



CONTACT INFO

HOA BOARD OF DIRECTORS

William Powell, President
Bill Bell, Vice President
Michael Boriss, Secretary
Steve Shedd, Treasurer
Kay Ballard, Director
wcboardofdirectors@swpropmgt.com

SEACREST MANAGEMENT STAFF

OFFICE: 239-732-7171

Hours 8 a.m. to 4 p.m.: Mon—Fri After hours: 239-261-3440

Property Manager

Jade McKim, LCAM

wcmanager@swpropmgt.com

Assistant Property Manager

Stephanie Brewster, LCAM

wcassistantmanager@swpropmgt.com

Front Office

Bonnie Lorence, LCAM, Admin. Assistant adminwc@swpropmgt.com

Activities Director

Maribeth Jones

239-732-7017 - direct line

activitieswc@swpropmgt.com

Shady Palm: 239-732-5995

Shady Palm Manager

Marcus Stone

spmanager@swpropmgt.com

Shady Palm Chef

Jonathan Ricciardella

Facilities: 239-732-7171

Housekeeper Antonia Diavila

Maintenance Supervisor

Derrick Olan



This month's cover photo

American Bald Eagle, contributed by Cary Tamberino

Winding Cypress website

www.windingcypress.org

Guardhouse/Ramco Gate Access

239.732.7745

https://Gateaccess.net

<u>CLICK HERE</u> for Ramco FAQ; <u>CLICK HERE</u> for the Ramco User Manual

myHOAst

https://winding-cypress.myhoast.com/logon

Newsletter Staff Contact

windingcypresscomm@gmail.com

March is named for the Roman god of war, Mars.

March 8th: International Women's Day

March 10th: Daylight Saving Time

March 15th: Ides of March

March 17th: St. Paddy's Day

March 19th: Vernal Equinox

March 24th: Palm Sunday

March 29th: Good Friday

March 31st: Easter Sunday

BOARD BRIEFS

In these briefs we like to look backwards and forwards. The most notable thing by far that happened in February was passing the vote to approve the amended and restated governing documents. If you missed it, 401 owner households voted, and 376 of those who voted approved the amendments. Our "new" documents were recorded and went into effect on Feb 16th.

You can view the governing documents <u>HERE</u>. THANK YOU to all who participated in the vote!

Looking forward into March, we want to encourage all owner households to vote in the election to fill the three director positions, and we wish all candidates good luck. All election information can be found on our website <u>HERE</u>.



A note from the Communications Committee: Whether in the form of articles, letters, or updates on their respective committees, every month we have received valuable input from one or more of our board members. As we move ahead toward another board election, we thank the current board as well as every valued member of our Winding Cypress community, and look forward to continuing to provide you with "all the news that's fit to print!"

NEWS AND ANNOUNCEMENTS

Upcoming Meetings

Mar 4th (Monday) @ 9 AM ARC Mar 7th (Thursday) @ 1 PM CDD The second notice for the 2024 Annual Members Meeting and Election of Directors has been sent out! The Annual Meeting will be held on Tuesday, March 19th at 6pm for the purpose of electing 3 Directors. Click here to view notice.

The Annual Meeting and Election

Did you know an **Annual** Meeting is required for Florida HOAs? References to this requirement can be found both in Florida statute as well as our own Winding Cypress HOA Bylaws:

Florida Statute 720.306 (2) ANNUAL MEETING — The association shall hold a meeting of its members annually for the transaction of any and all proper business at a time, date, and place stated in, or fixed in accordance with, the bylaws. The election of directors, if one is required to be held, must be held at, or in conjunction with, the annual meeting or as provided in the governing documents.

WC Bylaws 3.1 Annual Meeting. There shall be an Annual meeting of the Members in each calendar year. The Annual meeting shall be held in Collier County, Florida, each year at a day, place and time designated by the Board of Directors, for the purpose of electing Directors and transacting any business duly authorized to be transacted by the Members.

You may wonder what makes this meeting different from our regular board meetings. Actually, there are a few things:

- **Quorum** The Annual Meeting is a Members' Meeting and requires a quorum a total of at least 30% of the Voting Interests must have either voted or be in attendance. A board meeting requires only a quorum of the board of directors (at least 3 out of the 5) and does not require a minimum number of members to attend.
- **Voting** At the Annual Meeting all eligible members may have their vote counted. At

board meetings, only the directors' votes are counted.

