



Consultant Bios



Scott McNett

Senior Principal

Midwest United States

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Scott is a senior principal of GSI Executive Search and is based in the firm's midwest office in St. Louis. He has executed many successful placements of senior and mid-level management in private clubs, resorts, hotels, gated communities, recreational facilities, and real estate developments. He has a diverse background that covers over 30 years of experience spanning executive search, professional sports, sports marketing and management, health and tennis club operations, and community service.

Professional experience includes:

- Principal with Conley & Company, St. Louis, a national executive search firm focused on hospitality, financial services, corporate, and nonprofit senior management positions
- Vice president of John Sibbald Associates, a leading national executive search firm for the hospitality industry
- Executed over 300 senior-level assignments in the club and hospitality sector
- Owner and operator of South Hampshire Racquet Club in St. Louis, a full-service health club with fitness, tennis, and food and beverage operations
- Account executive with Kemper Sports Management in Chicago, a national sports marketing and management firm
- Managed corporate marketing assignments and sponsorships with the PGA Tour
- Graduate of Denison University, Granville, Ohio
- Master of Science in sports management from University of Massachusetts Amherst
- Past board member of the United States Tennis Association
- Current partner in Frontenac Racquet Club in St. Louis, a leading indoor tennis club in the midwest
- Previous board and committee member of private clubs in St. Louis and northern Michigan



Ned Welc CCM, CCE

Principal

Florida / Ohio / Southeast
United States

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Ned Welc has been a general manager of private clubs in Ohio and Florida for many years. As a leading expert on private club mergers and acquisitions, Ned offers a full range of private club management and operational consulting services, including improving staff training and team building. In addition, he conducts a variety of seminars for club professionals on M+A, club industry trends, and operational management strategies, such as improving organizational health and management and board retreats.

Ned is an adjunct professor of the Hospitality and Event Management program at Kent State University in Kent, Ohio. Prior to his career in club management, Ned was the field announcer for the Cleveland Indians major league baseball team for eight seasons.

Professional experience includes:

- General manager/COO/CEO of outstanding private clubs, including The University Club of Akron, The Cleveland Racquet Club, Mayfield Sand Ridge Club, and Sanctuary Golf Club
- Successfully accomplished the only merger of three clubs in the country: Mayfield Country Club, Sand Ridge Golf Club, and Oakwood Club
- Served as president of the Greater Cleveland Chapter of the Club Managers Association of the America (CMAA)
- Southwest Florida regional representative to CMAA
- CMAA distinctions include Certified Club Manager, Chief Executive Officer, and Honor Society member
- Guest speaker at national CMAA conference and Greater Cleveland, National Capital Chapter, Florida Chapter, and Great Lakes Clubs Conference
- Presents seminars on club team building, organizational health, and club mergers
- Provided team-building programs for several clubs, including Fairlawn Country Club and Portage Country Club in Akron, Ohio
- Chairman, Kent State University Hospitality Advisory Board
- Received special recognition as "Friend of The Ronald McDonald House" by Ronald McDonald House of Cleveland
- Served on special events committees of the American Cancer Society and Sanibel-Captiva Cares
- Bachelor of Science degree in business, University of Akron; Master's degree, University of Cincinnati



Terry Anglin CCM, CCE, ECM

Principal

Western / Southwestern
United States

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Terry Anglin has over 40 years of experience in the private club and hospitality industry. He has served as general manager of private clubs in Tennessee and California. Most recently, Terry served as GM/COO of San Diego Yacht Club (SDYC), a world-renowned private club. Under his leadership, SDYC rose to the rank of number-two yacht club in the country and was selected as a Platinum Club of the World, as voted on by the Club Leaders Forum. Terry has served as president of the CMAA Tennessee Volunteer Chapter, two terms on the board of the CMAA Golden State Chapter, and on the Platinum Club Advisory Board for the Club Leaders Forum. He has also held the post of Host (President) of the CMAA International Wine Society and lectured at several World Conferences on Club Management. In 2016, Terry was named the recipient of the Excellence in Club Management award by McMahon Group and *Club and Resort Business*.

