

# MEMBER SERVICES

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## SECTION PROFILE

The Middle Atlantic Section of The PGA (MAPGA), located in Stafford, Virginia, is one of 41 Sections of The Professional Golfers' Association of America, headquartered in Palm Beach Gardens, Florida.

The PGA of America, formed in 1916, has grown into the world's largest working sports organization with more than 28,000 members and apprentices. Its mission is to promote enjoyment and involvement in the game of golf and to contribute to the game's growth by providing services to PGA Professionals and the golf industry. The MAPGA has been a part of The PGA since 1925, and consists of over 1,100 members and apprentices in Maryland, Virginia, and the District of Columbia. There are over 900,000 golfers playing more than 16.5 million rounds of golf a season in the Middle Atlantic region. There are over 600 operating golf facilities, of which approximately 70 percent employ a PGA Professional (83% of facilities with 18 holes or more).

The MAPGA provides a wide variety of programs and assistance to support its members, who in turn, provide valuable service not only to their golfing customers, but also to their communities in general. PGA Professionals assist in raising over \$6 million annually for local charities. The MAPGA also provides computerized handicapping in conjunction with the Virginia and Maryland State Golf Associations through GolfNet.

## DIRECTIONS TO THE SECTION OFFICE

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Website [www.mapga.com](http://www.mapga.com)

**From I-95:** Use Exit 143-A (Aquia Harbor / Garrisonville Rd). Turn right (south) onto Route 1. At the fourth traffic signal, turn left onto Route 631 (Coal Landing). Cross the wooded median and continue straight across the northbound lanes of Route 1. Take the first right and then an immediate left onto PGA Drive.



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## MAPGA PAST PRESIDENTS

2006-07 Bob Baldassari	1963-64 George Bird
2004-05 Paul K. Michaelian	1959-62 Bill Clarke
2002-03 Robert F. Dolan Jr.	1956-58 Max Elbin
2000-01 Allen Wronowski	1950-55 Al Houghton
1998-99 Chuck Bassler	1948-49 Carroll MacMaster
1996-97 Mike Ahrnsbrak	1947 Mel Shorey
1994-95 Bob Fretwell	1943-46 John Flattery
1992-93 Wayne Holley	1941-42 Wiffy Cox
1990-91 Rod Thompson	1938-40 Ralph Beach
1988-89 Hank Majewski	1937 George Diffenbaugh
1986-87 Jim Folks	1936 Alec Taylor
1984-85 John Haines	1935 Al Treder
1982-83 Dave Walker	1934 Glenn Spencer
1981 Don Saylor	1933 Robert Barnett
1979-80 Alex McNeil	1932 Ralph Beach
1977-78 Herb Rose	1931 J. Munro Hunter
1974-76 Bill Strausbaugh Jr.	1930 Warner Mather
1971-73 Dick Whetzle	1929 Arthur B. Thorn
1969-70 Tony Marlowe	1928 Charles Betschler
1966-68 Carl Rasnic	1926-27 Robert Barnett
1965 Al Houghton	1925 Fred McLeod

## NATIONAL OFFICERS

<b>President</b>		<b>District 10 Director</b>	
Max Elbin	1966-68	Al Houghton	1957-59
Bill Clarke	1973-74	Bill Clarke	1966-68
<b>Vice President</b>		Bill Strausbaugh	1975-77
Allen Wronowski	2009-	Herb Rose	1984-86
<b>Secretary</b>		Hank Majewski	1993-95
Max Elbin	1965	Allen Wronowski	2002-04
Bill Clarke	1971-72		
Allen Wronowski	2007-08		
<b>Treasurer</b>			
Max Elbin	1964		
Bill Clarke	1969-70		

## **MAPGA BOARD OF DIRECTORS**

### **OFFICERS**

<b>Kevin R. Taylor</b> , The Members Club at Four Streams	<i>PRESIDENT</i>
<b>Dean A. Hurst</b> , Bayville Golf Club	<i>VICE PRESIDENT</i>
<b>John C. Malinowski III</b> , River Run Golf Club	<i>SECRETARY</i>
<b>Paul K. Michaelian</b> , Princess Anne Country Club	<i>HONORARY PRESIDENT</i>

### **DIRECTORS**

<b>Michael S. Aldrich</b> , River Bend Golf & Country Club	<i>CENTRAL CHAPTER VICE PRESIDENT</i>
<b>Kenneth T. Clark</b> , Country Club of Petersburg	<i>TOURNAMENT COMMITTEE CHAIR AND SOUTHERN CHAPTER PRESIDENT</i>
<b>Robert F. Dolan Jr.</b> , Columbia Country Club	<i>CHAIR, BOARD OF CONTROL</i>
<b>Dean A. Greer</b> , Laytonsville Golf Course	<i>CENTRAL CHAPTER SECRETARY</i>
<b>James E. Bennett</b> , Elkridge Club	<i>A-8 (ASSISTANTS) REPRESENTATIVE</i>
<b>Thomas B. Joyce</b> , Hidden Valley Country Club	<i>DIRECTOR -AT-LARGE</i>
<b>J.P. Lunn</b> , Holly Hills Country Club	<i>NORTHERN CHAPTER PRESIDENT</i>
<b>Jon F. Magarace</b> , Heritage Harbour Golf Club	<i>NORTHERN CHAPTER SECRETARY</i>
<b>John C. Malinowski III</b> , River Run Golf Club	<i>NORTHERN CHAPTER VICE PRESIDENT</i>
<b>Eric G. McGraw</b> , The Keswick Club	<i>SOUTHERN CHAPTER VICE PRESIDENT</i>
<b>Matthew D. Schulze</b> , Richmond Country Club	<i>SOUTHERN CHAPTER SECRETARY</i>
<b>Thomas C. Smith Jr.</b> , Army Navy Country Club	<i>CENTRAL CHAPTER PRESIDENT</i>

