

INTRODUCTION

The name of the Association shall be the Georgia Golf Course Superintendents Association with its principle office location to be determined by the Board of Directors. Currently it is at 25 S. Carolina Street, PO Box 310, City of Hartwell, County of Hart, State of Georgia. The Association may have such other offices as may from time to time be designated by its members or Executive Committee.

Georgia GCSA Mission Statement: The Georgia Golf Course Superintendents Association enhances the game of golf and the golf course management profession through advocacy, education, environmental stewardship and recognition for the professionals in the industry.

Georgia GCSA Vision: The Georgia GCSA Vision:

- Strives to be the most respected organization within our industry.
- Leaders in environmental stewardship.
- Educating our members.
- Engaging all members through outreach.

By doing this, the Georgia GCSA will gain greatness by example, will put the golf industry ahead of the association, and communicate to each member that the Georgia GCSA's new philosophy is **"IT IS ABOUT THE PEOPLE."**

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.

Article I—Membership

SECTION 1. *Application for Membership*

Any person who furnishes satisfactory evidence of qualification for membership in the Association to the Executive Committee and payment of dues shall become a member upon approval of the Executive Committee. The Executive Committee shall be the sole judge of the applicant's qualifications for membership. All members are subject to reclassification by the Executive Committee to reflect current employment status.

Application for membership shall be made to the Membership Committee upon forms furnished by the Executive Director. Application forms shall show such information as the Executive Committee deems necessary to judge qualifications of the applicant and establish classification. Each member shall be issued a membership card according to their membership classification.

All Class A and B Members joining on or after July 1, 1997 shall have made application to and/or retain membership in the Golf Course Superintendents Association of America.

SECTION 2. *Membership Classes.*

Class AA: Life Member. To qualify as a Life Member one must have retired as a Golf Course Superintendent or Assistant Golf Course Superintendent and have been a Golf Course Superintendent or an Assistant Golf Course Superintendent Member of GCSAA or the Georgia GCSA for twenty-five (25) years, of which a minimum of twenty (20) years has been as a Golf Course Superintendent, including five (5) years as a superintendent residing in Georgia. A Life Member shall have all the rights and privileges of the Association except that of holding office. Class AA Life Members will pay no membership dues.

Class A: Golf Course Superintendent. To qualify as a Golf Course Superintendent Member an applicant shall have, at the time of application for membership, at least three (3) years experience as a Golf Course Superintendent, be employed in such capacity and comply with all additional qualifications adopted by the membership. Class A members shall have all rights and privileges of the Association. All Class A members shall have made application to and/or retain membership in the Golf Course Superintendents Association of America.

Class A - Retired: To qualify for Class A - Retired status, one must not be currently employed as a golf course superintendent and have a minimum of five years of service as a Class A golf course superintendent member. The years of service as a Georgia GCSA member when combined with the member's age must equal or exceed 75 years. This member shall have all rights of the Association afforded that classification, with the exception of holding office.

Class B: Superintendent Member. To qualify as a Superintendent Member, an applicant shall, at the time of application, be employed as a golf course superintendent but not meet the additional qualifications for Class A membership. Superintendent Members shall have all the privileges of the Association except that of holding office. All Superintendent Members shall have made application to and/or retain membership in the Golf Course Superintendents Association of America.

Class C: Assistant Golf Course Superintendent. To qualify as an Assistant Golf Course Superintendent Member an applicant shall be, at the time of application for membership, an assistant to a Golf Course Superintendent and shall be currently employed in such capacity. A Class C member shall have all the rights and privileges of the Association except that of holding office.

Class FM: Facility Membership. A facility membership is available to those facilities that operate with limited resources. The membership is in the name of the facility. However, the recipient of the membership benefits and information can be the superintendent, owner, or other representative selected by a golf facility. The facility is entitled to all privileges of membership, except those of voting and holding office.

Class EM: Equipment Manager. To qualify for Equipment Manager membership; an applicant shall be employed as an equipment manager, assistant equipment manager or mechanic/technician and shall have such rights of the Association the Board of Directors may specify by Standing Rules, except those of voting and holding office.