As a principal with GSI Executive Search, Terry focuses on placements throughout the western U.S. He is also available to consult on executive searches throughout the country. His experience in yacht clubs, golf clubs, and tennis and fitness clubs offers clients broad insight on the executive search process, as well as the essential qualities of private club leaders.

Professional experience includes:

- President, Tennessee Volunteer Chapter, Club Managers Association of America
- Board Member, two terms, California Golden State, Club Managers Association of America
- Host (President) of International Wine Society, Club Managers Association of America
- Attained Certified Club Manager and Certified Chief Executive designations from CMAA; also attained CMAA Honor Society level
- Selected as recipient of the Excellence in Club Management award by McMahon Group and Club and Resort Business
- Host and speaker at the Yacht Club Manager Symposium at the World Conference on Club Management
- Speaker at World Conference, "Wine 101" course
- Served as adjunct instructor at The University of Mississippi and Cal Poly Pomona



Richard A. Lareau
CCM, CCE, ECM

Principal

Texas / Oklahoma / Kansas /
Gulf States

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Richard A. Lareau has excelled in private club and restaurant management since 1978. As a nationally recognized and accomplished private club professional, his passion for creating and delivering the art of hospitality and consistently achieving the highest member and customer satisfaction has garnered him well-earned commendations throughout the private club and hospitality industry.

Before joining GSI Executive Search, Richard's resume of success included:

- Eleven years as club manager of Boulder Ridge Country Club in Lake in the Hills, Illinois.
- Thirteen years as GM/COO of The Briar Club in Houston, Texas.
- Four years as a club consultant with McMahon Group in St. Louis, Missouri, as the firm's operations and food and beverage specialist.
- Fourteen years with for-profit, casual-to-white-linen restaurant, bar, and catering businesses in the Chicagoland area.

As a principal with GSI Executive Search, Richard focuses on placements in Alabama, Mississippi, Louisiana, Texas, Oklahoma, and Kansas. He is passionate about partnering with club managers and boards, sharing his expertise in placing the right candidates to succeed in the challenges before them. A club's reputation is only as good as the executive team leading its strategic mission and vision. Having the experience to understand executive management's intricacies, particularly in the private club industry, is essential when selecting the best candidate for the position.

Richard's collaborative process entails working with a club's existing management team, board of directors, and member committee (when relevant), discovering service and member experience opportunities, then designing and implementing strategic management solutions through envisioning and defining success. Goals, actions, and tasks are then set to establish the club as a "Favorite Place" in every amenity area for all its members and their guests.

As a graduate of University of Wisconsin Stout with a bachelor's degree in hospitality management, he's earned the Certified Club Manager (CCM) and Certified Chief Executive (CCE) through the CMAA. Richard is also the recipient of the 2009 Mel Rex Award from the nationally acclaimed Excellence in Club Management® Awards (ECM). He was recognized as Club Manager of the Year by the CMAA Texas Lone Star Chapter in 2013 for his achievements and contributions to the private club industry. Additionally, he was recognized as Executive of the Year and given honorary membership in the Catering Executives Club of America.



Andrew Minnelli USPTA, PTR

Principal

Racquet Sports / United States
and Northwest Region

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Andrew Minnelli is a highly respected leader within the tennis and private club industry. In his 18-plus years in the business, Andrew has effectively collaborated with private club boards, committees, members, and staff to implement award-winning and innovative racquet programs and tournaments at some of the world's most historic and iconic clubs.

In addition to his professional experiences, Andrew is a talented recruiter and mentor, challenging colleagues to grow both personally and professionally. He is a proponent of radical candor and believes in direct, honest, yet humble communication. Andrew is passionate about keeping tennis alive, specifically through empowering tomorrow's leaders in the racquet sports industry.

