

Ladies Village Cup Captains Committee Meeting Minutes
Seabreeze Rec Center
October 16, 2025

Attendees:

Debbie Harlan (President/Evans Prairie), Pat Golen (Evans Prairie), Connie Glazik-Pierce (Glenview), Paula Boulette (Tierra Del Sol), Seay Anne Sheley (Southern Oaks), Gayle Hazelwood (Cane Garden), Diane Marino (Cane Garden), Terri Zimmerman (Lopez), Donna Osso (Palmer), Connie Oshry (Mallory Hill), Peggy Pruitt (Orange Blossom), Sue Nelson (Glenview), Cindy Globush (Havana), Mary Hewitt (Lopez), Susan Byrne (Treasurer), Carol Smith (Palmer), Connie Quellette (Shallow Creek), Kyle Maday (Shallow Creek), Judi Andrews (Hacienda Hills), Delia Treffer (Bonifay), Sherri Kent (Bonifay), Trisha Cooper (Belle-Glade), June Badarick Meno (Hacienda Hills), Sonia Koplowicz (Volunteer Committee)

Call to Order: The meeting was called to order at 4:07 pm by Debbie Harlan, President.

Introduction of guests: Sonia Koplowicz and June Badarick Meno

- **Approval of the Minutes from September 25, 2025:** Judi Andrews stated the meeting minutes did not reference the possibility of getting sponsors to support the tournament. A motion was made to amend the minutes and repost. A motion was then made to accept the change by Judi Andrews and seconded by Gale Hazelwood and approved unanimously.

Action Item – Pat Golen will amend the September 25, 2025, meeting minutes.

- **Treasurer's Report:**
- **Old Business:** No old business.
- **New Business:** Ken Roshaven confirm the tournament dates for the week of April 6 and April 13. The tournament will be held on Tuesday, Thursday and Saturday of each week. The courses have not been confirmed. Debbie Harlan originally requested Havana, Evans Prairie and Cane Garden. Debbie mentioned she was informed at the Handicap meeting on October 15 Cane should not be an issue. They plan to start working on the course in May 2026.

Action Item: Pat Golen will add the tournament dates to the website and Facebook.

Carol Smith met with Havana's event coordinator even though she did not have dates or if the tournament would take place at their facility. The event coordinator mentioned there is not enough space in their parking lot nor was their adequate space for the event size. Debbie Harlan stated Belle-Glade was the first alternate. Connie Oshry discussed the possibility with the owner of Havana, and he said he would make it work. Gayle Hazelwood stated we can base the facility decision on the tournament format. Cindy Globush mentioned Belle-Glade's breezeway is not available on Tuesdays.

Action Required: Carol Smith will follow up with the Havana contact.

Committee Reports

- **Competition Committee/Team Captains Synopsis/Vote/Draft Timeline**
Deb Harlan stated she provided the captains with all the information that was discussed at the last meeting to prepare their proposals. She mentioned she was hoping each captain would provide her their input and Judi Andrews was the only captain who gave her the information. The vote will be based on majority rules.

Evans Prairie – Pat Golen read Suzie Phillips’ synopsis. The choice being New Process Option 1 for the following reasons: Gives players control from the start and provides captains flexibility. The registration and draft procedure provide a clear and transparent process with a quick turn-around to finalize teams.

Glenview – Connie Glazik-Pierce stated she likes the Current Process. She believes it is very open to new players. It is easy and there are no favorites. If a new player comes in with a better handicap the players know they may be cut. Sue Nelson touched on some of the issues that led captains to seek more flexibility, such as concerns that the tournament feels cliquish, players' lack of commitment to practice, limited availability for team practices, and questions about whether certain individuals are a good fit for a team. She feels the new processes don’t address those issue. She mentioned there are not enough players to fill the needs we have i.e. injured players, etc. Again, she didn’t think the new processes were addressing those issues. Recruiting for your team can alienate players.

Palmer - Carol Smith stated she reviewed the raw data. She votes to stay with the Current Process because once we add two additional teams, we will have to blow everything up again. No sense in doing it twice. Carol feels the proposed processes do not specify the captains’ criteria. She mentioned the number 2 process lost her at the start and the other 2 processes were similar.