• **Notice** - The Annual Meeting requires a 60-day notice followed by a 14-day notice. A board meeting can be posted in a conspicuous place 48hrs in advance.

Unique to the Annual Meeting is the **Election**. It is important to note that voting/ballots are SECRET. No one can see the results of electronic voting and paper ballots are not opened until the ballot counting has begun (sometime during the meeting). Counting is done by impartial volunteers.

Once the ballots are tallied, the election results are announced, and the Annual Meeting adjourns, the **Organizational Meeting** is held (see reference to Bylaws 4.5 below). This is the first board meeting with the newly elected directors. The directors vote amongst themselves (using secret ballots) for the board offices: president, vice president, treasurer, and secretary. As at any board meeting, they may also conduct other business (set standards for conduct, communication, and other intra-board practices for example). This meeting must be posted at least 48hrs in advance. Our governing documents state the following about this meeting:

Articles of Incorporation (C) The business of the Association shall be conducted by the officers designated in the Bylaws. The officers shall be elected by the Board of Directors at its first meeting following the annual meeting of the members of the Association and shall serve at the pleasure of the Board.

NEWS AND ANNOUNCEMENTS

Property Insurance Rates—When Will the Increases Stop?

2023 turned out to be a real eye-opener for Floridians in terms of homeowner insurance premiums—and in some cases, in losing coverage altogether when an insurer pulled out of the state and closed its doors permanently. Why all the turmoil? By all accounts, rates skyrocketed based on the almost back-to-back hurricanes of Irma (2017), and Ian (2023), and the subsequent surge in property damage claims. Yet there is hope on the horizon, as the State of Florida legislature is working to step in and offer some respite—for those with mortgages on their properties, at least.

In this year's 2024 legislative session that began January 9th, approximately a dozen bills have been filed—bills that could impact Florida's insurers, and us, the insured. Unfortunately, most have not been given favorable attention by the

Legislature. However, House Bill 809, in conjunction with its companion Senate Bill 1070, promises to open that door. In summary, these bills would require insurance companies to offer homeowners more equitable policies—ones that cover only the unpaid principal on a mortgage—thereby satisfying mortgage companies and subsequently reducing premiums. Similarly, they would bar insurance carriers from placing a coverage limit on a home that would include the value of the land the house sits on.

Currently, these bills are sitting with the State of

Currently, these bills are sitting with the State of Florida Insurance and Banking Subcommittee. An effective of date of July, 2024 is in place, but could be pushed out after undergoing review, discussion, and amendments, and depending on how many changes, if any, are required to finalize the bill. The last update regarding finalization of the bill was on 12/27/2023.

Want to read more: Check out our resources here.

https://winknews.com/2024/02/07/what-are-florida-lawmakers-doing-to-lower-your-property-insurance-rates-wink-investigative-reporter-goes-to-tallahassee-to-find-out/

https://blog.ecbm.com/new-florida-bill-aims-to-cut-homeowners-insurance-premiums#:~:text=House%20Bill%20809%20and%20Senate%20Bill%201070%20propose%20significant%20changes.covers%20the%20outstanding%20mortgage%20principal.

Something to Sink Your Teeth Into: No More Fluoride in Collier County Water

In a win for what many backers call "health freedom," the Collier County Commission voted last month to no longer fluoridate the county's drinking water, something it has been doing since 1985 to help boost dental care. Since the mid-1940s, communities across the country have been adding fluoride to water. Opponents of the practice voiced concerns that adding fluoride to drinking water infringes upon individual health freedoms and cited research studies suggesting

potential health risks associated with fluoride exposure.

As a mineral, <u>fluoride</u> is naturally occurring—but not enough, experts say, to help prevent tooth decay. That's why communities began adding it years ago. Proponents for fluoridated water, including Dr. Lauren Governale, clinical director of the University of Florida Naples Children Education Foundation's pediatric dental center,

NEWS AND ANNOUNCEMENTS

are concerned. "Unfortunately for low-income families, complying with this method is not possible at times due to many barriers such as lack of access to care. Community fluoridation is responsible for dramatically improving oral health and has an unrivaled track record, so why change it?" Dr. Marilyn Sandor, a pediatric dentist at Naples Pediatric Dentistry, concurs. "The fluoride,

when it touches your teeth, it actually binds to the enamel crystal," Dr. Sandor said. "It's a very stable element and it can help people's teeth actually be stronger and resist damage from cavities caused by acid." She does warn against excess fluoride, however, noting it can lead to blotchiness, discoloration, and irregular enamel.