As a principal with GSI Executive Search based in Rancho Mirage, California, Andrew focuses on creating nationwide strategic placements between racquet sports professionals and associations, elite private clubs, semi-private clubs, resorts, and colleges. He also consults on short-term and long-range planning, management in transition, capital and operational budget management, tournament and charity event management, and staff trainings.

Professional experience includes:

- Director of Tennis, Seattle Tennis Club
- Director of Tennis Operations, The Riviera Tennis Club
- Associate Director of Tennis, Atlanta Athletic Club
- Washington State Open Tournament Director, USTA National 60s Indoor Championships
- Host of ITA Women's and Men's National Indoor, Women's All-American Tennis Championships
- Host for ATP 250 event - Atlanta Tennis Championship
- International Pop Tennis Association Board of Directors Member
- United States Professional Tennis Association (USPTA) National Executive Committee; USPTA National Marketing Task Force; USPTA National Membership Committee; USPTA National Budget and Finance Committee; USPTA Southern California Regional Vice President, Treasurer, and District Vice President; USPTA Southern Board of Directors Member and Georgia Chapter President
- Southern California Tennis Association: Red, Orange, Green Dot Junior Development Committee
- Georgia Professional Tennis Association Board of Directors Member
- Wilson Racquet Sports Advisory Staff and New Balance Tennis Ambassador
- USPTA Elite Professional, Accredited Professional Coach
- Professional Tennis Registry (PTR) Adult Development Specialist, Professional



Manny Gugliuzza CCM, CCE

Principal

Northeast United States

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Manny Gugliuzza is a high-performing, strategic-thinking professional whose career in private club management and the hospitality industry spans over 30 years. He has served as a general manager/chief operating officer of private, high-end clubs in New Jersey and New York. His assignments include Plainfield Country Club, Montclair Golf Club, Hollywood Golf Club, Cherry Valley Country Club, and most recently, Garden City Country Club.

Manny graduated from Fairleigh Dickinson University with a B.S. in hotel/restaurant and tourism management. Highly skilled at relationship building with boards of directors, committees, and management teams, he is adept at assessing needs, devising options, and implementing solutions. He is a strong believer in ongoing training and education for staff and has held his past management teams to high standards and accountability. Manny's background includes managing many extensive capital improvement projects from concept to completion. He is passionate about the club and hospitality industry and believes that delivering exceptional and memorable member and guest experiences is paramount to the success of any club.

As a principal with GSI Executive Search, Manny focuses on placements throughout the northeast U.S. He is also available to consult on executive searches throughout the U.S. Through the years, he has developed a strong network of industry professionals. His vast experience in private country clubs and golf clubs, love of the industry, and dedication to elevating clubs to their highest potential offers clients a clear and transparent understanding of the executive search consulting process.

Professional experience includes:

- President, New Jersey Club Managers Association, Club Management Association of America
- Attained the Certified Club Manager designation in 1992 at age 26, making him the youngest CCM in the country at that time; earned the Certified Chief Executive designation in 2012 and became a member of the CMAA Honor Society in 2010
- Served on multiple CMAA national committees including Certification, Club Premier Services and Nominating
- Served as host manager for the 2014 USGA Senior Women's Amateur Championship at the prestigious Hollywood Golf Club; also served as host manager for multiple MGA, NJSGA, and LIGA state opens and tournaments held at Plainfield Country Club, Montclair Golf Club, and Garden City Country Club
- Experience includes leading three Platinum Clubs of America, which all attained status during his tenure
- Guest speaker on club/hospitality management at Fairleigh Dickinson University (FDU); instrumental in forming the original charter for the student chapter at FDU



J. Mark Black CGCS

Agronomy Associate

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With over 40 years in the golf course and landscape management industry, J. Mark Black brings a wealth of knowledge and hands-on expertise to his role as a GSI Executive Search associate specializing in golf course superintendent searches.