Affiliate Member. To qualify as an Affiliate Member, an applicant must be an individual, business firm or governmental body interested in golf course management and/or in the growing or production of fine turfgrass, either individually or through employment by, or other affiliation with, a company, proprietorship or association, and who does not qualify for membership in another class. Affiliate Members joining after October 24, 2005 shall have such privileges of the Association as the Board of Directors may specify by Standing Rules, except those of voting and holding office. Affiliate members having joined on or before October 24, 2005 shall have all the rights and privileges of the Association except that of holding office or chairing committees.

Retired Member. To qualify as a Retired Member, one must be retired and no longer seeking employment within the scope of activities of any membership class of the Association. An applicant may apply to the Board of Directors in writing for retired membership. There are two options for retirement: (1) Any member reaching the age of fifty-five (55) may retire and shall have all the privileges of the Association afforded the member in his or her immediate previous classification except that of holding office; or (2) Any member having completed a minimum of twenty (20) years of service in any membership classification may retire in that classification and shall have all the privileges of the Association afforded that classification except that of holding office.

Associate Member. To qualify as an Associate Member an applicant must be directly connected with turf growing and maintenance or sufficiently interested in our profession to work for the benefit of the Association. Associate Members also include Field Managers, Driving Range Managers, Technical Crew Positions, Pesticide Applicators, Irrigation Technicians and Assistants-In-Training. Associate Members shall have all the privileges of the Association except those of voting and holding office.

Honorary Member. An Honorary Member shall be any person whom the Executive Committee feels has contributed notable and conspicuous service to the betterment of turf and the Executive Committee wishes to so honor by their vote. Such membership shall continue until withdrawn by the Executive Committee. Honorary Members shall have all the privileges of the Association except those of voting and holding office. The membership of Honorary Members will be reviewed annually at the January Board Meeting. A listing of Honorary Members will be placed yearly in the Georgia GCSA Roster.

Inactive Member. An Inactive Member is an individual who, by reason of unemployment, illness or other adverse circumstances, has been placed in this class upon his or her application. The Board of Directors shall have the authority to act on such application and to place a member on inactive status subject to terms and conditions as the Board of Directors may specify by Standing Rules.

Student Member. To qualify for Student Membership, the applicant must be a full-time turfgrass student enrolled in a formal course of education or have completed his or her formal education less than one (1) year prior to the date of application for membership. Student Members shall have such privileges of the Association as the Board of Directors may specify by Standing Rules, except those of voting and holding office.

Educators. To qualify for Educator Membership, an applicant must be an educator or extension officer. Educators shall have such privileges of the Association as the Board of Directors may specify by Standing Rules, except those of voting and holding office.

SECTION 3. *Reclassification of Members.* All reclassifications of member shall be made by the Board of Directors, in accordance with Standing Rules adopted by it from time to time or pursuant to directives adopted by the membership at any annual meeting or any special meeting called for that purpose.

- a) *Voluntary Reclassification:* Any individual member may request a change in his or her membership classification to accord with a change in his or her qualifications for membership as set forth In Section 2 of this Article. No retroactive status will be given for a change in classification greater than 45 days from the date of the requested change.
- b) *Mandatory Reclassification:* All members, upon renewal of their annual membership, must clearly state their current employment status. The determination of the appropriate classification of membership for each individual shall be made in accordance with the Standing Rules of Membership. No retroactive status will be given for a change in classification greater than 45 days from the date of the requested change.

SECTION 4. *Rights of Membership.* Except as otherwise provided herein, members of the Georgia GCSA shall have all of the rights of membership. These rights shall include the following:

- a) Use the Association name, initials, and logo in accordance with the Standing Operating Procedure and Guidelines established by the Board of Directors.
- b) Attend the annual meeting of the Association.
- c) Vote if a Class AA, A, B, C, or Retired A, or Retired B.
- d) Hold office if a Class A Golf Course Superintendent.