Want to read more: Check out our resources here.

https://winknews.com/2024/02/14/unincorporated-collier-countys-public-water-system-will-no-longer-be-fluoridated/

https://www.nbc-2.com/article/collier-county-commissioners-vote-to-remove-fluoride-from-water/46774454

 $\underline{\text{https://health.wusf.usf.edu/health-news-florida/2024-02-16/collier-removes-fluoride-from-drinking-water-after-health-experts-testimony-on-benefits}$

https://www.fox4now.com/naples/dental-experts-react-to-collier-county-halting-fluoride-from-public-water-supply

Corvette Club Fundraiser

Don't forget about our Winding Cypress Car show on March 10th. We need you to get those beautiful cars out of the garage and entered in the show! All veterans who attend the show will receive a special gift. We also have a silent auction and 50/50. All proceeds go to local recipients: Maribeth, a disabled veteran family, families in need, VenturesCares (a mobile grocery store), Starability (helping mentally challenged adults). Please come out even if you don't enter a car to support this worthy cause! Details and registration form HERE.

DON'T FORGET TO CHECK
OUT OUR FANTASTIC
LENDING LIBRARY
LOCATED ADJACENT TO
THE OFFICE IN THE
AMENITY CENTER!



CLUB NEWS



Garden Club

Ann Cuhaj and Monica Hibbs Did you know Winding Cypress is one of a few communities in Naples that has a garden amenity? With 16 raised beds,

this beautiful amenity is tended by the 20 members of our Garden Club. We grow a myriad of vegetables, herbs, and flowers in our **organic** garden. All of the garden's soil, compost, and weed spray are organic - we even make our own weed spray using household items.

It is our mission to provide a place in our community for Garden Club members to come together for friendship, knowledge, support, and relaxation. Our garden provides us a place for neighbors to meet and share a common interest in organic gardening and to provide healthy food for our families and friends. This year we collaborated with our Chef to grow herbs and edible flowers for use at the Shady Palm Café! When you see us in the garden, please feel free to stop by and chat.



Pickleball Club

Mike Demers, Lynn Harwood, Dave Rabinove, Claudia Pisa, Dave Kaufman Your Winding Cypress Pickleball Board (WCPC) would

like to welcome all members and prospective members to a Membership Meeting being held Thursday, March 7th, 2024 at 6:30pm · Winding Cypress Amenity Center Meeting Room. We will be

introducing the new WCPC Board, and discussing the new Rules and Regulations, as well as upcoming events. If you're new to the community or have never played the "fastest growing sport in America," we'd love to meet you! Our first tournament of 2024 was just held, and our next WCPC tournament is scheduled for Friday, April 12. Click HERE for more details and to read more about WCPC!



Tennis Club

Marco Arilli
Want to learn to play tennis, or become a better player? Our tennis pro, Guy Moore, is offering clinics and

lessons. Most communities pay their pros \$80K - \$120K/year, but Guy has agreed to serve WC without being paid by the HOA; instead, Guy is compensated directly by residents, tenants, and invited guests who attend his clinics and

lessons. To sign-up, use the TeamReach app (code WC Racquets, group code Racquets2). You can reach out directly to coach Moore at 908-468-7500. Click <u>HERE</u> for additional information.

Tennis court maintenance for our 5 clay courts is performed after hours, 5 days a week, regardless of court use. The routine maintenance ensures our courts are safe and prevents the need for more costly annual resurfacing. We hope to see you on the courts!

Bocce Club

Ron Chalker and Sal Tuminello

~ No news this month ~

Book Club

Joanne Walker

~ No news this month ~

FMI on our clubs: https://www.windingcypress.org/clubs-amenities

OUT & ABOUT

Collier County's Revs Institute

66 Revs Institute is more than a car museum — it is a place to see society through a different lens... an invitation into a working educational institution dedicated to the study, preservation, conservation, and restoration of historically significant automobiles. Step into the amazing world of meaningful cars at Revs Institute." With automobiles spanning decades—even centuries!—you'll be immersed in a rich tapestry of rare. classic, and one-of-a-kind cars from all over the world. Founded in 2008 by Miles Collier, son of Collier County's founder Barron Collier, the Revs Institute is beauty and technological advancement, derived from one man's love of cars.