Mark is recognized by industry peers for his ability to locate and organize highly motivated, trained, and self-directed teams to provide consistent playing conditions and superior landscape maintenance.

In his former role as director of golf courses and grounds for Quail West Golf and Country Club in Naples, Florida, Mark was responsible for managing two 18-hole golf courses and all clubhouse and HOA grounds maintenance, with a staff of 65 employees. Additionally, Mark was responsible for the installation and maintenance of 90,000 flowers annually.

As director of golf courses and grounds at Bonita Bay Club in Bonita Springs, Mark was responsible for management of the construction, grow-in, and maintenance of five 18-hole golf courses and two clubhouse grounds, and a staff in excess of 125 employees.

As an associate with GSI Executive Search based in Florida, Mark helps to identify and place exceptional golf course superintendents at private clubs throughout the U.S. Mark received his Associate of Science Degree in golf course operations and Associate of Arts Degree in general studies at Lake City Community College. He is a GCSAA Certified Golf Course Superintendent (CGCS).

Professional experience includes:

- Planted first complete set of Ultra-Dwarf Bermudagrass greens in Florida (1996)
- Prepared and hosted amateur and professional golf events including Florida State Amateur (2); Florida State Junior Amateur (1); PGA Section Championship (2); U.S. Open Qualifier (2); and PGA Champions Tour ACE Classic (2)
- First multi-course club in Florida (Bonita Bay Club) and seventh in nation to complete all requirements for Audubon for Golf Courses Certification
- Oversaw two courses designed by Tom Fazio constructed to Audubon Signature Specifications while director of golf course maintenance at Bonita Bay Club



Shawn Emerson

Agronomy Associate/Consultant

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Shawn Emerson has been in the golf course industry for 40 years. Twenty-five of those years were spent at Desert Mountain Golf Club in Scottsdale, Arizona, as the director of agronomy, where Shawn presided over seven golf courses, leading them to achieve the Renovation of the Year (2005) award from *Golf Course News* magazine, and an Honorable Mention for Development (2019) award from *Golf Inc.* magazine. In addition to Shawn's management over golf courses, he has also taken care of all aspects of club landscaping, tennis, and pickle court construction/maintenance, and was part of building a world-renowned performance center. He is known for his innovative approach, using technology such as sensors, drones, operation software, and procurement management.

Shawn has managed multi-cultural work environments by hiring employees via student visas, H2B visas, and Catholic Relief Services, creating a unified team working towards a common goal. He has placed over 50 golf course superintendents and 75 assistant superintendents who have moved on to other opportunities in the golf course industry. Shawn has collaborated closely with many experts in the industry during his career, including architects, scientists, university professors, manufacturers, as well as many small business owners. As a second-generation golf course superintendent, Shawn has many business contacts that span several generations and is well regarded within the industry. Over the years, Shawn has been featured in multiple magazines, been a guest on many blogs, and has served on an advisory committee that helps reshape the golf industry for the future. He is renowned not only for his expertise but also for his management skills, his ability to look outside the box, and his down-to-earth personality.

Professional experience includes:

- PGA West Resort in Palm Springs, California (2 Courses)
- Golf Course Superintendent at Coronado Country Club in El Paso, Texas (18 Holes)
- Construction of six golf courses
- Led renovation of four golf courses
- Groomed golf tournaments for major tournaments including nine Senior PGA major tournaments, six Arizona State Opens, four Arizona State Amateurs, six Southwest Amateurs, one PGA Senior Club Championship, and one USGA Senior Women's Amateur
- Inductee into the Arizona Hall of Fame in 2017
- Winner of the Anuvia Legends Award (2020)
- Lectured at many GCSAA conferences and has spoken on many university campuses
- Bachelor of Science degree in agronomy from The University of Arizona



Robert Jones

President

Bob Jones is a founding principal of Ethos Club & Leisure and has been one of the most influential forces in the private club and real estate community development industry for more than 30 years. He has a proven track record for innovation, strategic planning, real estate development and design, and implementation of programs and initiatives that have raised the bar for private golf, recreational clubs, and real estate community developments throughout the country.