### **COMMITTEE CHAIRS**

<b>Jim Bennett</b>	<i>ASSISTANTS</i>
<b>Bob Dolan</b>	<i>BOARD OF CONTROL</i>
<b>John Malinowski</b>	<i>EDUCATION</i>
<b>Dean Hurst</b>	<i>EMPLOYMENT &amp; CLUB RELATIONS</i>
<b>John Malinowski</b>	<i>ETHICS/GRIEVANCE</i>
<b>Matthew Schulze</b>	<i>GROW THE GAME (VIRGINIA)</i>
<b>Jon Magarace</b>	<i>GROW THE GAME (MARYLAND)</i>
<b>Paul Michaelian</b>	} <i>HANDICAP (VIRGINIA)</i>
<b>Phil Owenby</b>	
<b>Bob Dolan</b>	} <i>HANDICAP (MARYLAND)</i>
<b>Kevin Taylor</b>	
<b>Tommy Smith, Jr.</b>	<i>JUNIOR GOLF</i>
<b>John Malinowski</b>	<i>MEMBERSHIP</i>
<b>Paul Michaelian</b>	<i>NOMINATIONS</i>
<b>Eric McGraw</b>	<i>PUBLIC RELATIONS</i>
<b>Mike Aldrich</b>	<i>RESOLUTIONS</i>
<b>Tom Barry</b>	<i>RULES (VIRGINIA)</i>
<b>David Dorn</b>	<i>RULES (MARYLAND)</i>
<b>Dean Greer</b>	<i>SCHOLARSHIP</i>
<b>Paul Michaelian</b>	<i>SPECIAL AWARDS</i>
<b>J.P. Lunn</b>	<i>SPONSORS</i>
<b>Kenny Clark</b>	<i>TOURNAMENT</i>

## CHAPTER BOARDS OF DIRECTORS

	<u>NORTHERN CHAPTER</u>	<u>CENTRAL CHAPTER</u>	<u>SOUTHERN CHAPTER</u>
<i><b>PRESIDENT</b></i>	J.P. Lunn	Thomas Smith Jr.	Kenny Clark
<i><b>VICE PRESIDENT</b></i>	John Malinowski	Mike Aldrich	Eric McGraw
<i><b>SECRETARY</b></i>	Jon Magarace	Dean Greer	Matthew Schulze
<i><b>HONORARY PRESIDENT</b></i>	Jeffrey Zachman	Richard Runyon	Thomas Joyce
<i><b>WESTERN DIRECTOR</b></i>	Jeff Maynor	Joshua Tremblay	Chip Sullivan
<i><b>CENTRAL DIRECTOR</b></i>	Larry Ringer	David Crawmer	Andrew Bemis
<i><b>EASTERN DIRECTOR</b></i>	Mark Russo	Trish Gates	Chris Hartig
<i><b>DIRECTOR-AT-LARGE</b></i>	Mark Beran	Gene Orrico	Don Kramer
<i><b>A-8 REPRESENTATIVE</b></i>	Rick Hilbrecht	Seth Kanaskie	Carlton Dove
<i><b>TOURNAMENTS</b></i>	Butch Butler	Rob Ferguson	Chip Sullivan

## COMMITTEE CHAIRS

<i><b>BOARD OF CONTROL</b></i>	Phil Sainsbury	John Madden	Glen Byrnes
<i><b>CHAPTER CHALLENGE</b></i>		John Madden Richard Runyon Tommy Smith	Glen Byrnes Thomas Joyce Kenny Clark
<i><b>CLUB RELATIONS</b></i>			Chris Hartig
<i><b>EDUCATION</b></i>	Jon Magarace	Sheldon Buytenhuys	Kenny Clark
<i><b>EMPLOYMENT</b></i>	Jeffrey Zachman J.P. Lunn	Monty Goff	
<i><b>GROW THE GAME</b></i>	Phil Sainsbury Mike Healy	Charles Schuyler	
<i><b>INNER CITY PROGRAMS</b></i>		Al Fenstomocher	
<i><b>JUNIOR GOLF</b></i>	Jeff Maynor	Ted Pogorelc	Thomas Joyce
<i><b>MEMBERSHIP</b></i>		Gene Orrico	
<i><b>MENTORING</b></i>	John Malinowski Frank Laber	Steve Greiner	
<i><b>NOMINATIONS</b></i>	Phil Sainsbury	Richard Runyon	Dean Hurst
<i><b>PUBLIC RELATIONS &amp; COMMUNICATIONS</b></i>		David Crawmer	Eric McGraw
<i><b>RULES</b></i>		Joshua Tremblay	Don Kramer Tom Barry
<i><b>SENIOR GOLF</b></i>	Larry Ringer	Glen Barrett	Leo Steinbrecher
<i><b>SPONSORSHIPS</b></i>		Trish Gates	
<i><b>STATE OPEN</b></i>			Frank Herrelko Ronnie Kelley Don Kramer

## **HONORARY MAPGA MEMBERS**

Honorary membership in the Middle Atlantic PGA is bestowed on outstanding individuals for service to the MAPGA and for exemplary character compatible with the ideals and standards of PGA Membership.

2006 Steven Nemeroff, <i>MAPGA Counsel</i>	1978 Tom Carney, <i>MAPGA Tax Attorney</i>
2000 Ben Brundred Jr., <i>Kemper Insurance Open Chairman</i>	1977 Roland Weeks, <i>Past Executive Director</i>
2000 Dick Johns, <i>MAPGA Executive Director</i>	1976 Jim Lindsay, <i>MAPGA Advisory Committee</i>
1995 Clyde Luther, <i>USGA, VSGA, MAGA Rules Official</i>	1976 Martin McCarthy, <i>MAGA, MSGA, DGA</i>
1990 Lynwood Luck, <i>Founder-Dewar's Hall of Fame</i>	1976 Casimir Pisula, <i>MAPGA Course Measuring</i>
1988 Leslie Schultz, <i>Benefactor, MAPGA Armed Forces Pro-Am</i>	1975 Gary Hylton, <i>Apprentice HP - Boonsboro CC</i>
1986 Vinny Giles, <i>VSGA, World Class Amateur</i>	1974 Ted Rutley, <i>MAPGA Counsel</i>
1981 Maury Fitzgerald, <i>Washington Post</i>	1973 James J. Doyle Jr., <i>MAPGA Counsel</i>
1980 David Wortman, <i>MAPGA Counsel</i>	1970 Norman Frost, <i>MAPGA Advisory Committee</i>

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(804) 378-2369 fax

### **GolfNet**

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(910) 215 9869 fax  
www.golfnet.com

### **GHIN**

www.ghin.com

## **REGIONAL GOLF ASSOCIATIONS**

### **Maryland State Golf Association**

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William K. Smith, Executive Director  
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### **Mid-Atlantic Association of Golf Course Superintendents**

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### **Middle Atlantic Golf Association**

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### **USGA Green Section (Mid-Atlantic Region)**

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### **Virginia Golf Course Superintendents Association**

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Glen Allen, VA 23059  
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(804) 747-5022 fax  
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### **Virginia State Golf Association**

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James Conkling, Executive Director  
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Dr. Tom Tracy, Executive Director  
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### **Women's Golf Association of Baltimore**

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### **Nationwide Tour**

#### **The Melwood Prince George's County Open**

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(301) 218-2495  
Tournament Office  
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Upper Marlboro, MD 20772  
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(301)-599-0180

### **Eastern Amputee Golf Association**

Bob Buck, Executive Director  
2015 Amherst Drive  
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(610) 867-9295 fax  
www.eaga.org

### **Special Olympics Golf**

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(800) 700-8585  
(202) 824-0220 (fax)  
info@specialolympics.com

### **U.S. Blind Golf Association**

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usbgapresident@bellsouth.net  
www.blindgolf.com

## **THE FIRST TEE**

The First Tee is a World Golf Foundation initiative dedicated to impacting the lives of young people by providing learning facilities and educational programs that promote character development and life-enhancing values through the game of golf.