The Revs institute is regarded as one of the world's most comprehensive and creative automotive museums. With more than one hundred automobiles, the museum's historical and social significance, as well as outstanding aesthetic and educational contributions, are unrivaled. You can enjoy a leisurely stroll through the thoughtfully-segregated rooms dedicated to different eras, auto makes, or genres. Each area has one or more docents well trained in the significance of their "domain," from the history of an automobile to



mechanical details—oftentimes sharing an anecdote or two.

Many of the autos on display are fully-working vehicles, taken out "for exercise" to keep their mechanics in good working order. Yet keeping all those priceless gems up to speed doesn't come without a bit of elbow grease. Not to worry! The Revs Institute Workshop employs skilled and meticulously-focused technicians who provide the exquisite care, expertise, and the mechanical know-how necessary to keep these beauties in tip-top shape.



To requote Miles' own words, "To succeed, you have to get the aesthetics right." And that he did, here at our very own Revs Institute. Check out a brief overview of the Revs Institute HERE. Want to learn more? The Institute also offers classes and workshops for the real car enthusiast, Cars & Coffee events, car clubs and group tours, a comprehensive digital library of images, and digital exhibits.

COMMITTEE REPORTS

Architectural Review Committee

Jayne Shedd, Chair ~ Board Liaison Kay Ballard

The Architectural Review committee is an all-volunteer group of residents in Winding Cypress. Our mission is to maintain the ARC guidelines so that our community continues to be attractive and well maintained and property values remain high. We meet on the first and third Mondays of each month to review applications.

Each ARC application takes time to review PRIOR to the meeting. As fellow neighbors, the committee never wants to send your application back for missing information and make you wait another two weeks for review. Here are a few tips to get your application processed efficiently:

- Submit your complete <u>ARC Application</u> no later than Thursday at 4pm prior to the Monday meeting. After that time, the application may or may not be processed depending upon the committee's workload.
- Fill out the form completely. Use specific language for your project. For example, instead of writing "adding pavers," let us know you are, for instance, "widening the driveway to the width of garage."
- The <u>ARCHITECTURAL REVIEW COMMITTEE REQUEST FOR MODIFICATION</u> is a great tool for homeowners to follow. Use this checklist for each of the required items and your project should move quickly through the process.

We are glad to serve the community and hope we can assist you in making your project come to completion more easily.

Liaison comments: Nothing to add.

Building & Grounds Committee

Mike Merola & Vince D'Andrea, Co-Chairs ~ Board Liaison Mike Boriss

- 1. We are continuing to receive bids for fountain lights
- 2. We are continuing to receive bids for pool heater(s) which will need to be replaced in the near future.
- 3. BrightView has been replacing shrubs with new plantings that brighten up our community's common areas.
- 4. The hot water heater was replaced in the amenity center, and we are looking into replacement water heaters for Shady Palm and the pool baths

Liaison comments: We are planning a meeting to form an emergency response team and response plan for building and grounds-related concerns. VIP pools has applied for permits to complete work on the fountain pumps. We are awaiting Pulte's response to the board's demands to rectify construction defects and inadequate maintenance. These will be reviewed once received.

COMMITTEE REPORTS

Safety & Access Committee

Michelle Apgar, Chair ~ Board Liaison BC Bell

- In an effort to improve driver and pedestrian safety, three new stop signs have been installed in the community. Lines are being painted on the street at all locations.
- A second estimate has been received for all street line/parking lot painting. This project was approved in the 2024 budget and we anticipate having the painting completed in the near future.
- Did you know Seacrest has a disaster plan for Winding Cypress? It was utilized during Irma and lan. We met with the property manager prior to lan, and reviewed and assisted with the implementation of the plan. Read the plan HERE
- We encourage all residents to use <u>GateAccess.net</u> for entering guests, etc. You may also enter guests by leaving a message on the automated call line at (239)880-3180. If this line prompts you for a pin, then your number is not set up correctly in the system. There is also an option on the app to list what cell phone provider you have. This is necessary to receive notifications. Should you need to speak with a guard for an issue other than guest entry, you may call (239)732-7745, however please do not leave a message as this line is not routinely monitored. The backup system for the virtual guard and internet (which will be activated when the internet goes down) has been ordered and will be installed soon. If you have any problems with fobs, barcodes, or Gate Access, please contact Bonnie in the management office at <u>adminwc@swpropmgt.com</u> or (239)732-7171. For more access control information, homeowner links, and documents, please visit our website at windingcypress.org
- To assist with safety and access control, additional cameras will be installed at the Collier Blvd. front entrance and in the court areas.

