



Metropolitan Golf Course Superintendents Association, Inc.

## **BYLAWS**

• Revised 10/2017 •

### **ARTICLE I - Name and Purpose**

#### *SECTION 1: Name*

This Association is a not-for-profit New York corporation, organized under Article I, Section 101 of the State Incorporation Laws. The name of the corporation shall be the "Metropolitan Golf Course Superintendents Association, Inc."

#### *SECTION 2: Purpose*

The Association shall exist for the purpose of promoting the welfare of the game of golf; the science and art of golf course management; the organizational and business effectiveness of the profession; and the professional image and well-being of its individual members through the timely and efficient use of present-day educational, communications, and management means.

### **ARTICLE II - Board of Directors**

#### *SECTION 1: Composition*

The control and management of the Association and its affairs and its property shall be entrusted to a Board of Directors, consisting of a President, a Vice President, a Secretary, a Treasurer, and six (6) At-Large Directors. All Officers and At-Large Directors shall be GCSAA member and a MetGCSA Class A/ B member. In addition, there shall be three (3) special Directors: the most immediate available Past President of the Association, who will have a right to vote, and a Class C member and Class AF member, who shall be appointed by the President with Board approval and who shall not have a right to vote.

#### *SECTION 2: Nominations*

- (a) The Nominating Committee shall consist of three (3) Class A members of the Association who shall be appointed by the President with Board approval. Members of the Nominating Committee may not be members of the Board of Directors.
- (b) The Nominating Committee shall present a prospective slate of Officers and Directors, in accordance with Article II, Section 3 of these Bylaws, to the membership for election at the Annual Meeting. Said slate shall be published by the Association at least ten (10) days before the Annual Meeting.
- (c) Nominations may also be made from the floor by any voting member at the Annual Meeting.

#### *SECTION 3: Election and Terms of Office*

- (a) The President, Vice President, Secretary, and Treasurer shall be elected by the members of the Association at the Annual Meeting and shall hold their respective offices for a period of one (1) year and until their successors are elected and qualified. No person shall hold the office of President for more than three (3) successive terms.
- (b) At the first Annual Meeting following the adoption of these Bylaws, three (3) At-Large Directors shall be elected for a term of two (2) years, and three (3) At-Large Directors shall be elected for a term of one (1) year. At each subsequent election, three (3) At-Large Directors shall be elected for a term of two (2) years. The appointed Class C and Class AF members of the Board shall serve one (1) year terms. The most recent living and available Past President of the Association shall automatically qualify as a Special Director.

- (c) The Board of Directors shall be comprised, when possible, of individuals from New York State, Connecticut, and New Jersey in proportionate numbers to the number of Class A and Class B members from each of the above areas.

*SECTION 4: Vacancies*

- (a) Should the President not be able to continue in office, the Vice President shall assume the duties of President.
- (b) Vacancies occurring throughout the balance of the Board shall be filled by the appointment of the President, with the consent of the Board, for the unexpired portion of the term for which the predecessor was duly elected and qualified.
- (c) A vacancy shall occur when a Board member is absent from Three (3) Board meetings within a fiscal year.

*SECTION 5: Meetings of the Board*

- (a) The Board of Directors shall meet at least eight (8) times within the fiscal year. Two of these meetings may be by webcast or by phone. Any meetings called in excess of (8) within the fiscal year may also be in person, by webcast or by phone.
- (b) Special meetings of the Board of Directors may be called at the request of the President or, in writing, by any three (3) of the Directors. Notice of special meetings shall be mailed to each member of the Board not less than five (5) days before the day of the meeting.

*SECTION 6: Quorum and Telephone Balloting*

- (a) Seven (7) voting members of the Board of Directors present in person shall constitute a quorum at any meeting of the Board. Proxy voting shall not be allowed at Board of Directors meeting.
- (b) Majority vote shall rule at Board of Director meetings, with a minimum of five (5) votes allowed to carry a motion.
- (c) Unanimous vote of the Board of Directors shall be required to conduct Association business by telephone.