### **NATIONAL**

#### **The First Tee**

Joe Louis Barrow, Executive Director  
**World Golf Village**  
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(904) 940-1556 fax  
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### **MARYLAND**

#### **The First Tee of Baltimore**

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**Clifton Park Golf Course**  
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(302) 428-1660 fax  
www.thefirstteeharfordcounty.org

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laura@thefirstteemcmd.org  
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**White Oak Golf Course**  
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Silver Spring, MD 20903  
(301) 394-2579

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**Kentland Golf Facility**  
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Landover, MD 20785  
(301) 918-8115

### **WASHINGTON, DC**

#### **The First Tee of Washington, DC**

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**Langston Golf Course**  
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Washington, D.C. 20002  
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(202) 396-0611 fax  
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### **VIRGINIA**

#### **The First Tee of Charlottesville**

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**Meadowcreek Golf Course**  
1400 Pen Park Road  
Charlottesville, VA 22901  
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(434) 977-9022 fax  
www.thefirstteecharlottesville.org

#### **The First Tee of Chesterfield**

Wes Swope, PGA  
**Chesterfield Golf Course**  
6736 Hunting Creek Drive  
Richmond, VA 23237  
(804) 275-8050  
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www.firstteerichmondchesterfield.org

#### **The First Tee of Danville**

Gary Pritchett, Executive Director  
135 Jones Crossing  
Danville, VA 24541  
(434) 797-9700  
(434) 799-8249 fax  
www.thefirstteedanville.org

#### **The First Tee of Hampton Roads**

Mike Vinsand, Executive Director  
**YMCA of South Hampton Roads Junior Golf Course**  
2400 Tournament Drive  
Virginia Beach, VA 23456  
(757) 563-8990  
(757) 563-8992 fax  
www.thefirstteehr.org

#### **The First Tee of Harrisonburg**

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**Heritage Oaks Golf Course**  
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Harrisonburg, VA 22801  
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#### **The First Tee of Prince William County**

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#### **The First Tee of Richmond**

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#### **The First Tee of Roanoke Valley**

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#### **The First Tee of Virginia Beach**

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## **NATIONAL GOLF ASSOCIATIONS**

### **The PGA of America**

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(800) 314-2713 Employment  
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(800) 283-4653 PGA Travel  
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### **PGA Tour**

Champions Tour, Nationwide Tour  
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### **United States Golf Association**

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www.usga.org

### **National Golf Foundation**

Dr. Joseph Beditz, Pres and CEO  
Jim Connor, Chair  
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Jupiter, FL 33477  
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(561) 744-6107 fax  
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### **American Society of Golf Course Architects**

Bruce Charlton, President  
Rick Phelps, Exec. Secretary  
125 N Executive Drive, Suite 106  
Brookfield, WI 53005  
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### **Golf Range Association of America**

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 saundes@wjz.com

**WMAR TV-2**  
*Rob Carlin*  
 6400 York Rd.  
 Baltimore, MD 21212  
 (410) 377-2222  
 (410) 377-5321 fax  
 carlin@wmar.com

## Miscellaneous Contacts

**Golf Industry Research Associates**  
*Bob Vasilak, Publisher*  
 P.O. Box 4986  
 Silver Spring, MD 20914  
 (301) 680-9460  
 (301) 680-5373 fax  
 gregister@aol.com

**Forecast Golf Group**  
*Jamie Turner*  
 P.O. Box 3106  
 Glen Allen, VA 23058  
 (804) 447-7258  
 (866) 543-0784 fax  
 jamie@forecastgolf.com

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## **INFORMATION AND SERVICES**

### **Membership Programs**

#### **MARYLAND AND VIRGINIA HANDICAP PROGRAMS**

The Maryland Handicap Program (MHP) and the Virginia Handicap Program (VHP) are jointly owned and operated by the Middle Atlantic Section of The PGA along with the Maryland and the Virginia State Golf Associations respectively. Both programs help ensure fair and equitable handicapping for nearly 140,000 golfers at 426 facilities using the United States Golf Association's approved formulae. While each Association is an independent organization, they each play a key role in promoting golf through their cooperative efforts. In addition, **the revenue generated by these programs is truly vital to the operations and success of each of these Associations.** It is imperative that every PGA Professional promotes the use of legitimate handicaps to their patrons in order to continue to grow this key program. The cooperation of each and every MAPGA member and apprentice toward this end is greatly appreciated.

The handicap program offers three types of service: Hardware and Software, Software only, or Write-in. Through GolfNet and GHIN, the MHP and VHP offer extensive benefits, including an outstanding Tournament Software Package, the Official Course and Slope Rating Charts/booklets (for courses in Maryland, D.C., and Virginia, as well as surrounding states), and other services.

#### **PEPSI PROGRAM**

Pepsi-Cola provides many benefits to you, your facility, and your Section. After signing an exclusive 5-year contract to pour Pepsi fountain products, golf courses can receive a \$1,000 conversion incentive and stand-alone golf ranges can receive a \$500 conversion incentive. When renewing an exclusive 5-year contract, golf courses can receive a \$750 renewal incentive and golf ranges can receive a \$250 renewal incentive. Gatorade generates an additional \$100 conversion incentive only. Pepsi provides an appropriate amount of beverage equipment, equipment installation, preventative maintenance calls, and service calls.

The qualifying facility's head PGA Professional can receive incentives into his/her Golf Retirement Plus (GRP) account of \$1.11 per gallon of Pepsi post-mix fountain products purchased, plus, if Gatorade ready-to-drink product is purchased from the local Pepsi-Cola bottler, an additional \$0.35 per case of Gatorade Thirst Quencher purchased. PGA Professionals must have a GRP account and a 2008 Facilities Authorization Agreement on file with The PGA to take advantage of this benefit. For more information on the GRP, log onto PGALinks.com or phone 877/RET-PLUS (877-738-7587).

In addition to the opportunities for you and your facility, participation in the Pepsi program also benefits your Section. The MAPGA receives incentives based on the number of gallons of post-mix Pepsi fountain products poured in the Section plus a portion of the National License Fee based on the Section's performance, a fixed yearly rebate from Aquafina, and free Aquafina bottled water for your tournament program.