Lopez - Mary Hewitt stated this is a premiere event for women golfers. She votes for the Current Process. Mary feels there should be transparency with picking the players. The low index allows for that transparency. There are no personal preferences and potentially keep the same players. She mentioned a lot of the low handicappers quit because it became too cliquish. Mary feels the low handicappers are coming back because of the current process. Selecting a new process alienates them again. She feels the other processes don’t demonstrate the selection process. *She feels the other processes don’t demonstrate transparency.*

Mallory Hill - Connie Oshry is concerned for new players. Their team needed players. She is concerned with the handicaps versus the people they know. She feels the players will not understand the criteria because it is not documented and can vary per captain. Let’s not change something that’s been working for us. Connie votes for the Current Process.

Shadow Creek - Kyle Maday votes for the New Process 1. She believes captains put in a lot of effort. Captains are team coordinators – not Captains.

Tierra Del Sol – Paula Boulette votes for the Current Process. She believes it is the captain's responsibility to meld their players. In her experience, a minimum number of players register, and they don't have the luxury of players to spread across the teams. We send the message to be exclusive, but it should be inclusive. With the new teams coming we may have to blow it up again. Don't ruin a good thing. She is proud of the last four years. We need to think about the tournament as a whole and not just your team. Not all teams have 16 players.

Hacienda Hills – Judi Andrews stated she has a different take on things. She currently has six players returning. There are various reasons past players are not returning. In all equity she wants what is best for the team. Her team handicaps are 20 and above. They lose players they recruit to other teams because of their handicaps. They need help with finding players for their team. Judi votes for Process 3.

Belle-Glade - Trisha Cooper is responding for Teri Tonioli. Their vote is for New Process 1. They want the captain to have the choice to build their team. Trish stated that the women who play the tournament know what is expected. Their team members get along, are committed and they have 12-13 players who have always been on the team. Last year they had some new people who did not embrace the expectations. There was conflict within the team, players use weddings, pickleball games etc. as excuses not to participate. There was a player who registered that kicked a seasoned player off the team that was a past performer. Then the same women didn't like the expectations and quit. Trish stated we need to educate new players to register no matter their handicap or if they will get picked to play. Inclusiveness is giving anyone the opportunity to play.

Cane Garden – Gayle Hazelwood voted for Option 1. She reviewed the proposed processes with her team, and they agreed. It is a match play tournament, and nothing states the handicap must be low. Gayle emphasized that captains should make every effort to ensure their teams function with full autonomy.

Bonify - Delia Treffer stated she favored the current process but being on the Competition Committee gave her some new insight. She voted for New Process 1 giving the captain the ability to build the team.

Orange Blossom – Peggy Pruitt voted for New Process 1. She thinks it's like the New Process 3, but she doesn't want the number limited. Her team has the highest handicaps. She is confident that the mid-range handicap players will come through for the team when it counts. Peggy stated they had to change the culture of their team last year and it worked well. The players that bought into the new culture put forth the effort on the course and were happy to win!

Havana – Cindy Globush voted for the Current Process. She stated that players have different ranges of ability to understand. For example, not every player wants to practice on Tuesdays or get to the tournament ½ hour early to be with the team. They don't realize the captain's job is to help them and make them understand. Cindy likes the current process but if there is any change on how the team is selected the competition committee must have multiple communications with the players. Does the new process mean enough for the players to register or go to another team. We need to be better with communicating to players that they are not required to register for the team nearest their home.

Southern Oaks - Seay Anne Sheley voted for New Process 1. She mentioned there was a lot of discussion outlining the pros and cons of each process. Seay Anne stated that by allowing the captain discretion in team selection it increases the chances of building a successful team. The current process allows the lowest handicap to be in charge and those players can go to any team. They are in the driver seat whether that is right or wrong. Seay Anne feels the captain should be in control. It will be a tough conversation recruiting new people and then informing them they didn't make the team because someone with a lower handicap made the team. Last year, Seay Anne had to send players with low and high handicaps to other teams.

Debbie Harlan thanked everyone for their sharing their thoughts and the effort put forth to vote. She stated it sounded like New Process 2 and 3 could be eliminated and a vote for the Current Process and New Process 1 could move forward.