**ARTICLE III - Officers and Staff: Title and Duties**

*SECTION 1: Officers*

The officers of the Association shall be the President, Vice President, Secretary and Treasurer.

*SECTION 2: Duties of Officers*

- (a) President: The President shall preside at all meetings of the Association and the Board of Directors; be an ex-officio member of all committees; cast the deciding vote at all meetings when tie balloting occurs; appoint all committee chairmen with Board approval; and be responsible for regularly advising the membership of Board and Association activities.
- (b) Vice President: In the absence of the President, the Vice President shall perform his or her duties. Should neither be present at any meeting, a Chairman shall be chosen by vote.
- (c) Treasurer: The Treasurer shall collect and discharge the funds of the Association as directed by the Board; shall be responsible for keeping an accurate account of all financial transactions, which shall at all times be open to the inspection of the Board of Directors, to whom at least quarterly reports shall be made in writing of the moneys received and paid out and the amount of funds on hand; shall, upon assuming the duties of office, give a bond in such sum as shall be described by the Board of Directors; the premium therefore, if any, shall be paid for by the Association.
- (d) Secretary: The Secretary shall be responsible for keeping the records of all meetings of the Association and the Board of Directors; mailing notices of meetings as required within the Bylaws; answering correspondence for the Association; and for maintaining accurate membership records between the office of Treasurer, the Membership Committee, and direct mailing sources.

### *SECTION 3: Staff*

The Board of Directors may, at its discretion, from time to time engage the services of such staff as the need requires. The duties of the staff shall be defined by the Board of Directors and communicated to the membership.

## **ARTICLE IV - Financial Provisions**

### *SECTION 1: Fiscal Year*

The fiscal year of the Association shall be from November 1 to October 31. The dues year of the Association shall be from December 1 to November 30.

### *SECTION 2: Annual Budget*

The Treasurer shall be responsible for the presentation, during the last quarter of the dues year, of an annual budget to the Board of Directors. The Board shall approve the budget so presented, or revised, within the same time frame for use within the applicable fiscal year.

### *SECTION 3: Annual Review*

The financial records of the Association shall be reviewed annually by certified public accountants to be recommended by the Treasurer and approved by the Board of Directors. The review shall be provided to the membership of the Association during the following fiscal year.

### *SECTION 4: Required Signatures*

All checks, drafts, and orders for the payment of money shall be signed, and checks, notes, and orders for the receipt of money shall be endorsed for collection or deposit in such a manner and by the number of persons as shall be determined by the Board of Directors.

### *SECTION 5: Dues, Assessments, and Suspension for Nonpayment*

- (a) The annual membership dues shall be the sums fixed at the Annual Meeting of the Association as approved by the majority of Class A and B members present at such meeting.
- (b) The Board of Directors shall set the initiation fee schedule.
- (c) The membership shall be invoiced for annual dues no later than December 1 for the following dues year. A second dues notice shall be sent to all members in arrears on December 31 each year. Any member in arrears as of February 1 shall be suspended from membership with appropriate written notification.
- (d) Seventy dollars (\$70.00) of each Class A, B, and AF dues shall be earmarked for Scholarship and Turf Research. The moneys awarded will be at the discretion of the Board of Directors.

### *SECTION 6: Assessments*

Assessments shall be made only to pay for expenses actually incurred and then only upon the affirmative vote of at least 75 percent of those members eligible to vote at any regular meeting, provided, however, that the membership shall have fifteen (15) days' notice that a proposed assessment is on the meeting agenda. Such assessments may not be levied more than once each fiscal year and may not exceed the amount of the annual dues fixed each year. Notwithstanding the above, however, the Board of Directors may assess each dues paying member an amount not to exceed \$10.00 for a legitimate Association purpose as defined in Article I, Section 2 of these Bylaws.

### *SECTION 7: Excuse Payments*

The Board of Directors may, at its discretion, excuse or extend the time for payment of annual dues or assessments for any members for appropriate cause.