You are asked to consider making Pepsi-Cola your single source for soft drinks, Aquafina Bottled Water, Lipton Iced Teas, and Gatorade Sports Drinks. Please welcome your Pepsi-Cola representative when he/she calls on you or contact Pepsi's Tracie Maphet at 866/PEP-GOLF (866-737-4653) for more information. This is a very important partnership for the MAPGA.

#### **EMPLOYMENT SERVICES**

The Section has a wide variety of resources available in the employment services arena. The Assistant Executive Director handles the administration of these services. CareerLinks (through PGALinks.com) is The PGA of America's complimentary employment referral service that deals with management positions. PGA Professionals can post and view job openings and resumes. PGA Jobfinder (also through PGALinks.com) is an online resume and job-posting service for assisting employers and job seekers with non-management position such as assistants, teaching professionals, golf shop help, starters, rangers, etc. PGA Jobfinder postings may also be viewed by the general public on PGA.com.

To enroll in CareerLinks, PGA Professionals must complete the PGA Membership Survey and indicate that they wish to participate in CareerLinks. The PGA Membership Survey is located on the Employment Services homepage of PGALinks.com. To remain active in CareerLinks, PGA Professionals are required to update their information every two years. The information captured in the PGA Membership Survey makes up an individual's CareerLinks "ProFile." Once enrolled, PGA Professionals will be notified via email about employment opportunities that match their preferences and an employer's search criteria. Facilities wanting to list a management position should contact the Assistant Executive Director (540-720-7420 ext. 125).

The regional PGA Career Consultants are a very valuable resource. Complimentary services that Consultants provide through CareerLinks include needs analysis, compensation statistics, hiring process assistance, hiring tools, an employment referral service, and much more. Wayne Kauffman is the Consultant assigned to the MAPGA. You are encouraged to contact him (908-953-8402). Also, the Assistant Executive Director, Employment and Club Relations (ECR) Committee Chair, and/or any of the ECR Committee members can and should be contacted regarding questions or advice. Any member or apprentice seeking a review of their resume should contact the Employment Services department at The PGA (800-314-2713).

Custom reports concerning compensation can be generated from the Section's compensation database for MAPGA members and apprentices who have completed and returned their Section Compensation Survey. The usefulness of these reports relies on the accuracy of the information provided by Section members and apprentices. These databases contain information on golf operations and professional compensation which can be queried in many different fashions. Confidential information is provided without identifying facilities or individuals.

## **Scholarship Programs**

### **THE AHEAD MAPGA-APA APPRENTICE SCHOLARSHIP PROGRAM**

To encourage initiative and high achievement of PGA apprentices in the PGA Professional Golf Management program (PGA PGM program), the AHEAD Headgear Company has generously supported this program. Since this fund is part of the MAPGA Scholarship Foundation, a 501(c)(3) tax-deductible charity, it is the desire and goal of the Section Board of Directors to have this program's fund grow through additional donations enabling AHEAD Apprentice Scholarships to be awarded in perpetuity. To be eligible, an apprentice must be a member of the MAPGA Assistant Professional Association (APA) among other criteria. On a calendar year basis, several scholarships (for 2009 there will be a minimum of four at each level for \$500 each) will be awarded to the top achievers, based on scores from the "Knowledge Test" at each of the three PGA PGM program checkpoint levels. Scores used are original test scores only. Retakes are **not** eligible. If there is a tie for the final scholarship at any level, that money will be split accordingly. The specific number of scholarships and dollar amounts to be awarded in future years will be based on the "financial health" of the scholarship fund and announced in the fall of the year. The Scholarship recipients will be notified and announced in January of the following year. For complete eligibility requirements, please contact the Section's A-8 Director or the MAPGA's Membership Director (540-720-7420 ext.126).

### **THE NATIONAL PGA SCHOLARSHIP PROGRAM**

Resourced through the PGA Financial Assistance Fund, this program provides scholarships to children, grandchildren, stepchildren and adopted children of living or deceased PGA members. Applications must be completed online at PGALinks.com by 5:00 p.m. EST, March 1<sup>st</sup> of each year. This scholarship is for college students and high school seniors who plan to attend a college or university. Graduate students are not eligible.

### **THE BILL DECK-FRED FUNK MAPGA FAMILY SCHOLARSHIP PROGRAM**

After the selection of the Section winner(s) for the National PGA Scholarship Program, the remaining applicants are eligible for the Bill Deck-Fred Funk MAPGA Family Scholarship. This scholarship is for college students and high school seniors who plan to attend a college or university. Graduate students are not eligible. The MAPGA's Scholarship Committee will make the selection(s) and the scholarship(s) will be awarded in June of each year. Since this fund is also part of the MAPGA Scholarship Foundation (a 501(c)(3) tax-deductible charity), the Section Board of Directors is hopeful that donations will be made to this fund in order to grow it to a level enabling Bill Deck-Fred Funk MAPGA Family Scholarships to be awarded in perpetuity.

### **THE TONY MARLOWE JUNIOR SCHOLARSHIP PROGRAM**

A donation by Tina and Wally Uihlein enabled the MAPGA Scholarship Foundation to create the Tony Marlowe Junior Scholarship in honor of Tina's late father, MAPGA Hall of Fame Class of 2002 Tony Marlowe. The Tony Marlowe Junior Scholarship fund will provide scholarships to MAPGA junior golfers to be used toward their college education. Scholarships will be based on academic performance, extracurricular activities and on-course etiquette. For more information, contact the Bob Heintz, at (540) 720-7420 x128.

## Senior Association

The Senior Association independently conducts approximately 14 tournaments annually throughout the Section. For information contact Dave Walker, PGA Life Member at (301) 824-6677.

## Assistant Professional Association

The MAPGA Assistant Professional Association (APA) is open to assistants and apprentices in the Middle Atlantic Section. The goals of the Association are to provide educational opportunities (specific to assistants' career development), to build community involvement, and to create an environment that will allow assistants to establish new relationships and enhance their professional development. The APA also conducts a tournament program for its members. The tournament schedule consists of approximately 10 events annually throughout the Section.

Each year, the APA also contributes to the AHEAD MAPGA-APA Apprentice Scholarship Fund. For more information on the APA please refer to the APA Section of the MAPGA.com website and/or contact the Section's A-8 Director or the MAPGA's Director of Operations (540-720-7420, ext. 121).

## Membership Policies and Requirements

### APPRENTICE

An apprentice is an individual registered into The PGA of America's Professional Golf Management (PGA PGM) program.