Article II—Code of Ethics

SECTION 1. *Observance.* In the fulfillment of the purpose to which it is dedicated, the Association enjoins upon its membership rigid observance of this Code of Ethics.

- a) The name Golf Course Superintendent must be a synonym and pledge of honor, service and fair dealings.
- b) The Golf Course Superintendent's professional integrity to the growing of fine turf and a sense of their great responsibility to employers and employees, and to fellow Superintendents, transcends thought of material gain in the motives of the true Golf Course Superintendent.

SECTION 2. *Violation.* A member shall be deemed to have violated the code of ethics by: (a) abusing the privileges usually extended to members of the Association by playing without invitation, on any course, or in any way causing embarrassment to the Golf Course Superintendent or the Resident Professional; (b) applying for a position, without definite knowledge of this vacancy, or first obtaining the consent of the Golf Course Superintendent on the job, to inquire whether the position is or may be open, or accepting any position or appointment in any but an honorable and ethical manner; (c) failing to meet obligations promptly, or being guilty of conduct likely to injure the reputation and standing of the Association or any of its members.

The Following Conduct Is prohibited for members of the Georgia Golf Course Superintendents Association:

- a) Violations of the Georgia GCSA Code of Ethics
- b) Use of Georgia GCSA affiliation for the purpose of promoting schemes. ideas or objects that are detrimental to

the Association.

c) Conduct unbecoming a member or inimical to the Association.

d) Submitting false information on an application for membership or on a dues statement.

Disciplinary action may be taken by the Executive Committee for a breach of this code. A member may be disciplined or expelled by a two-thirds (2/3) vote of the Board of Directors after compliance with due process procedures, specifically notice and hearing, and upon a showing of just cause. The Board of Directors shall establish by Standing Rules the procedures to be followed to ensure protection of such members' due process rights. An expelled member may reapply for membership no earlier than one (1) year after the date of such expulsion, in accordance with the provision of Article V.

Article III—Policies

SECTION 1. *Self-improvement.* The Association shall constantly try to improve the knowledge and effectiveness of its individual members by encouraging the free exchange of experiences and ideas among its members and shall present opportunities for education and improvement.

SECTION 2. *Help request.* Any member of the Association will honor requests for technical help from courses only when channeled through the Golf Course Superintendent of the course making the request.

SECTION 3. *Self-promotion.* No member shall at any time use their affiliation with this Association for the purpose of promoting schemes or ideas for the purpose of private or financial gains.

SECTION 4. *Other Agencies.* This Association may cooperate with other organizations and agencies active in matters pertaining to turf, providing its representative makes no commitments that bind the group represented.

Article IV—Dues

SECTION 1. *Annual Dues.* Annual Dues shall be paid by Class A, Class B, Class C, Affiliate Members, Associate Members, Facility Members, Retired Members, and Students and shall be due by the end of the first month of the fiscal year. The amount thereof shall be determined by the Executive Committee and approved by the membership at the Annual Business Meeting.

SECTION 2. *Nonpayment of Dues or Assessments.*

All members whose dues are not paid by the due date may have services and benefits suspended. All members whose dues shall remain unpaid more than ninety (90) days past the due date, or after the due date of any assessment, shall be dropped from membership of the Association without further notice. Reinstatement may be made upon the full payment of dues in arrears and reapplication, subject to approval of the Executive Committee.

SECTION 3. *Supplemental Assessments.* Where necessary, in the opinion of a majority of members present at any annual or special meeting of the Association called for that purpose, for the payment of any existing deficit, there may be levied an assessment in addition to annual dues, to be paid by each Association member, provided that such assessment may not be levied more than once in any fiscal year and shall not exceed an amount equal to the annual dues fixed for such year.

In the event of grave emergency, the Board of Directors upon unanimous vote, by signed order, may levy an assessment to be paid by each Association member, except Class AA, Class RA, Class R, Class H, Class S, Class E and Inactive, for the payment and discharge of any bona fide indebtedness, loss incurred, or for the payment of any judgment or decree rendered against the Association, provided that no more than an amount equal to the annual dues shall be levied as such assessment during any year. The vote of the Board of Directors on the question of levying an assessment may be taken by mailed ballot prepared by the Secretary.