### *SECTION 8: Benevolent Fund*

A Benevolent Fund shall be maintained by the Association for the purpose of aiding sick or distressed members, or members of their immediate family. A specific provision for the Benevolent Fund shall be provided for each year within the annual budget of the Association. The Benevolent Fund shall be administered by the Chairman of the Social & Welfare Committee and the Treasurer, under the supervision of the Board of Directors.

## **ARTICLE V - Committees**

### *SECTION 1: Standing Committees*

The Board of Directors shall appoint such committees as occasion may require and as they may deem necessary, and they shall define the duties thereof, provided that the following standing committees shall be among those designated and appointed:

- (a) Membership Committee
- (b) Education Committee
- (c) Communications Committee
- (d) Tournament Committee
- (e) Scholarship & Research Committee
- (f) Social & Welfare Committee
- (g) Bylaw Committee
- (h) Long-Range Planning/Steering Committee
- (i) Government Relations Committee
- (j) Awards Committee
- (k) Investment Committee
- (l) Club Relations Committee
- (m) Environmental Committee

### *SECTION 2: Rules*

- (a) All committee chairmen shall be appointed by the President with the approval of the Board of Directors.
- (b) All chairmen of standing committees shall be members of the Board of Directors.
- (c) Each Standing Committee shall adopt rules governing matters under its jurisdiction, which rules shall be subject to the approval of the Board of Directors. Such rules, once approved, shall be binding on all members. Reasonable notice of such rules shall be given to all members.

### *SECTION 3: Duties of Committees*

- (a) *Membership Committee:* The Membership Committee shall act in accordance with the provisions of Article VII of these Bylaws. The Committee shall include one (1) member working at a golf facility in Connecticut/Westchester, Long Island, and New Jersey.
- (b) *Education Committee:* The primary responsibility of the Education Committee shall be to provide appropriate and meaningful educational opportunities for the membership of the Association and the local golf community. The Committee shall include at least one (1) Class C member and one (1) Class AF member.
- (c) *Communications Committee:* The Communications Committee shall be responsible for making available pertinent information regarding the Association, its membership, and the profession for promotional purposes and dissemination via a regular newsletter and other appropriate means to the Association's membership and the local golf community. This Committee shall meet at least three (3) times a year.
- (d) *Tournament Committee:* The Tournament Committee shall be responsible for the management of the Association's tournament program, the scheduling of all golf tournaments, for making arrangements with hosting clubs, and for setting policy regarding the use of handicaps and the distribution of prizes. The Committee shall include one (1) member working at a golf facility in Connecticut, Westchester, Long Island, and New Jersey. This activity shall be self-sustaining.