### SECTION APPRENTICE ORIENTATIONS and PLAYING PRIVILEGES

Apprentice orientations are normally conducted on the second Thursday of every month (except December) at the Section office. There is a \$25 fee for the orientation. The MAPGA Written Examination for Playing Privileges is administered as a part of the Orientation. After attending this orientation, any Apprentice who does not pass the examination may come back at any time, including the same day, to re-take the examination. If the test is failed a second time, the Apprentice must wait 30 days to re-take the exam. To be eligible to attend an Orientation, an individual must be a PGA registered apprentice. In order to gain MAPGA Playing Privileges an apprentice must attend a Section Orientation **within 6 months of becoming a registered apprentice or transferring into the Section**, and successfully pass the Written Examination for Playing Privileges. If an apprentice fails to attend a Section Apprentice Orientation within 6 months of becoming a PGA registered apprentice or transferring into the Section, playing privileges will be held in abeyance until one year after actually attending orientation.

### POLICY REGARDING CHANGES IN EMPLOYMENT

**Members and apprentices** are ***required*** to notify the Section's Membership Director within ten business days of ***leaving or accepting*** a position. Failure to do so ***will result*** in a reporting violation fine. Members and apprentices should now make employment changes online at PGALinks.com. The Section office must approve changes made online before they become effective. Members may also complete a **PGA Member Change Form** verified by the PGA member at their facility with the most management authority (if the member in question is the PGA member with the most management authority, his/her signature is sufficient). Apprentices may complete a **PGA Apprentice Employment Verification Form** verified by a Class-A PGA member (or if no such PGA member exists, the signature of the apprentice's supervisor is required). Copies of these and other forms may be found in your **PGA Membership & Golf Directory**, on **pgalinks.com**, or may be obtained from the Section staff.

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## MEMBER SERVICE REQUIREMENTS (MSR)

The current MSR cycle began June 16, 2008 and requires members to earn 54 MSR credits in a three-year cycle (June 16, 2008 – June 15, 2011). For more information on the current MSR program check PGALinks.com, mapga.com, contact the PGA Membership Information Service Center (800-474-2776), or contact the MAPGA Membership Director (540-720-7420 ext.126).

All PGA members except classifications A-3, A-5, Life Members Retired, and Retired Members are required to earn 54 credits for the three-year cycle June 16, 2008 through June 15, 2011. Following is a breakdown of approved activities and the number of hours that may be awarded for each.

1. Attending a National, Section, Chapter, or National Allied Association Meeting will earn you 2 credits per hour with maximum as listed below. **(NOTE: REQUIRED 12 CREDITS PER 3 YEAR CYCLE in this category)**
  - 8 credits **maximum** for a National meeting
  - 6 credits **maximum** for a Section meeting
  - 4 credits **maximum** for a Chapter meeting
  - 2 credits **maximum** for National Allied Association meetingAllied Association Meetings such as Club Manager's Association of America, Golf Course Superintendents Association of America, American Society of Golf Course Architects, LPGA, USGA, and other golf associations.
- 2a. Participating in PGA sanctioned educational career specific courses as an attendee. Online education must be via PGA Links:
  - 1 credit per hour of service with no maximum limitations
- 2b. Serving as an instructor, coordinator or a speaker at a National, Section, Chapter or Allied Association education or self-improvement seminar:
  - 1 credit per hour of service with no maximum limitations**REQUIRED 12 CREDITS PER 3 YEAR CYCLE COMBINATION OF (category 2a / 2b)**
3. Participating in Growth of the Game programs and/or service to the Chapter, Section, National PGA or community such as radio shows, TV shows, speeches, golf promotional non-playing events, golf clinics and other volunteer activities, such as non-playing tournament official.
  - 1 credit per hour of participation with a **maximum** of 8 credits per day.
4. Serving as a volunteer golf coach or assistant golf coach of a high school or college golf team:
  - Maximum** of 6 credits per MSR cycle year.
5. Completing an MSR-designated National or Section survey. The Board of Control must approve Section surveys:
  - 1 credit per Section survey
  - 2 credits per National survey
  - 1 credit per six consecutive mos. Performance Trak
  - Maximum** of 5 credits per MSR cycle year
6. Participation in sanctioned Section golf tournaments or tournaments conducted by the PGA of America National Office:
  - 2 credits per Section event
  - 4 credits per National event
  - Maximum** of 8 credits per MSR cycle year
7. Attending a National, Section or Allied Association Merchandise Show:
  - 2 credits per show
  - Maximum** of 4 credits per MSR cycle year
8. PGA approved news, media, magazine articles or published book:
  - 1 credit per article
  - Maximum** of 6 credits per MSR cycle year
9. Serving the Section, Chapter, National PGA or Allied Association. (Includes Section committees and board meetings):
  - 1 credit for each hour of participation with a **maximum** of 4 credits per day

## Other Section Policies

### SERVING ON COMMITTEES

If interested in serving on a committee or in a leadership capacity, please contact a Section or Chapter officer or committee Chair (listed earlier in this tab of the handbook) in order to express your willingness and any preferences. Committee Chairs are responsible for naming their committee members. Chapter Tournament Chairs are automatically members of the Section Tournament Committee. Terms are normally 2 years, but service is at the pleasure of the Chair. The Chairs are appointed by the Section President or the applicable Chapter President and serve at the pleasure of the respective President.

### MEETING REGISTRATION POLICY

To receive credit for attending meetings and/or seminars, members **must sign** the Registration Book present **no more than 15 minutes** after the start of a Chapter Meeting or seminar and **no more than 30 minutes** after the start of a Section Meeting. Neither MSR “hours” nor “attendance at the meeting credit” (sometimes required for tournament eligibility) will be given to attendees who arrive after the allotted time.

### REFUND POLICY

For non-tournament activities, refunds will only be made if a withdrawal is communicated to a Section staff member before the deadline-for-guarantees to the host facility. For tournament refund policy please see MAPGA Tournament Policies, Article III, Section 3 on [www.mapga.com](http://www.mapga.com).

### SECTION OFFICE HOURS

Section office hours are normally 8:30 a.m. to 5:00 p.m. Monday through Friday, but the staff is frequently in the office during other hours as well. The Section office will be closed on holidays as defined by The PGA of America (please consult your *PGA Membership & Golf Directory* for the specific dates) and from Christmas through New Year’s Day.

### MEMBERSHIP DIRECTORY POLICY

The information and data contained in the membership database as well as this *MAPGA Member Directory* are considered valuable and privileged. Members and apprentices are asked to **NOT** share this information with anyone outside of the MAPGA “family.” Your cooperation in this matter is sincerely appreciated since the Section has the potential to generate substantial revenue by providing this same information to any number of companies and/or their representatives. For members of The PGA of America, Middle Atlantic Section membership directories (rosters or mailing labels) are available for \$25. For all other parties, the cost is \$1,000. Depending upon the sponsorship level, Section sponsors normally receive membership information as part of their sponsorship agreement. The Section Board of Directors has determined that membership information will not be provided in any type of electronic format.