SECTION 4. *Extension of Time for Payment.* The Executive Committee may in its discretion under extenuating circumstances temporarily excuse or extend time of payment of annual dues for members unable to make payment within the allotted time.

Article V—Officers and their Election

SECTION 1. Election of Officers and Directors.

(a) Only Class A members who are actively employed as golf course superintendents are eligible for election as Officers or Directors of this Association. Officers and Directors ceasing active employment as golf course superintendents may serve for up to six months after cessation of employment. There shall be an election for the following named officers who shall serve on the Board of Directors: President, Vice President and Secretary/Treasurer, who shall hold office for a period of two years or until their successors are elected and qualified and who shall perform the duties hereinafter prescribed for each of such officers.

(b) There shall be a Board of Directors with a minimum of seven (7) Class A members to a maximum of ten (10) Class A members. The number of Directors to be elected at the Annual Meeting will be determined by the current Board of Directors and Elected Officers sixty (60) days prior to the Annual Meeting. All elected Directors shall serve for a term of two (2) years. The retiring President of the Association shall serve as Immediate Past President, with a term of office of not more than two (2) years until replaced by a new retiring President.

SECTION 2. Executive Committee Composition.

The President, Vice President, Secretary, Treasurer and Immediate Past President shall constitute the Executive Committee.

SECTION 3. Nomination of Officers and Directors.

A Nominating Committee consisting of two (2) most recently elected Directors who are not seeking re-election, two (2) Past Presidents and two (2) members at large shall make nominations for officers. This Committee shall report to the membership a slate of officers and directors to be filled at least thirty (30) days prior to the Annual Meeting. Nominations may be made from the floor, provided consent of the nominee(s) has been secured prior to the Annual Meeting.

SECTION 4. Vacancies in Office. An office is deemed vacant when the holder of an office either resigns or is not employed as a Golf Course Superintendent for a period exceeding six (6) months. Vacancies occurring with less than six (6) months remaining until the next Annual Meeting may be filled at the discretion of the President on approval of the Board of Directors. The appointment shall last until the next general election at the Annual Meeting.

SECTION 5. Expulsion of a Board Member. The Board of Directors has the power to expel a member of the Board of Directors for inactivity or actions deemed inappropriate for a Board member. If action is to be taken for expulsion of a Board member, due process shall be afforded.

SECTION 6. Delegate Liaisons. The President shall appoint all delegate liaisons to the Golf Course Superintendents Association of America with the approval of the Board of Directors.

Article VI—Duties of Officers

SECTION 1. The President. The President shall preside at all meetings of the Association and the Executive Committee; shall be an ex-officio member of all committees except the Nominating Committee; shall appoint all committees; and shall perform all other duties usually pertaining to the office.

SECTION 2. The Vice President. The Vice President shall perform the duties of the President in the absence or inability of that officer to act and shall assist the President when called upon.

SECTION 3. The Secretary/Treasurer. The Secretary/Treasurer, with the Executive Director, shall be responsible for an accurate record of all meetings of the Association and the Executive Committee and shall be the custodian of all Association records and conduct all necessary correspondence of the Association. The Secretary/Treasurer, with the Executive Director, shall receive all monies paid to the Association; shall keep an accurate record of receipts and expenditures; and shall pay out funds only in such manner as authorized by the President. The Secretary/Treasurer shall

be prepared to present a statement of account when requested to do so at any regular meeting of the Association, and whenever requested to do so by the Executive Committee. An annual audit shall be made by a committee of two (2) Directors, thirty (30) days prior to the Annual Meeting.