- (e) *Scholarship & Research Committee:* Within guidelines established by the Board of Directors, this Committee shall be responsible for the solicitation and distribution of funds to be used to support both local and national scholarship and research programs.
- (f) *Social & Welfare Committee:* This Committee shall be responsible for all social functions of the Association. It shall report any serious sickness or death of a member, or his or her immediate family, and shall render appropriate aid within guidelines approved by the Board of Directors. The Committee shall study and develop new ideas for enhancing the welfare of the Association, the individual member in general, and the retired member in particular. The Chairman of the Social & Welfare Committee, together with the President of the Association, shall appoint a subcommittee entitled the "Family Relations Committee," which shall include, where possible, a Chairperson and at least five (5) persons who are married to one member of the Association in any membership classification with a minimum requirement of at least one Class A or B spouse and one AF spouse. The purpose of this subcommittee shall be to study and make recommendations to the Board of Directors regarding matters that will support member family unity; help the spouses of members better understand the profession; allow the spouses of members the opportunity to contribute to building a better professional and personal image of the Golf Course Superintendent; and to encourage the spouses of members to make their own personal contribution to the profession, the industry, and the local community. The Vice President of the Association, or a designated representative from the Board of Directors, shall attend all meetings of the Family Relations Committee. Separate members of the Family Relations Committee shall be appointed annually by its Chairperson to be a member of the Social & Welfare Committee and the Education Committee.
- (g) *Bylaw Committee:* This Committee shall be responsible for reviewing, with the advice of legal and other counsel, all proposed amendments in these Bylaws as initiated from within its own ranks or received from the membership and the Board of Directors. The Committee shall recommend those proposed amendments it deems appropriate to the membership for adoption at the next duly organized business meeting of the Association. The sponsors of proposed amendments not so recommended for adoption shall be so notified in writing by the Committee in a timely fashion. For purposes of amending these Bylaws, the Board of Directors shall be granted no more or no less the same rights and privileges as other member sponsors.
- (h) *Long-Range Planning/Steering Committee:* The Long-Range Planning/Steering Committee shall be chaired by the most recent Past President who is available and serving on the Board and shall be comprised of the Past Presidents of the Association. It shall serve in an advisory capacity only. This Committee shall meet at least one (1) time a year.
- (i) *Government Relations Committee:* The Government Relations Committee shall monitor and evaluate state and federal governmental activities that relate to the Association and the Golf Course Superintendent. The Committee shall interact with government agencies and serve as a liaison with the GCSAA Government Relations Committee.
- (j) *Awards Committee:* The Awards Committee shall be chaired by the most recent Past President who is available. The Committee shall be responsible for making recommendations for the John Reid and Sherwood A. Moore Award recipients.
- (k) *Investment Committee:* The Investment Committee shall be comprised of the President, Vice President, Secretary, Treasurer and most immediate available Past President of the Board of Directors. The Committee shall be responsible for reviewing investments by phone, fax or meeting three times per year.
- (l) *Club Relations Committee:* The Club Relations Committee shall meet with representatives of a club that is searching for a Golf Course Superintendent as well as assist MetGCSA members who are currently in a deteriorating relationship or have recently been dismissed from their position. The Committee shall consist of superintendent members from Long Island, Connecticut, New Jersey and Westchester County and meet at least (2) times a year.
- (m) *Environmental Committee:* The Environmental Committee shall be responsible for monitoring environmentally related news/issues within the Golf industry as well as monitoring local and national environmentally related issues that may have an impact on the golf industry. The chairman of this committee will serve as chairman of the Arthur P. Weber MGA Club Environmental Leaders in Golf

Award committee. The Environmental committee shall recommend the funding of environmentally based research projects to the Scholarship and Research committee, interact with the Government Relations committee in identifying government related matters that may have an impact on the golf industry, interact with the Communications committee to ensure relevant environmentally based news items are communicated to the membership in a timely manner and promote, in the local and national media, the Superintendent as an environmental steward. This committee shall meet at least twice per year.

## **ARTICLE VI - Meetings**

### *SECTION 1: Membership Business Meetings*

- (a) There shall be one (1) membership business meetings scheduled each year: an Annual Meeting to be held in the month of November at a time and place of the Board of Directors' choosing.
- (b) Notice of all membership business meetings, stating the time and place thereof shall be sent to all members at least fifteen (15) days prior to said meeting.
- (c) At any meeting of the membership, attendance by twenty (20) Class A, B, or Life A (LA) members shall constitute a quorum.
- (d) At any meeting of the membership, each Class A, B and Life member may cast one ballot upon any proposition moved for a vote; except Life members may not vote on dues matters. Such persons may vote in person or by absentee ballot. Each absentee ballot shall be in writing on a form supplied for this purpose by the Association and which specifies the proposition(s) being voted upon. All proxies shall designate the Secretary of the Association to cast their vote.
- (e) The following shall be the Order of Business at all membership meetings:
  1. Call to Order
  2. Reading of the Minutes of the Last Meeting
  3. Communications
  4. Reports of Officers
  5. Reports of Committees
  6. Unfinished Business
  7. New Business
  8. Elections
  9. Adjournment

### *SECTION 2: Special Meetings*

- (a) A special meeting of the membership shall be called by the President upon the written request of the majority of the Board of Directors.
- (b) A special meeting of the membership shall be called by the Secretary upon written request signed by twenty (20) Class A, B, and Life A (LA) members, stating the purpose of the meeting. No business may be transacted at any special meeting, except that specified in the notice.
- (c) Notice of a special meeting shall be mailed to the membership at least ten (10) days prior to said meeting. The notice shall specify the time, place, and purpose of the special meeting.