### INTERNET/E-MAIL

The Section continues to strive to stay ahead of the technology curve by performing more tasks through the Internet. When seeking information about the MAPGA, please visit [www.mapga.com](http://www.mapga.com) or send us an e-mail at [midatl@pgahq.com](mailto:midatl@pgahq.com). The website contents are updated almost daily and contain a myriad of information including a Member Bulletin Board, a classified section, the minutes of Section and Chapter Membership and Board of Directors Meetings, the MAPGA Bylaws, and the MAPGA Tournament Regulations and Policies. If an MAPGA member or apprentice desires paper copies of any of these documents via the U.S. mail, he/she must contact the Section office in order to be included on the appropriate mailing list.

### OUTSIDE COMMUNICATIONS POLICY

Electronic advertisements can be sent to MAPGA members and/or apprentices for a charge of \$300 (cost is \$100 for MAPGA members). The message header will include the text “Paid Advertisement.”

Hard copy advertisements can also be mailed. An **Exclusive Mailing**, consisting of four pages or less, can be sent for \$600 plus the cost of postage (postage costs vary depending on the number of envelopes mailed). A sufficient number of copies must be provided to the staff. If copies are not provided, then there is an additional \$50 per page copying fee. A **Non-Exclusive Mailing** (one sheet added to an existing mailing) can be sent for \$600.

To have an advertisement or a flyer distributed on chairs at a Section or Chapter meeting is \$500.

Section mailing labels and extra copies of the *MAPGA Member Directory* are available at a cost of \$25 for MAPGA members, \$100 for PGA members outside the Middle Atlantic Section, and \$1,000 for non-PGA personnel. Sales Representative mailing labels are available for \$100.

## Junior Golf Activities

### **THE MAPGA JUNIOR TOUR Presented by HITT Contracting and Lindsay Automotive Group.**

Once again HITT Contracting and Lindsay Automotive Group will be the presenting sponsors for the MAPGA Junior Tour. This is the third consecutive year both companies will be sponsors.

The MAPGA Junior Tour consists of golf tournaments for boys and girls ages 10-18. Last year, the Tour included 600 members who competed in 25 events throughout Maryland, Virginia, and the District of Columbia. This year, the Tour will feature a total of 24 events including the season-ending two-day 36-hole MAPGA Junior Tour Championship, featuring the top 56 players (based upon performance points accumulated throughout the season) from the Tour. The junior who accumulates the most points in Tour events and the championship will be named "MAPGA Junior Tour Player of the Year" for his/her age category. A Tony Marlowe Junior Scholarship is awarded annually to one boy and one girl member.



### **JUNIOR GOLF PROGRAMS/CLINICS**

PGA members and apprentices are always in demand to help with the Section's youth programs and clinics. These programs include Paul Berry's "Get Hooked on Golf" after-school and summer program, the Camp Fantastic/Special Love clinic (for children with cancer), and the junior clinics conducted in conjunction with several events. Members will receive MSR hours for participating in these activities. Please contact the MAPGA Junior Golf Director (540-720-7420 ext. 128) to volunteer your services.

### **THE DENNIS O'LEARY CLUBS FOR KIDS PROGRAM**

Arrangements to donate "Clubs For Kids" can be made by contacting the Junior Golf Director (540-720-7420, ext. 128). PGA Professional Al Fenstomocher currently orchestrates this program. Clubs are available to be cut down and re-gripped (grips are normally available at no charge) and are also available for Section-sponsored clinics and junior programs. Several weeks of advance notice would be appreciated.

### **JUNIOR GOLF FOUNDATION**

Since its inception in 1990, the Middle Atlantic PGA Junior Golf Foundation has gained prominence as supporting one of the premier golf programs in the nation. Reaching out to over 2,500 junior golfers annually, the Middle Atlantic PGA Junior Golf Foundation is recognized as a key ingredient in the promotion of junior golf in Maryland, Virginia, and Washington, D.C. The Foundation was established to further enhance the Section's existing junior activities, to create new programs, to continue to cultivate inner-city youth programs, and to assist with the Junior Interclub Leagues throughout the Middle Atlantic Section. The MAPGA Junior Golf Foundation is a non-profit, tax-exempt 501(c)(3) organization. Contributions to the Foundation are tax deductible by individuals and/or corporations. MAPGA members are encouraged to assist with the fundraising efforts of the Foundation.

### **VIRGINIA JUNIOR GOLF ALLIANCE**

The MAPGA has joined forces with the VSGA, First Tee of Richmond and Chesterfield, The Colonial Junior Tour, and Junior Golf Scoreboard to create an arena for young competitive golfers to grow through off-season tournaments and educational programs. The Alliance will achieve this by creating a golf event clearinghouse which sanctions independently run affordable and proximal junior golf events between the months of September and the following May. Also, the alliance will organize, hold and provide guest speakers for forums related to junior golf such as fitness, nutrition, sports psychology, college recruiting, etc. All tournaments will be held in the state of Virginia but not limited to residents in Virginia.

The MAPGA ran two two-day tournaments in 2008 and are looking to increase that number in 2009. The tournaments set for 2009 include:

- MAPGA Spring Fling @ Cannon Ridge Golf Club in Fredericksburg, VA– April 9-10, 2009
- 2<sup>nd</sup> Annual Turkey Two-day @ Fauquier Springs CC in Warrenton, VA – November 14-15, 2009

### **SPRING FLING**

This year marks the seventh annual Spring Fling event to kickoff the MAPGA junior golf season. This event will be held April 9-10, 2009 at Cannon Ridge Golf Club, in Fredericksburg, Virginia and allows juniors on Spring Break the opportunity to get a head start on the season. This event is open to all boys and girls ages 12-18 residing within the boundaries of the Middle Atlantic Section.

### **OTHER JUNIOR TOURNAMENTS**

The MAPGA runs two *invitational* only events a year. The first is the PGA Junior Championship qualifier held on July 1-2, 2009 at National Club @ Tantallon. One boy and one girl will move on to the National Championship held July 28-31, 2009 at TPC Rivers Bend in Maineville, OH. The second is the MAPGA Nordlinger Cup. This tournament has been held for over 30 years and as long as our records show it has always been held at Mt. Vernon Country Club in Alexandria, VA. It is not different this year as the event will take place on August 10– 11, 2009.