Article VII—Meetings

SECTION 1. *Board of Directors:*

- a) *Regular Meetings:* The Board of Directors shall meet at least twice a year. The meetings shall be at the call of the President, who shall transmit the time and place of the meeting to the other members of the Board of Directors at least thirty (30) days prior to said meeting.
- b) *Special Meetings:* Special Meetings of the Board of Directors may be called at any time by the President or shall be called by the President upon written request of a majority of members of the Board of Directors, specifying the purpose of the meeting. If the President refuses or fails to call a meeting upon such a request, then such special meeting may be called by any four (4) of the Board of Directors. Any special meeting of the Board of Directors may be conducted by a telephonic or electronic means conference, if a majority of the Directors so agree. The time and place of special meetings shall be transmitted to the members of the Board of Directors at least 10 days prior to the meeting.
- c) *Quorum:* A majority of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors.
- d) *Waiver of Notice:* Notice of any meeting of the members of the Board of Directors may be waived by the Director signing and delivering a Waiver of Notice to the Secretary of the Board. A person who attends a meeting without making objection of the failure to have received proper notice of the meeting shall be deemed to have waived such notice.

SECTION 2. *Members:*

- a) *Annual Meeting:* The annual meeting of the members of this Association shall be held at location and time to be designated by the Board of Directors. Any valid business may be transacted at an annual meeting.
- b) *Special Meetings:* Special meetings of the members may be called by the President upon the request of a majority of the Board of Directors or upon the request of twenty-five percent (25%) of the voting members. At a special meeting, the only business, which may be transacted, is that pertaining to the purpose for which the meeting was called.
- c) *Notice:* Written or electronic notice stating the place, day and hour of the meeting and, in the case of a special meeting, the purpose of purposes for which the meeting is called, shall be transmitted by the executive director to each member at least thirty (30) days before the date of the meeting.
- d) *Quorum:* At any meeting of the association 1/2 of the members in good standing that are eligible to vote shall constitute a quorum.

Article VIII—Standing Committees

The Executive Committee shall create Standing Committees on: (a) Membership; (b) Education; (c) Turf Research/Scholarships; (d) Nominations; (e) Finance; (f) Editorial; (g) Bylaws; (h) Golf; (i) Industrial Relations; and such others as may be required to promote the objects and interests of the Association.

- a) The Nominating Committee shall, not less than sixty (60) days prior to the Annual Meeting, present a nominee for President, Vice President, and one or more nominees for the office of Secretary/Treasurer.

Article IX—Amendments

SECTION 1. *Procedure:*

- a) These Bylaws may be amended at any annual meeting of the members, provided all amendments shall be presented in writing or electronically to the Bylaws Committee at least ninety (90) days in advance of the annual meeting and the committee shall submit to the members such proposed amendments the committee approves at least thirty (30) days in advance of the annual meeting. The Committee shall also submit to the members at least thirty (30) days in advance of the annual meeting its report concerning all proposed amendments to the Bylaws received by the committee. The Bylaws Committee may submit its own proposals for amendments in writing or

electronically to the members at least thirty (30) days in advance of such annual meeting.

- b) Any proposed bylaw submitted to, but rejected by the Bylaws Committee, may be presented at the annual meeting to the members provided the proposed amendment is presented to the membership in writing or electronically thirty (30) days in advance of the annual meeting and is supported by written petition of a majority of the voting delegates.
- c) These Bylaws may also be amended at a special meeting of the members, provided the proposed amendments be written and signed by not less than twenty-five percent (25%) of the voting members, and sixty (60) days notice of the amendment proposed be transmitted to each member at his or her last known address as registered with the association prior to the special meeting.

SECTION 2. *Vote Required:* A two-thirds vote of all members present and voting shall be necessary for the adoption of any amendment.

Article X—Parliamentary Authority

The rules contained in Roberts Rules of Order, Newly Revised, shall govern the Georgia Golf Course Superintendents Association in all cases to which they are not applicable, and in which they are not inconsistent with these Bylaws, and any special rule of order the Georgia Golf Course Superintendents Association may adopt.

Article XI—Executive Director

SECTION 1. *Hiring of an Executive Director.* At such time as the Executive Committee deems necessary and for as long as they feel the workload is of a sufficient volume to warrant, the Executive Committee is empowered to hire an Executive Director either on a full-time or a part-time basis.