### *SECTION 3: Guest Privileges*

Class A, B, and C shall be entitled to no more than three (3) golf guests per year. All other membership classes are prohibited from bringing golf guests.

### *SECTION 4: Rules of Order*

All meetings of the Association shall be conducted in accordance with the edition of "Robert's Rules of Order." When in conflict, the Bylaws of this Association shall take precedence over "Robert's Rules."

## ARTICLE VII - Membership

### SECTION 1: Classes of Members

The membership of the Association shall consist of the following thirteen (13) classes:

- |                 |                                |                       |
|-----------------|--------------------------------|-----------------------|
| (1) Class A     | (7) Honorary (H)               | (13) Life A/AF (LAAF) |
| (2) Class B     | (8) Informed (I)               |                       |
| (3) Class C     | (9) Associate A (AS)           |                       |
| (4) Class AF    | (10) Associate Affiliate (AFS) |                       |
| (5) Class D     | (11) Life C (LC)               |                       |
| (6) Life A (LA) | (12) Life AF (LAF)             |                       |

### SECTION 2: Definition of Membership Classes

- (a) *Class A:* Any person of good character who at the time of application for membership has served as a Golf Course Superintendent for three (3) years, is currently employed in such capacity, and is currently certified to apply or supervise the application of pesticides by the state in which he or she is employed shall be eligible for Class A membership. A Golf Course Superintendent is one who is entrusted with the management and operation of the tract of land defined as a golf course, including involvement in construction and maintenance of golf courses and related equipment. A Golf Course Superintendent who is a Class A member of the MetGCSA shall be entitled to retain this classification of membership upon assuming managerial responsibility. A Golf Course Superintendent who was a Class A member in good standing on November 12, 1987 is exempted from being a Certified Pesticide Applicator in the state in which he or she is employed.
- (b) *Class B:* Any person of good character who at the time of application has less than three (3) years' experience as a Golf Course Superintendent, is currently serving in such capacity, and is currently certified to apply or supervise the application of pesticides in the state in which he or she is employed shall be eligible for Class B membership.
- (c) *Class C:* Any person of good character who at the time of application for membership is serving as an Assistant Golf Course Superintendent or Foreman shall be eligible for Class C membership.
- (d) *Class AF:* Any person of good character who at the time of application for membership is employed either individually or by a company that is interested in supplying or servicing the turfgrass industry and is currently conducting business with Class A and B members shall be eligible for Class AF membership. Up to three (3) individuals per company may be a Class AF or Class LAAF member of the Association. The total number of Class AF and AFS members shall not exceed 40 percent of the total Class A, B, and C members in the Association.
- (e) *Class D:* Any person of good character who at the time of application for membership is employed at a golf course represented by a Class A or B member of the Association and is enrolled in a formal course of education in the study of Turfgrass Management, or related field, shall be eligible for Class D membership.
- (f) *Life A (LA):* To qualify for Life A membership, one must:
  1. Be retired.
  2. Have been a Class A/B member of the Association for twenty (20) years. Life A members shall not be required to pay dues or assessments of the Association. Life A (LA) members shall be entitled to attend any regularly scheduled meeting of the Association. The Board of Directors shall differentiate the privileges of a Life A member from those of a regular Class A member.
- (g) *Honorary (H):* To be given Honorary Membership status, the individual must be recognized by the Board of Directors for contributing in an outstanding manner to this Association or profession. A three-fourths vote of the Board of Directors is required for election to Honorary Membership status. Honorary members shall not be required to pay dues or assessments of the Association. This membership shall continue in effect unless otherwise revoked by the Board of Directors. All recipients of the annual John Reid Lifetime Achievement Award automatically become Honorary Members of the Association. In addition to this recipient, only one (1) person may be elected to Honorary membership each year. The Board of Directors shall differentiate the privileges of Honorary members from those of other members.