Liaison comments: We have experienced inconsistent service from our access control company, Ramco. We are working with Seacrest and Ramco's management to ensure they are meeting expectations, and providing the service we are paying them for.

Communications Committee

Kellie Harris, Chair ~ Board Liaison BC Bell

Communications continues to work hard to provide "all the news that's fit to print." That includes two main venues:

- The Cy-Press (WC monthly newsletter): we meet regularly, research and interview, and write articles
 that we hope enrich the community as a whole. We also provide a platform for management contact
 information, current board updates, club and committee updates, resident ads, and community
 events and activities.
- Windingcypress.org (WC official website): as the webmasters for our community site, we are focused
 on ensuring we offer as much information as possible to make your life in Winding Cypress easier!
 That means continually updating the Events, News, and Governance pages; housing ARC
 information; providing helpful links to the most often-used websites (including myHOAst, Brightview
 Portal, and Ramco) and forms; listing contact information for management and other HOA staff;
 managing Club and Safety information; and keeping the homeowner contact list current.
- Have a question? A suggestion? Something to submit? Feel free to contact us at windingcypresscomm@gmail.com

Liaison comments: Aside from managing the website and providing monthly newsletters, when requested, the committee supports Seacrest and the Board to craft timely emails that we hope provide you with helpful information. Also, I want to remind residents that we no longer use Facebook for outreach. Any and all Facebook groups that reference Winding Cypress are administered privately by residents. The BOD is not responsible for information shared on Facebook.

COMMITTEE REPORTS

Finance Committee

Jim Sullivan, Chair ~ Board Liaison Steve Shedd

At the January Board Meeting (Jan. 31, 2024) we made a presentation of the preliminary 2023 Financial Statements. Seacrest has finalized and submitted the financial statements to our auditing firm Gerstle, Rosen & Goldenberg P.A. for review and preparation of the annual Association Audit Report. We anticipate receiving their report in April.

Liaison comments: Funding for reserves increased by 90% from 2022 to 2023 and by 32% from 2023 to 2024. We plan to have a measured increase each year until we reach our goal. If you missed the 2024 budget presentation, it's on the website. Once we receive the January budget results and have reviewed them, we hope to put together a simple chart that can be published. At that time, we also anticipate announcing the new comptroller that Seacrest is hiring to oversee restaurant accounting.

Compliance Committee

Marcia Palmer, Chair ~ Board Liaison Kay Ballard

Once again, we would like to say "thank you" to those of you who respectfully comply with the HOA rules and covenants in support of maintaining and building the integrity of Winding Cypress. It is evident that property values are representative of the overall beauty of our community.

For the month of March, we will continue to focus on the review of house/garage/trim painting. Please remember that an ARC application is necessary for exterior painting (even if you are using the same paint colors). If you have questions, please feel free to reach out to the management office at adminwc@swpropmgt.com or (239)732-7171.

Liaison comments: Nothing to add.

As a friendly reminder, there is no glass allowed at the pool/spa area, food and drink are NOT allowed in the pool or within 4' of edge of the pool, and only one lounge chair may be reserved for up to 60 minutes by a resident who remains present. Please notify management if you have concerns regarding any of our Rules and Regulations.



PROFILE: MICHAEL PATTERSON



. "It's about the relationship."

That sums up Mike Patterson's approach to his life, his work, and his partnership here as Winding Cypress's Associate Branch

Manager for Brightview Landscape Services. And it shows. That's because, when it comes to landscaping and customer service relationships, Mike is no novice. After graduating from the University of Memphis with a degree in PR, Mike worked for years in customer service-including eighteen years in landscaping. That includes owning his own landscaping companies in both the Memphis, Tennessee and Naples areas, as well as working in management and customer service for others. "I like to be outside," says Mike, charming as always with his Southern drawl and self-deprecating manner. "I also like to meet people, create a landscape that's pleasing, and see it grow from start to finish. That's what is so rewarding for me."