Bob had a successful 20-year career leading Desert Mountain, which is generally recognized as one of the premiere private clubs and communities in the nation. During his tenure Bob developed over \$82 million in club amenities and \$230 million in real estate development, while leading 679 employees operating over nine clubhouses and six golf courses on 11,000 acres. Desert Mountain consistently produced annual revenues over \$68 million, while achieving a constant 97% membership overall satisfaction index level. During that time, Bob also advised on multiple other club and community projects owned by Crescent Real Estate and Morgan Stanley, including The Woodlands, Pronghorn, Canyon Ranch, Sonoma Mission Inn & Spa, Old Greenwood, The Bridges at Rancho Santa Fe Club and Community, and The Club at Las Campanas. Prior to Desert Mountain, Bob successfully led Northwood Country Club in Dallas, Texas, and Dallas Athletic Club in Dallas, Texas.

Bob has earned a number of distinctions in the club industry, including Certified Club Manager, CMAA Honor Society, and CMAA Certified Chief Executive, and has served as president of the CMAA Texas Lone Star Chapter. He has lectured frequently on club and hospitality topics throughout the country. Bob earned a Bachelor of Science degree in restaurant and hotel management with honors from Florida International University and an A.A.S. degree in restaurant management from Del Mar College, Corpus Christi, Texas.



Jay Salem

Chief Operating Officer

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Jay Salem brings over 40 years of senior management experience to GSI Executive Search. He spent 28 years in the information technology sector working with EDS Corporation, where he served multiple roles in the operations area, as well as managing global human resource delivery. During his time at EDS, he served as director of recruiting for EDS U.S., serving 80,000 employees with a staff of over 100 in-house recruiters. He also was division president for the Financial and Insurance Group, supporting account activities for all commercial insurance business, including life, health, and property and casualty. In 1990, he became managing director of global HR delivery for the \$20 billion company. In that role, Jay led a staff of 850 human resources employees worldwide, supporting 150,000 EDS employees. In 2002, he became senior vice president of the EDS Credit Union where he was responsible for day-to-day operations, and led the spinoff of the credit union into its own entity in preparation for the sale of EDS to Hewlett Packard.

After retiring from EDS, Jay formed Salem Consulting to provide human capital services to for-profit and nonprofit sectors. As a consultant, he assisted numerous clients in various aspects of HR, including staffing, compensation, benefits, payroll, employee relations, state and federal compliance, acquisitions and transitions, and organizational structure.

Currently Jay serves a dual role as chief operating officer of GSI Executive Search, as well as principal and director of the Human Capital Practice for its parent company, Ethos Club & Leisure, LLC. In this capacity, he provides HR administration and compliance services to the private club and real estate development community.

Jay is a member of Society of Human Resource Management (SHRM). He received a Bachelor of Science degree in chemistry from NC State University and a Bachelor of Science degree in pharmacy from The University of North Carolina.



Dallas Addison
Managing Director

Dallas Addison is a founding principal of Ethos Club & Leisure and a shareholder of Addison Law, with extensive experience in golf, hospitality, and recreational real estate projects. Dallas has provided advice and counsel regarding the acquisition, sale, development, management, financing, and operation of golf, hospitality, and recreational real estate projects throughout the country. This experience includes the negotiation, structuring, and preparation of purchase and sale agreements, development agreements, joint venture agreements, financing documentation, management agreements, and membership documentation, along with the documentation required for planned community and other real estate projects, including fractional ownership. The national magazine, *The BoardRoom*, has named Addison Law as "Law Firm of the Year" in the golf industry for the past 19 years. In a survey and peer study conducted by *Golf Inc.*, a national publication, Addison Law was named the most experienced and recommended law firm nationwide for golf course owners, developers, and private club boards.