- (h) *Informed (I)*: Any person of good character who is a qualified representative of the golf, turf management, or academic communities may be invited by the Board of Directors on a year-to-year basis to be an Informed member of the Association. Informed members shall not be required to pay dues and assessments of the Association. Informed members shall be allowed to attend any regularly scheduled meeting of the Association. The Board of Directors shall differentiate the privileges of Informed members from those of other members.
- (i) *Associate A (AS)*: Any person of good character who at the time of application for membership is an existing and continuing Class A or Class B member of another GCSA Chapter and has been a member of our Association for at least five years. Associate A members shall receive all mailings and be allowed to attend any regularly scheduled meeting of the Association. However, Associate A members shall not be entitled to play golf at Association meetings unless they are the guest of a Class A or B member.
- (j) *Associate Affiliate (AFS)*: Any person of good character, who at the time of application for membership is an existing and continuing employee for a company that is supplying or servicing the turfgrass industry, but whose company is already represented by a Class AF member, is eligible for Class AFS membership. A company's total combined Class AF and Class AFS members may not exceed a total of three (3). Associate AFS members may attend any regularly scheduled meeting of the Association. However, they will not be permitted to play golf.
- (k) *Life C (LC)*: To qualify for Life C membership, one must:
  1. Have retired as an Assistant Golf Course Superintendent or Foreman
  2. Have been a Class C member of the Association for twenty (20) years. Life C members shall not be required to pay dues or assessments of the Association. Life C members shall be entitled to attend any regularly scheduled meeting of the Association. The Board of Directors shall differentiate the privileges of Life C members from those of other members.
- (l) *Life AF (LAF)*: To qualify for Life AF membership, one must:
  1. Be retired.
  2. Have been a Class AF member of the Association for twenty (20) years. Life AF members shall not be required to pay dues or assessments of the Association. Life AF members shall be entitled to attend any regularly scheduled meeting of the Association. The Board of Directors shall differentiate the privileges of a Life AF member from those of a regular Class AF member.
- (m) *Life A/AF (LAAF)*: To qualify for Life A/AF membership, one must:
  1. Have been a Class A/B member of the association for twenty (20) years.
  2. Any person of good character who at the time of membership reclassification is employed either individually or by a company that is interested in supplying or servicing the turfgrass industry and is currently conducting business with Class A and B members shall be eligible for Class LAAF membership. A company's total combined Class AF, Class AFS and Class LAAF members may not exceed a total of three (3).
  3. Life A/AF members are required to pay dues at the Class A/B rate and are entitled to vote on any membership business, including dues.
  4. Life A/AF members will be required to pay for all meetings and events.

### *SECTION 3: Reclassification*

- (a) A Class A, B, C, AF or AFS member may retain this classification of membership for a period of one (1) year from the time employment is discontinued.
- (b) Should a Class A, B, C, AF or AFS member regain employment during this one-year period of grace, this status of membership shall be automatically retained once the Association is notified in writing of this fact.

### *SECTION 4: Rules*

- (a) Only Class A, B, Life A (LA), and Life A/AF (LAAF) members may vote at meetings of the Association.
- (b) Only Class A members may serve as an Officer of the Association.



- (c) Excepting for the stipulations in Article II, Section 1 of these Bylaws, only Class A and B members may serve on the Board of Directors of the Association.
- (d) Life A (LA), Life C (LC), Life AF (LAF), Honorary (H) and Informed (I) members shall not be required to pay dues or assessments. All other classes of membership shall pay annual membership dues, and assessments when necessary.