For Mike, helping a community's landscape project succeed is what he's trained for. With certifications as a Landscape Maintenance Technician as well as in Fleet Maintenance, Mike is always focused on the end result: an aesthetically pleasing landscape, as well as a satisfied customer base. In fact, he credits his Thursday biweekly meetings as a big part of addressing past homeowner concerns, and moving forward positively. And through this dedication to, and focus on, the community, we've seen Winding Cypress's landscape flourish.

Under Mike's expert guidance and vision, we now have new plantings along our common area drives, as well as vibrant bursts of color at both entrances to the community. "I think—at least, I hope—we've turned a corner here in Winding Cypress," he smiles. "I love this work, and I like to see the transformation, the progress of a project from start to finish." Moving forward, Mike hopes to continue making more changes to dress up the front entrance, giving it what he refers to as "a bit of a facelift."

As a patient man who has fine-tuned his listening skills, Mike has worked hard to help Winding Cypress homeowners feel good about their homes and the community's common area. That being said, what does Mike credit as the biggest contributor to Brightview's ultimate success? He doesn't hesitate. "The people who work for me now, for sure. I have a great crew here in Winding Cypress. We made some changes early on, and I think the folks we now have onboard have helped us improve our service to you." He reiterated that he'd like to see ours be a long-term relationship that continues to grow (no pun intended), pointing to the progress we've made since last March. With that in mind, he sums up his approach simply. "It's about a relationship, about working together. Honestly, one's word is all you've got, and it's important to me to prove our worth and establish trust. When there's follow through, and when a customer finds happiness, it means a lot to me." At the end of the day, that's the hallmark of outstanding customer service, and we believe we're lucky to have Mike, and Brightview, as our landscape partner.



SAFETY: NATIONAL NUTRITION MONTH

."Balance" is the key word on heart-healthy eating, according to the <u>American Heart</u>
<u>Association Scientific Statement 2021</u> that encourages people to adapt broad eating habits instead of focusing on single foods — and it's not one size fits all.

And to further promote healthy living, the Academy of Nutrition and Dietetics established National Nutrition Month in 1973 as an <u>annual campaign</u>. During the month of March, everyone is encouraged to learn about making informed food choices and developing healthful eating and physical activity habits.

For starters, healthy eating starts with healthy food choices. You don't need to be a chef to create nutritious, heart-healthy meals your family will love. This year, the focus is on "Beyond the Table," which addresses the farm-to-fork aspect of nutrition, from food production and distribution to navigating grocery stores and farmers markets — and even home food safety and storage practices. It also describes the various ways we eat, not only around a dinner table, but also on the go, in schools and restaurants, at games and events. This theme also includes sustainability, for instance, decreasing food waste from school and work to home and beyond.



DID YOU KNOW?

OUR VERY OWN CHEF JONATHAN WAS INVOLVED WITH BLUE ZONES

CERTIFICATION IN THE PAST, AND ONE OF OUR RESIDENTS WORKED FOR THE SW FLORIDA CHAPTER.

CHECK OUT THE BLUE ZONES

DOCUMENTARY ON NETFLIX, "LIVE TO

100: SECRETS OF THE BLUE ZONES."

HERE'S TO YOUR HEALTH!

Sign up

https://www.windingcypress.org/current-events-activities

Don't miss these upcoming events!

- Belladiva Sunday, March 3rd
- Paradise Coast Barbershop Tuesday, March 5th
- St. Paddy's Day Feast Sunday, March 17th
- Free Classical Recital with resident Jim Schopp Thursday, March 21st
- Lots of baseball spring training sessions! For these and more activities and events CLICK HERE!

"think of all the
beauty still
left around you
and be happy."
- anne frank



THE **BOCKA** GROUP Where Experience Meets Excellence

Theresa Bocka | 239.351.4955 Paul Bocka | 585.576.4250 TheBockaGroup@raveis.com TheBockaGroup.raveis.com



720 5th Avenue South | Suite 201 | Naples | FL 34102

YOUR WINDING CYPRESS RESIDENT DYNAMIC DUO

We bring 28 years of professional expertise to our community and are passionate advocates invested in the success of Winding Cypress.

WHO YOU WORK WITH MATTERS

WILLIAM RAVEIS



"Focus on how to be social, not on how to do social."