1. Call to Order at 10:03 am
2. Roll Call:
3. In attendance Past President Jeff Holmes, CGCS, President Justin Bickel, Vice President Mark Ostrander, Secretary/Treasurer Dan Dingman, Mike Rosen, Jim Bluck, CGCS, Rob Steger, CGCS, Dan Mausolf, Doug Ware, Jeff Hopkins & Assistant Liaison Troy Evans. Absent: Dave Pawluk, CGCS & Jeff Sweet, CGCS
4. President’s Comments: President Bickel thanked the board for attending even with the poor weather and welcomed Jeff Hopkins and Doug Ware to their first meeting. He is excited to see the upcoming golf season and is happy with the direction of the MiGCSA. His goals this year is to strengthen the inner workings and to update the bylaws to better reflect our current status. Also to complete the Standard Operating Procedures of the MiGCSA and the committees. Justin wants our goal to make the MiGCSA the perfect association.
5. Approval of the Minutes: 8 December: Justin asked for the 12/8 minutes to reflect the previous donations to the MSU Turf Club, Adam will make those changes. Motion to approve by Dan Dingman and second by Doug Ware.
   a) Website Meeting Minutes: Justin brought the idea of posting meeting minutes in the news feed on MiGCSA.org after a meeting to promote engagement of the membership. Jim Bluck is in favor of as much transparency as possible. Adam said it would be easy to do. This was approved to post the minutes once they are approved by the board via email, all board members should approve but they can be posted once all 4 officers approve.
6. Ikamas Management Contract: Jeff Holmes updated the board on the annual review of Adam and his performance. The review went well and the board is happy with his work and he was appreciative of the feedback. Justin spoke about the meeting he had with the other officers of the board to review the independent contractor agreement with Ikamas Management LLC. He recommended that each new President have this sort of meeting to make sure everyone understands this agreement and how it is structured. Dan Dingman spoke about the new Performance Management Plan that will have goals for the upcoming year from the board and from Adam. Mark Ostrander spoke about the need for the goals to be association goals not specific performance goals for Adam. Lay out these goals and let Adam try to achieve them.
7. Financial Report: Adam brought up the current financial records but there is not much pertinent information as they are only reflecting one month of activity.
   a) Industry Partners: Adam spoke about the current status of Industry Partners and that we are very close to having all of our Industry Partners back on board with their current level of support. He hoped to have all partners done by the end of the week.
8. Bill Hobson, Michigan Golf Live: Adam said he had informed Bill that the video was approved and to invoice the MiGCSA but has not heard back from him yet.
9. GIS Recap and Election: Adam recapped the GIS voting and told the board that all bylaws changes had passed. He also spoke about the Michigan Gathering being very well received.
   a) Future delegate and Chapter Leaders: Justin asked for the board opinion on a more standard plan for the delegate and chapter leaders symposium at GCSAA HQ. He would like to see the current President attend the GCSAA Chapter Delegates meeting and carry the votes for the MiGCSA at the GIS. If the Presidents club did not have it in the budget for their attendance the Chapter would make arrangements for them to still be able to attend. This is also valuable for them to be able to meet with company representatives on the trade show floor to thank them for their partnership in Michigan. Adam does this now but it is very helpful for him to have an end user with influence with him. The GCSAA Chapter Leaders Symposium would be attended by Adam and the new Secretary
10. MiGCSA Website Update: Adam has been trying to set up meetings with local web site providers in Grand Rapids but so far the scheduling has been challenging. It is one of his goals for 2016 to get the process started on a new website build or renovation. One of the main goals of the renovation is to better highlight the mission and vision to the membership.

11. Heritage Scholarship Requirements: This discussion centered on the Heritage Scholarship requirements. The question posed was “should the Heritage Scholarships be available to multiple award for one person, or should they be disqualified from winning another once they had won one” the board voted to keep it as it is and award the best candidates each year regardless of past victory.

12. Strategic Plan 2014: Justin asked the board to look at the strategic plan from 2014 and the action items on the recap. He was happy to report many have been accomplished, one remaining is the SOP for the board and committees. As he stated in his opening comments this is a goal of his to get completed this year.