*SECTION 5: Application and Admission*

- (a) Every applicant for Class A, Class B, Class C, Class AF, and Class D classifications of membership must present to the Membership Committee an application in writing on forms provided by the Association for this purpose. The application shall be signed by the applicant and endorsed by at least two (2) Class A or B members of the Association in good standing. In addition to the above, Class AF applicants and sponsors shall provide a letter stating how they believe the Association would benefit from their participation.
- (b) Initiation fee and dues shall be payable upon election. Fees and dues will be pro-rated back the 1<sup>st</sup> of the current month payable through the end of the fiscal year if election takes place after six (6) months from the beginning of current fiscal year.
- (c) All prospective members shall be required to attend at least two (2) general meetings of the Association within 1 year from the date of application before their being voted on for membership by the Board of Directors. If a prospective member submits a completed application when attending their first meeting, that meeting will count towards the two (2) meeting attendance requirement.
- (d) Pending Member privileges:
  - 1. A pending member, one who has submitted a completed application, shall be allowed to attend any and all MetGCSA events.
  - 2. Pending members will not be allowed to vote on association issues or bring golf guests to MetGCSA events.
  - 3. Pending members cannot qualify for, compete or participate in The Dave Mahoney 2-Ball Championship, MetGCSA Superintendent Championship and The Met Area Team Championship. SEE #4
- (e) All Class A and Class B applicants must submit, at time of application, a copy of completed GCSAA application or evidence of membership with GCSAA.
- (f) The duties of the Membership Committee shall be to:
  - 1. Receive, investigate, and process applications.
  - 2. Maintain a continuing file of incoming, accepted, and rejected applications.
  - 3. Prepare and submit to the Board of Directors a written list of candidates for election to membership.
  - 4. Encourage membership in the Golf Course Superintendents Association of America for all classes of members.
- (g) The Board of Directors shall elect new members to membership by a two-thirds vote of those in attendance once each quarter of the calendar year.
- (h) Applicants will be notified in writing by the Secretary of their election, or not, to membership.

*SECTION 6: Code of Ethics*

As a member of the Metropolitan Golf Course Superintendents Association, I accept and fully agree to abide by this code:

- 1. Recognize and discharge all my responsibilities and duties in such a fashion as to be a credit to this association and profession.
- 2. Maintain the highest standards of personal conduct to reflect credit and add to the stature of the profession of golf course management.
- 3. Recognize and observe the highest standards of integrity in my relationships with fellow golf course superintendents and others associated with this profession and industry.
- 4. Abstain from the untruthful debasement of, or encroachment upon, the professional reputation or practices of another superintendent.

5. Verify that the position is open and the incumbent is aware of same before applying for the position.
6. Attempt to contact the host superintendent prior to visiting another golf course.

*SECTION 7: Expulsion and Restoration*

- (a) Any member may be suspended or expelled from membership by a three-fourths vote of the Board of Directors for any willful infraction of these Bylaws or for any willful misconduct that would not be in the best interest of this Association, after having been given fifteen (15) days' notice of charges by registered mail and an opportunity to be heard by the Board of Directors.
- (b) Any member who has been expelled may, after the passage of one (1) year, apply for restoration to membership through the regular membership process.
- (c) Any member who has resigned or been suspended for nonpayment of dues may apply for restoration to membership at any time through the regular membership process, provided in the case of nonpayment that all moneys part due have been paid with interest.

**ARTICLE VIII - Amendments**

*SECTION 1*

These Bylaws may be amended, in whole or in part, by a majority vote of voting members at any duly organized meeting of the Association, provided the proposed amendment(s) has been submitted to the Bylaw Committee in writing and signed by its sponsor(s) at least sixty (60) days before any meeting where it will be considered for adoption by the membership, and provided such proposed amendment(s) has been recommended for membership adoption by the Bylaw Committee and submitted by mail to the membership at least fifteen (15) days prior to any meeting where it will be considered for adoption by the membership.

A sponsor of an amendment(s) to these Bylaws, which the Bylaw Committee has declined to recommend to the membership for adoption, may have the declined amendment(s) submitted to the membership for adoption at the next duly organized business meeting of the Association by the Board of Directors, provided the sponsor(s) so requests at least twenty-five (25) days prior to any meeting where the declined amendment(s) will be considered for adoption, and provided the declined amendment(s) is submitted by mail to the membership at least fifteen (15) days prior to any meeting where it will be considered for adoption.

**ARTICLE IX - Directors and Officers Indemnity**

*SECTION 1*

The Association shall make every attempt, within affordable means, to provide Directors and Officers Liability Insurance coverage for members of the Board of Directors, and Legal Counsel.