that we are two separate legal entities. The answer received back was no they are two separate legal entities, and the Golf Board cannot take any action. He further stated that what Donna said to herself was a very minor issue.

Bob Jackson stated that he was not at the HOA meeting and members who attended were outraged at what they heard at the meeting. He found about it and got the incident report from Dr. Lampl and he reviewed the video tape of what happened at the meeting. He said that Donna clearly stated the equivalent of a curse word at the meeting to those who wanted her to talk into the microphone, she turned, said the Italian word and then addressed the Board. This does not uphold the values of the Golf Board code of conduct. He stated he did object to the Golf Boards Code of Conduct, but that D. Jimenez wanted it to pass. He then outlined that Dr. Lampl was the subject of a complaint by other people. D. Jimenez came to a meeting and said that due to his language a motion to suspend Dr. Lampl for 60 days was presented and to remove him from the GOC committee. T. Casey then stated that his 3 minutes was up.

T. Casey then stated that B. Pacheco is suggesting a motion to table this.

T. Casey made a motion to table this motion and to bring it up again at a Special Board meeting after the HOA has conducted their meeting next Monday.

Motion: T. Casey

Second: B. Pacheco.

Motion passed: 4-2

D. Jimenez recused herself from the vote

In favor: T. Casey, B. Pacheco, N. Oliver, M. Klosterman,

Opposed: R. Donatuti, R. Jackson.

T. Casey then stated that considering the above motion being tabled to also table the next two motions that are on the agenda, and we will address at a Special meeting after the HOA meets.

Motion: T. Casey
Second: N. Oliver
Motion passed 5-1

D. Jimenez recused herself from the vote

In favor: T. Casey, B. Pacheco, N. Oliver, M. Klosterman, R. Donatuti

Opposed: R. Jackson.

10. Management report: S. Coulls stated that he wanted to say a few words about the Board and Committees in place for 2025 and wanted to thank the members of joining these committees as well as the members that served last year, thanking them for their service. As we go forward the harmony of the community is so important. We have an issue that has transpired, and it is unfortunate, and it has been handled under the correct measures. He requested that we go forward, and we respect and forgive each other.
11. Golf member Comments (related to Agenda Items only, 3-minute limit)


Member: P. Hanson: Ms. Hanson stated she appreciated Simon's comments but unfortunately, they came a little late. She stated it is deeply disappointing that we are in this position where we must address the behavior that reflects poorly on this Board's leadership. The issues raised in the recent membership survey, lack of professionalism, integrity and transparency are now being repeated by this Board. This is no longer just a perception, it is a pattern. This is based on a single incident report filed by Mr. Lampl and it is very important to note that this report was submitted to the HOA board – it was not submitted to the Golf Board. The motivation clearly is retaliatory and lacks fairness. She further stated that a few months ago another Board member, Mr. Jackson publicly and disrespectfully questioned our General Manager's credibility regarding a meeting notice. This poor behavior caused our GM to have harsh words for this Board. While no incident report was filed, at the time, this Board members' arrogance and disrespect was clear and far more concerning in terms of Board behavior and if we are using incident reports as a standard, perhaps we should revisit that meeting and file a report accordingly. She further stated that Mr. Casey as President, it is his responsibility to be a strong leader, to handle matters with respect, discretion, professionalism, and thoughtfulness. She stated that Mr. Casey has not met that standard. Leadership is not about power; it is about responsibility it is time this Board starts owing that responsibility.

Member: R. Dempsey: He stated at that last HOA meeting, (and Donna has no idea he would be speaking today), there was no one closer to her than he was when she spoke at the HOA meeting. At the HOA meeting, a Board member told Ms. Jimenez she was at the wrong microphone. She turned around and said a word to herself and it was not directed to any of the 7 HOA Board members. He stated again it was said to herself and not directed at anyone else and there was no disrespect to anyone. He stated as previous HOA Board Governance Compliance Liaison he urged the Board to tread lightly on any decision this Board makes here because you would be setting a precedent. There was no intent and if there is a suspension on this it will open up a box of worms you will not want to deal with.

Member: S. Flagg: She stated that the fact that we are here today at a Golf Board meeting about something that happened at an HOA meeting for you to vote on a possible suspension is an embarrassment. She stated that this screams pettiness, possible retribution and perhaps misogyny. Before you take a vote, she stated to take a long look at your own behavior, whether on the golf course, the tennis courts, how many of you have thrown a tennis racket, yelled at opponents or people sitting in the stands, talk about code of conduct or conduct unbecoming of a Board member. The hypocrisy is astounding. Donna was elected to the Board as you all were. She has worked hard to represent us. This stuff has got to stop, and I am counting on you all to set the pettiness aside and work together.

Member: D. Fisher: He stated he was at the HOA meeting and seconded what Mr. Dempsey stated. He stated that Ms. Jimenez was not making any derogatory statements towards the Board. There was no malice, no intent to be disrespectful to anybody.

Member: E. McQuaid: He stated that he thought this pettiness was going to stop because members elected the minority to these powerful Board positions. He stated he was very disappointed that this first meeting since this Board was elected and named the new Board President and this is what the Board came up with for the first thing to talk about. He further stated that when this Board has the Special meeting to decide we should consider the nuclear option and that it will only take 4 Board members to change the President and then the Committees.
12. Member online questions: Member online questions were answered.
13. Adjournment: T. Casey made a motion to adjourn, M. Klosterman seconded the motion. Meeting adjourned at 5:14pm


DONNA Jimenez
5/27/2025