## Playing Ability Test (P.A.T.)

### 2009 SCHEDULE

DATE	SITE	CITY	PHONE NUMBER	FIELD	SITE FEE
Apr 20	Cardinal GC @ Ft. Lee	Ft. Lee, VA	(804) 734-1228	72	\$50
May 4	Montgomery Village GC	Gaithersburg, MD	(301) 948-6204	72	\$55
May 18	The Bay Club	Berlin, MD	(410) 641-4081	72	\$50
Jun 1	Medal of Honor GC	Quantico, VA	(703) 784-2424	72	\$50
Jun 16	Little Bennett GC	Clarksburg, MD	(301) 601-9209	72	\$65
Jun 29	Hunters Oak GC	Queenstown, MD	(410) 827-0800	72	\$60
Jul 6	CC @ The Highlands	Chesterfield, VA	(804) 796-4800	72	\$55
Jul 20	Shenandoah Valley GC	Front Royal, VA	(540) 636-2641	72	\$60
Aug 3	Westpark GC	Leesburg, VA	(703) 777-7023	72	\$55
Aug 17	Stonehenge Golf & CC	Richmond, VA	(804) 378-7845	72	\$60
Aug 31	Wintergreen Resort	Wintergreen, VA	(434) 325-8237	72	\$55
Sep 14	The Clubs of Olde Mill	Laurel Fork, VA	(800) 753-5005	72	\$60
Sep 28	Cypress Creek Golfers' Club	Smithfield, VA	(757) 365-4774	72	\$60
Oct 20	Ocean City GC	Berlin, MD	(410) 641-1779	72	\$60

Registration Fee: \$100

To Register: Call Member Information Services at (800) 474-2776 or register online at [www.pgalinks.com](http://www.pgalinks.com).

Deadline for registration in any P.A.T. is 30 days prior to the event.

Please note: If you are employed at a recognized facility, you may register any time before the deadline; if you are not employed in golf, you must wait until 14 days prior to the deadline to register.

## MIDDLE ATLANTIC PGA HALL OF FAME

Established in 1986 to honor Section PGA Professionals and amateurs who have made outstanding contributions to the Section and the game of golf. Inductees are selected by the Special Awards Committee, based on nominations received from the membership.

### Honorees

Bass, Johnny (1992)	Gibson, Andy (1992)	McLeod, Fred (1991)
Bassler, Charlie (1987)	Giles, Vinny (1990)	O'Donnell, John (1993)
Beach, Ralph (1993)	Haines, John (2004)	Rasnic, Carl (1992)
Betschler, Charles (1997)	Hardy, Billy (1988)	Romans, Walter (1988)
Burgess, Ward (1989)	Harper, Chandler (1986)	Rose, Herb (1993)
Clarke, Bill (1987)	Haviland, Paul (2007)	Snead, Sam (1986)
Cox, Wiffy (1990)	Herrelko Jr., Frank (2009)	Snyder, John (1999)
Cronin, Frank (2007)	Houghton, Al (1989)	Sporre, William (2006)
Cruikshank, Bobby (1996)	Isaacs, Jack (1996)	Steinbrecher, Leo (1990)
Deck, Bill (1998)	King Sr., Claude (2001)	Strange, Tom (1997)
Doser, Clarence (1988)	King, Fred (1998)	Strausbaugh, Bill (1989)
Elbin, Max (1987)	Majewski, Hank (2008)	Whetzle, Dick (2000)
Emery, Clare (2003)	Marlowe, Tony (2002)	Worsham, Lew (1986)

**Criteria for MAPGA Hall of Fame Selection** (as of December 11, 2006, **an individual can now be elected in one of three categories: Player, Administrator, or Service**):

- Must be a PGA member in good standing
- Must be a PGA Professional for a minimum of twenty years
- Must be an MAPGA member for a minimum of ten years
- Must be at least sixty years of age **OR** deceased
- Must be an individual who demonstrated outstanding character and ability throughout his/her career to promote golf, The PGA, and the MAPGA
- **Additionally**, must meet the criteria in one of the following categories:

#### ***Player Category (Male)***

- The playing record must include participation in the PGA Championship, the United States Open, the Masters, the British Open, or a PGA Tour Event, **AND**
- Must have won the MAPGA Section Championship, Maryland State Open, or Virginia State Open, **AND**
- The playing record in MAPGA Championships and Pro-Ams must have been outstanding.

#### ***Player Category (Female)***

- The playing record must include participation in the United States Women's Open, the LPGA Championship, the Women's British Open, the Nabisco Championship, or an LPGA Tour Event, **AND**
- Must have won the MAPGA Section Championship, the MAPGA Women's Championship, or the Maryland Women's Open, **AND**
- The playing record in MAPGA Championships and Pro-Ams must have been outstanding.

#### ***Administrator Category***

- Must be a past officer of the MAPGA, **AND**
- Should be a past officer of The PGA of America.

#### ***Service Category***

- Must be a past officer of an MAPGA Chapter, **AND**
- Must have continued to serve the Chapter and the Section in multiple capacities for an extended number of years

\*\* In extraordinary circumstances the Special Awards Committee may modify the criteria \*\*

## TOURNAMENT RECORDS

*(Not published in the MAPGA Annual)*

### JOHN DEERE CHAMPION

2005 Jack Skilling  
Green Hill Y&CC  
2004 Richard Runyon  
Shenandoah Valley GC  
2003 Toby Keller  
Jackson's Chase  
2002 Jim Bromley  
Whitemarsh Valley GC  
2001 Jim Smith Jr.  
Talamore at Oak Terrace  
2000 Rod Thompson  
Kenwood G&CC  
1999 Bob Fretwell  
Old South CC  
1998 Jim Smith Jr.  
Talamore at Oak Terrace  
1997 Burning Tree Club  
Charles Briggs  
1996 Rehoboth Beach CC  
Ron Barrows  
1995 Rolling Road GC  
Billy Bassler  
1994 Eisenhower GC  
Bill Molloy  
1993 Glade Valley GC  
Jeff Ellis  
1992 Glade Valley GC  
Jeff Ellis  
1991 Poolesville GC  
Cary Ferrell  
1990 Maryland G&CC  
Jim Fitzgerald  
1989 Green Spring Valley  
David Hansinger  
1988 Eisenhower GC  
Bob Fretwell  
1987 Ocean Pines CC  
Hunt Crosby

### TOM STRANGE CUP

**(MVP of Chapter Challenge Cup)**  
*See MAPGA Annual*

**(MVP of Yamaha Cup)**

1987 Steve Ranney  
1986 Carl Rasnic  
1985 David Jiminez  
1984 George Graefe  
1983 Paul Haviland  
1982 Art Scott  
1981 Art Scott  
1980 Fred King  
1979 Jim Seeley  
1978 Jimmy Bellizzi  
1977 Clare Emery  
1976 Mike McGinnis  
1975 Luther Showaker