13. Bylaws and Committees: The current bylaws for the MiGCSA are becoming somewhat obsolete. Mainly the committee section in Article IX. Currently the committees are not following the bylaws in their procedures. So there are three options. One is to change the bylaws to reflect current committee actions, another is to change the committees to operate according to the bylaws and the third option is to adopt a version of the GCSAA bylaws regarding this subject see below.

**COMMITTEES**

*Section 1. Nothing herein contained shall be construed to prohibit the appointment of other committees or task groups by the President for the advancement of the Association.*

*Section 2. Limitation of Powers of Committee/Task Group: No committee/task group shall have authority to bind this Association for the payment of money or the performance of any contract, such authority hereby being reserved expressly for the Board of Directors, or the duly authorized and elected Officers of this Association, as may be delegated by the Board of Directors.*

The board approved a motion to change the bylaws of the MiGCSA Article IX to the above description. This will be decided by a vote of the Membership at the 2016 Annual Meeting.

Another section that will be voted to change are the term limits in Article VII Section (b) Election of Directors:

*The Board of Directors shall be composed of the remaining elected members, who shall be elected by ballot and a plurality vote. Each District will have three (3) members represented on the Board of Directors, of which one (1) Director shall be elected at the Annual Meeting each year and their terms shall run three years starting on March 1, and until their successors are elected and qualified and shall perform the duties hereinafter prescribed for each Director, up to two (2) consecutive terms are allowed per Director position.*

The board approved a motion to change the term to three (3) consecutive terms per director position. This will also be voted on at the 2016 Annual Meeting by the membership.
Hiring and Compensation Committee: Co chairman of the ad hoc committee updated the board on the first meeting at the MTC. The goal of this committee is to help promote the MiGCSA and our Members to potential employers. The current plan is to provide some material on how we can help with the process. This will be a letter to the job poster with an explanation of who we and our members are with some items to consider when hiring and how the MiGCSA can be a resource for that process. The committee will be bringing this letter to the board for approval at a future meeting. They are also working on a compensation survey for our members to complete to provide more local information for all positions. There is also discussion of not allowing a job to be posted with a salary below the recommended salary of the GCSAA compensation and benefits survey.

1. Committee Reports: Justin would like to see all committee members listed on the website, The board approved a date of March 1st annually for all committee chairs to get updated list of members to Adam to make sure the website is up to date.

   1. Assistant Superintendent: Troy updated the board on the upcoming Irrigation Training Day at Eastwynd Golf Course. He is waiting to hear back from them on cost of lunch. The date is March 22nd. The meet and greet will be at Westwynd this year the date is to be set sometime in May. He also spoke about the Belle Isle cleanup and that it may not be the best use of their time as they may just be providing free labor for a profit group. He is speaking to Dr. Nikoali about finding a spot in Flint to help with clean up. He also discussed the Tigers game and if we wanted to do this again this year.

2. By-Laws: all issues were previously discussed.

3. Communications: Rob spoke about the planning meeting held at the MTC to lay out the entire years’ worth of topics, he asked the board to keep him informed of any topics they would like to see. He thanked Justin and Adam for their previous work on this committee and handing it to him in a good position.

4. Education: Jeff Holmes spoke about him handing the committee off to Dan Mausolf and Dave Pawluk. The next meeting will be in October to plan the 2017 Spring Meetings. The current meetings are set for this month. He also spoke about the social gatherings in the summer with no speakers and no fee, use the MiGCSA to organize that.

5. Government Relations: Adam spoke about the Senator Peters letter from the Michigan golf Alliance. The next step is for each MGA group to write a letter on behalf of their members. So far only the MGCOA has written a letter as an individual group. The GAM is recommending that we wait for more feedback in DC before more letters are written by groups or individuals. Adam will keep the board up to date on future need of more communication to the Senators office.

6. Membership: Dan Dingman spoke about handing off committee chairs to non-officer positions as Justin did with the communications to Rob. Dan has nominated Doug Ware as the new Membership Committee chairman. Dan asked for the list of expired members to be sent again.

7. Scholarship and Awards: Jim will be stepping down from his position as chair as he has a dependent that will be applying next year. He will report back on a new chairman.

8. District/Events: All 2016 sites are secured.

   1. New Business: Adam showed the board the new ties with the MiGCSA logo that were ordered for the board to wear and for sale to membership.

   2. Next meeting will be April 27th at 10:00 at the Hancock Center.

   3. Meeting was adjourned at 1:38 pm.