Prior to joining Addison Law, Dallas was an attorney with the international law firm Jones Day, where he worked on numerous commercial real estate transactions, mergers and acquisitions, and capital formation transactions, including private placements, debt offerings, and initial public offerings.

Through affiliated entities, Dallas has been a principal in the creation and operation of several conservation-and-recreation-oriented communities and concepts. These projects include Cross Pines Ranch and Bosque Canyon Ranch, both conservation-based sporting ranches located near Dallas, Texas. He has also worked on similar projects on the Big Island of Hawaii and near Kalispell, Montana, above Flathead Lake.

Dallas received his law degree, cum laude, from Southern Methodist University Dedman School of Law, where he served on the Southern Methodist University Law Review Association and was a founding member of *NAFTA: Law Review of the Americas*. He also received a Plan II honors degree from The University of Texas at Austin. Dallas is a member of the Recreational Development Council of the Urban Land Institute and is a member of the State Bar of Texas (Real Property and Entertainment and Sports Law sections), and the Business Council for the Arts. He has lectured and moderated frequently on golf and hospitality topics throughout the United States.



Randolph D. Addison

Director

Randy Addison has represented parties involved in the ownership, operation, and development of equity and nonequity private clubs, public golf facilities, resort projects, and residential/golf course development for over 38 years. Randy, founding member of Addison Law and founding principal of Ethos Club & Leisure, has been involved in acquisition, development, and operational matters in more than 1,500 private and public golf, club, and resort projects throughout the United States and numerous foreign countries, including Desert Mountain Club, Cordillera Clubs, Amelia Island Equity Club, The Bridges at Rancho Santa Fe, Pinehurst Resort and Country Club, Firestone Country Club, The Homestead, Mission Hills Country Club, Barton Creek Resort, Dallas National Golf Club, and The Vaquero Club. Randy's experience includes the acquisition of existing facilities, equity conversions, turnovers, and the development and structuring of the private clubs, public facilities, and resort facilities. These projects include extensive due diligence programs designated for golf, club, or resort facilities which address organizational matters, membership matters, club documentation, and the various agreements between third parties, developers, and the club or the resort owner.

Randy has represented golf course owners, club owners, resort owners, residential developers, not-for-profit member-owned clubs, and club managers from the initial creation and development of the facility through the various operational issues, including development issues, membership programs, member issues, real estate issues, water, sewer, and effluent agreements, licenses, and other areas. In addition, Randy has structured equity conversion programs to sell club facilities to its members and represented members in the acquisition of club facilities, as well as the sale of club and resort facilities to third parties. Addison Law has been named "Law Firm of the Year" in the golf industry by the national publication, *The BoardRoom*, each of the last 19 years.

Through affiliated entities, Randy has been a principal in the creation and operation of several conservation-and-recreation-oriented communities and concepts. These projects include Cross Pines Ranch and Bosque Canyon Ranch, both conservation-based sporting ranches located near Dallas, Texas. He has also worked on similar projects on the Big Island of Hawaii and near Kalispell, Montana, above Flathead Lake.

Randy has been a speaker and lecturer at numerous educational seminars and continuing education programs for developers, club and resort owners, club managers, and attorneys. The programs include presentations at the International Hospitality Conference, Annual Meeting of the American Bar Association, golf expos, recreational developers seminars, *Golf Inc.* Expositions, Club Managers Association of America, Texas Lone Star Chapter of the CMAA, the ALI-ABA Resort/Club Seminar, golf course development seminars, and various regional seminars. Randy has been recognized and admitted as a Fellow of the American Bar Foundation, limited to the top one percent of the lawyers in the ABA.

Randy received his undergraduate degree from the The University of Texas at Austin and law degree from The University of Texas School of Law. He has been admitted to practice in the federal courts of the Northern Texas District Court, and is a member of the Corporate and Real Estate sections of the State Bar of Texas and American Bar Association, and the Select Hospitality Committee of the American Bar Association.