Carol Smith inquired about the picking the players in Process 1. In Process 1 if you don't get 16 players at registration you will choose players from the pool at the draft. The players in the pool may have requested other teams or any team. The captain can choose whatever handicap player needed.

Mary Hewitt stated that new players think they must play for the team they live nearby. She feels the south has a larger pool of players. The north is having issues getting people to register because the pool of players is smaller. Seay Anne stated we need to do a better job of communication. We need to find ways to get that message out to the players and potential players.

Debbie Harlan was unclear about Process 1—specifically, whether she could select 12 out of the 16 registered players. The answer is yes: if 16 players are registered, you may select 12 and then draw the remaining players from the pool.

Paula Boulette stated that she is actively driving the current process. She asked the captains for a show of hands to indicate whether their focus was solely on their own team or on the overall

health of the tournament. The consensus among the captains was that their actions were in support of the tournament's long-term future.

Kyle Maday mentioned that living down south she feels players are oblivious to the tournament. They only play the south courses with their leagues. There isn't a Ladies Day in the south and they are not driving to compete with the current Ladies Day events.

Gayle Hazelwood stated we need to do everything we can to be inclusive. A player with a low handicap does not make you the best match play team player. Gayle is looking at the long-term village cup tournament. She is clear that the lowest handicaps should not be the criteria.

Peggy Pruitt would like to see the results of a draft. She feels that if 18 players register and 14 have handicaps below 21, she may release several lower-handicap players—who may then end up on other teams. She also has a returning player from last year who can no longer play to her stated handicap and may not be the right fit for the team. In her view, this process isn't about closing off options—it's about creating new opportunities. It's not a requirement to draft the lowest handicap. The highest handicap player may be the best. Peggy may just want to give someone an opportunity.

Deb Harlan noted that one concern raised by others is the lack of guardrails, which could lead to hurt feelings. She suggested that in future meetings, the group could consider establishing some rules or guidelines, even if they differ slightly from current practices. She mentioned that the communication must be effective no matter which process is approved. June Badarick Meno asked how it is communicated. June Badarick Meno asked how information is communicated today. Our current communication is Facebook, website and flyers. We have a lot of work to improve our communication. Cindy Globush noted that the LPGA has a membership of 240 women and mentioned the potential use of the existing email system as a new communication tool.

A motion was made by Cindy Globush not to add guardrails to the process for the 2026 tournament and Seay Anne seconded.

The vote will be to choose one of the processes.

Current Process vote – Glenview, Palmer, Lopez, Mallory, Tierra Del Sol and Havana

New Process 1 vote – Shallow Creek, Belle Glade, Southern Oaks, Orange Blossom, Cane Garden, Hacienda, Bonifay and Evans Prairie

Vote 8 to 6 – Process 1

Paula Boulette motioned that the new process 1 goes forwards as it stated in the current document. Seay Anne seconded the motion and all in favor. Seay Anne has a draft to share with everyone.

Mary Hewitt mentioned she felt the competition committee had been having meetings discussing the new processes for a year and the rest of the teams just received the information to review. Debbie Harlan stated that was incorrect. The competition committee did not discuss new processes last year. The competition committee has met three times this year. Donna Osso mentioned that not everyone had the benefit of the competition committee insight. Seay Anne reiterated that Delia and Suzie wanted to keep the current process but changed their mind after reviewing all the pros and cons.

Deb Harlan inquired as to how we will go forward with diversifying teams, communication and address concerns for the future. She will schedule time with Seay Anne and Pat to discuss the concerns over the next 30-45 days.

Action Item: Deb to schedule time with Seay Anne and Pat to address future concerns.

The Resident Cup is Oct 21, 22 and 24. It may be a good idea to have a photo of each of the captains.

Peggy Pruitt stated that with everyone at the draft it will be transparent.

Paula Boulette stated if it was a complete draft that would be okay.