SECTION 2. *Duties of the Executive Director.*

The Executive Director will:

- (a) Attend all meetings of the Executive Committee and Board of Directors.
- (b) Handle all matters deemed necessary by the Executive Committee.
- (c) Have printed and mailed to all Association members and others as requested, all materials, letters and periodicals deemed necessary by the Executive Committee.
- (d) Hire an Assistant Director and additional personnel as deemed necessary.

SECTION 3. *Qualifications and Compensation.*

The Executive Director should:

- (a) Be knowledgeable of the role of the Golf Course Superintendent.
- (b) Have a background related to golf course maintenance.
- (c) Have a dynamic desire to promote the goals of the Association.

Salary and compensation should be based on: (1) qualifications of the applicant; (2) demands upon the Executive Director by the Board of Directors; (3) ability of the Association's treasury to meet its obligations.

SECTION 4. *Termination.* The office of Executive Director may be terminated with thirty (30) days notice by a majority vote of the Board of Directors at a regular or called meeting.

SECTION 5. *Committee Status of Executive*

Director. The Executive Director shall not be a member of the Board of Directors and will have no voting privilege on the Board of Directors.

Article XII—Educational and Benevolence Funds

SECTION 1. *Educational Fund.* The Executive Committee shall have the power to establish an Educational Fund that shall be under the direction and control of the Education/Research Liaison Committee consisting of the President, the Chairman of the Education Committee and the Chairman of the Turf Research and Scholarship Committee.

The Educational/Research Liaison Committee shall adopt Rules and Regulations, subject to the approval of the Executive Committee, for the administration of the Educational Fund.

All income of the Fund shall be deposited in accounts in the name of the Georgia Golf Environmental Foundation, Inc. and shall be withdrawn by the signature of the Treasurer of the Association or Association designee.

SECTION 2. *Benevolence Fund.* The Benevolence Fund shall be maintained by the Association for the benefit of the members only and shall be expended for the purpose of assisting in cases involving death, illness, accident or other emergencies.

(a) The amount of the benefit and the duration of the payments shall be determined by the Executive Committee, subject to maximum limitations established by the Executive Committee.

(b) The Benevolence Fund shall be supported by grants from the Association's General Funds, special donations, contributions and by such other means as the Executive Committee may devise.

(c) All moneys of the Benevolence Fund shall be kept separate from other funds of the Association and shall be invested in the name of the Association. Withdrawals must be approved by the Executive Committee, and checks shall be signed by the Treasurer of the Association.

(d) The Benevolence Fund shall be administered by the Executive Committee.

(e) All applications for benefit shall be submitted in writing to the Executive Committee by the Executive Director.

(f) All payments of benefits shall be discretionary with the Executive Committee and may be terminated at any time.

Article XIII—Indemnification

The Georgia Golf Course Superintendents Association shall indemnify any and all persons who may serve or have served at any time as officers or directors, and their respective heirs, paid administrators, successors and assigns, against any and all expenses, including amounts paid upon judgments, counsel fees and amounts paid in settlements (before and after suit is commenced), actually necessarily incurred by such person in connection with the defense or settlement of any claim, action, suit or proceeding in which they, or any of them are made parties, or a party, or which may be asserted against them or any of them, by reason of being, of having been, an officer or director of this Association, except in relation to matters as to which any such officer or director, or former officer or director, shall be adjudged in any action, suit or proceeding to be liable for his or her own negligence or misconduct in the performance of his or her duty. Such indemnification shall be in addition to any other rights to which those indemnified may be entitled under any law, bylaw agreement, or otherwise.

Article XIV—Dissolution

In the event of the dissolution of the Georgia Golf Course Superintendents Association, after all liabilities and responsibilities have been met, its assets shall be distributed for one or more of the exempt purposes specified in Section 501(c)(6) of the Internal Revenue Code of 1954, as from time to time amended. Decision of distribution shall be made by the Board of Directors.