Seay Anne shared she anticipates changes to the process of team selection. After registration and the compliance reviews have been completed each captain will receive the list of players who signed up as their first choice. The captain can take all or some portion. The captain will return their selection to Seay Anne as she will be the record keeper. The captains will have a few days to think about it. Then shortly after the in-person draft for those captains who need players they will be given a list of who wanted to play. The draft is in reverse order based on the last place team. She doesn't envision calling players. We need to encourage players to play for other teams. Carol Smith mentioned if they don't know they are in the draft there isn't any reason to tell them. Hopefully they will register for another team. Kyle Malay shared the objective is to refer to the players as free agents. That is more positive. Carol mentioned that if you choose 8 players they will know after the draft. Sue Nelson shared if 18 players registered, and the captain chooses 12 potentially the team may not get filled. Seay Anne stated that is the risk of not taking the players. Debbie Harlan feels the likelihood of not selecting the players registered is low. Judi Andrews wanted it to be clear the team is 16 players not 18. Yes, 16 players. Seay Anne feels the process will be completed by the end of January. A meeting date for the draft needs to be scheduled. Deb Harlan and Seay Anne will draft the new process to be shared with the team.

Action Items: Seay Anne will schedule a date for the draft.

Action Items: Seay Anne and Debbie will draft the new process.

Communication Committee – Pat Golen shared the existing Facebook account will be private. It saves us from losing photos and comments. Facebook requires 3 days before it will allow the account to go from public to private. This should be effective Oct 19. Pat encourages everyone to review the website. Mitzi Gibson has done a fabulous job getting our website to look clean and fresh! The LVC dates will be added to the website and Facebook. We have not heard from Bill regarding our Oct 20 meeting date. He has been involved with the Men's Village Cup.

Action Item: Deb Harlan will ask Teri to reach out to Bill.

Pro-Am Committee: Mary Hewitt was in touch with Ken Roshaven and he stated it would be the end of October before the maintenance schedule is available. She mentioned to him that we need a course that can accommodate spectators. He is going to respond by the end of the month.

Tee Gift Committee – Paula Boulette stated the vendors pricing she received is good for 30 days. They don't want to talk to her until January and she feels we have enough time to decide. She feels the PGA gift card is a good choice. Deb Harlan asked if we ordered by Jan 20 would that allow enough time to receive the gift for the tournament. Paula feels confident that won't be an issue. Seay Anne would like the captains to bring their team's money to the February meeting with one check per team for the full amount. Deb Harlan asked Paula to bring a list of tee gifts to the next meeting for a vote.

Action Item: Paula to bring a list of tee items to vote with the current pricing and to eliminate those items over the limit.

Raffles Committee/Charities – Deb Harlan posed the question if we should continue the same format for the raffles as previous years or add an additional raffle at the Resident Cup. A motion was made by Carol Smith and seconded by Seay Anne Sheley to include a raffle at the Resident's Cup event. Cindy Globush will reach out to the former players who assisted with the raffles in the past. Seay Anne and Delia volunteered to help.

Debbie Harlan shared that Suzie Phillips found out the minimum for the charter school scholarship is \$1000. A motion was made by Paula Boulette to decline a scholarship at this time and Mary Hewitt seconded the motion. The consensus was to table the scholarship and/or any other charity contribution to the end of the year. Carol Smith commented the contribution could be brought back later. Deb Harlan stated if we have funds available after the tournament the subject can be brought back to review.

Kickoff Party – Gayle Hazelwood was giving an update for Jan Snider who was not present. During Jan's absence Gayle requested Deb Harlan to complete the form required to move

forward to secure a date. The dates suggested are March 27 or March 28. Deb agreed to complete the paperwork on October 17.

Action Item: Deb Harlan will complete the form to secure the date for the Kickoff party.

Logistics Committee – Carol Smith had nothing to report.

Budget – Susan Byrne reviewed the draft budget based on the actuals from last year and spend YTD. The raffle money will be different this year with the addition of the Resident Cup raffle. The draft budget reflects an \$875 shortfall; we need to discuss ways to address it. Some options area: to raise the LVC fee, reduce computer cost, reduce LVC volunteer gifts, Pro-Am gifts and change the amount of the raffle prizes. Deb Harlan stated she would prepare some thoughts/ideas, and the vote will be in November 2025.

Action Item: Deb Harlan will prepare some budget thoughts/ideas for the November meeting.

Next Meeting: November 20, 2025, at Seabreeze.

Motion to adjourn the meeting at 6:05 by Cindy Globush and seconded by Gayle Hazelwood and unanimously approved.