**(MVP of Schmidt's Cup)**

1972 David Jiminez  
1971 Larry Wise  
1970 Claude King  
1969 Mike McGinnis

### UNITED SERVICES LIFE CLASSIC

1989 Harold Henning  
1988 Lee Elder  
Fred Funk  
1987 Bill Molloy  
1986 Webb Heintzelman  
1985 Larry Ringer

### THE MOLSON CUP

1995 Woody Fitzhugh

### CROWN ROYAL OPEN

2004 Rick Schuller  
2003 Ted Brown  
2002 Dicky Linkous  
2001 Bill Anderson  
2000 James Sullivan  
1999 John Rollins  
1998 Rick Stallings

### MIDDLE ATLANTIC OPEN

1986 Webb Heintzelman  
1985 Bobby Stroble  
1984 Woody Fitzhugh  
1983 Rick Hartman  
1982 Brian Staveley  
1981 Mark Alwin  
1980 Robert Inman  
1979 Paul Ryan  
1978 Mark Alwin  
1977 Barry Fuhrman  
1976 Claude King  
1975 Luther Showaker  
1974 Brian Staveley (a)  
1973 Howard Brown  
1972 Joe Flowers  
1971 Lee Elder  
1970 Chuck Thorpe  
1969 Dick Whetzle  
1968 Dick Whetzle  
1967 Jimmy Clark  
1966 Al Kelley  
1965 David Jiminez

### STABLEFORD CHAMPIONSHIP

*(Regular Division)*

2005 Damon Lucas  
2004 Jon Corliss  
2003 David Newsom  
2002 Mark Evenson  
2001 Dirk Schultz  
2000 Dirk Schultz  
1999 Steve Madsen  
1998 Don Slebodnik  
1997 Richard White  
1996 Rick Schuller

*(Senior Division)*

2005 John Dodson  
2004 Frank Blind  
2003 Larry Ringer  
2002 Glenn Brown  
2001 Frank Blind  
2000 Bob Bilbo  
1999 Jennings House  
1998 Gary Benoit  
1997 Jennings House  
1996 Frank Herrelko

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## **TEAM CHAMPIONSHIPS**

(Not published in the MAPGA Annual)

### **Two-Man Scramble Champions**

1989 Bill Sporre & Mark Spolarich  
1988 A.J. Duncan & Woody Fitzhugh  
1987 Mike Ahrnsbrak & Mac Main, Jr.  
1986 Bob Fretwell & Bill Molloy

### **Maury Fitzgerald Four-Ball Match Play**

1989 Bruce Lehnhard & A.J. Duncan  
1988 Webb Heintzelman & Glen Barrett  
1987 *No Championship*  
1986 Fred Gibson & Glen Barrett  
1985 Art Scott & Wheeler Stewart  
1984 Bill Horney & Jimmy Hayes  
1983 *No Championship*  
1982 Mark Alwin & Rick Hughes  
1981 Woody Fitzhugh & Roger Simpkins

### **T. Nukui Cup**

2000 Bill Gombert & Alex Lively  
1999 John Comninaki & Mike Grant  
1998 Jim Fitzgerald & Dennis Winters  
1997 Bob Dolan & Wayne DeFrancesco  
1996 Roger Simpkins & P.J. Predhomme

### **Two-Man Stroke Play Champions**

1989 Pete Van Pelt & Trevor Patmore  
1988 Webb Heintzelman & Glen Barrett  
1987 Woody Fitzhugh & Glenn Brown  
1986 Webb Heintzleman & Glen Barrett  
1985 Rick Hughes & Tony Millam  
1984 Larry Ringer & George Graefe  
1983 Billy Bassler & John McNaney  
1982 Larry Ringer & Brian Stavely  
1981 John McNaney & Roger Simpkins  
1980 Greg Overton & Jennings House  
1979 Jay Hardwick & Wayne Holley  
1978 Mel Riffman & George Graefe  
1977 Bob Benning & Bob Post  
1976 David McGuire & Roger Osterling

## PLAYER RANKINGS

### 2008 Top Twenty Money Leaders

<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Winnings</b>
1	Chip Sullivan	Ashley Plantation	\$24,512.85
2	Rick Q. Schuller	Swaders Sports Park	\$16,376.03
3	Jim T. Estes	Olney Golf Park	\$11,964.88
4	Faber B. Jamerson	Falling River Country Club	\$8,570.80
5	Jon W. Corliss	Heron Ridge Golf Club	\$8,288.37
6	Eric E. Cobb	Ingleside Resort & GC	\$7,696.49
7	David M. Hutsell	Elkridge Club	\$7,538.37
8	Dirk D. Schultz	Beaver Creek Country Club	\$7,494.23
9	Dennis M. Winters	GlenRiddle Golf Club	\$7,139.55
10	Wayne J.	Woodmont Country Club	\$5,630.95
11	John T. O'Leary	Pleasant Valley Golf Club	\$5,584.87
12	Ricky T. Touma	Burning Tree Club	\$4,553.74
13	Larry Ringer	Musket Ridge Golf Club	\$4,430.32
14	Gary J. Mankulish	Lakewood Country Club	\$4,361.49
15	Billy E. Judah	Suffolk Golf Course	\$4,000.15
16	Glen M. Miller	PGA Life Member	\$3,984.30
17	Brendon Post	ClubGolf	\$3,945.00
18	Jason Toryk	Winchester Country Club	\$3,870.37
19	Glen Barrett	Golf Tour Trailer Improvement	\$3,603.99
20	Bryan Jackson	Spring Creek Golf Course	\$3,483.94

### 2008 Section Player of the Year Point Leaders

<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Jim T. Estes	Olney Golf Park	1133.21
2	Rick Q. Schuller	Swaders Sports Park	1092.50
3	Chip Sullivan	Ashley Plantation	892.50
4	Faber B. Jamerson	Falling River Country Club	718.21
5	Dennis M. Winters	GlenRiddle Golf Club	670.71
6	Dirk D. Schultz	Beaver Creek Country Club	628.50
7	Eric E. Cobb	Ingleside Resort & GC	544.38
8	Ricky T. Touma	Burning Tree Club	472.50
9	David M. Hutsell	Elkridge Club	467.41
10	David J. Long	Country Club at Woodmore	367.88

### 2008 Senior Player of the Year Point Leaders

<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Larry Ringer	Musket Ridge Golf Club	1128.75
2	Glen Barrett	Golf Tour Trailer Improvement	850.83
3	Mark Mark Wolfla	Hermitage Country Club	790.00
4	Wayne J.	Woodmont Country Club	760.00
5	Jon W. Corliss	Heron Ridge Golf Club	723.75
6	Glen M. Miller	PGA Life Member	723.33
7	Dave K. Quelland	PGA Life Member	720.00
8	Roger Hatcher	Evergreen Country Club	635.00
9	Glenn Allen Brown	Westwood Country Club	562.50
10	Butch Butler	Cedar Point Golf Course	557.50

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**2008 Women Player of the Year Point Leaders**


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<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Joy A. Smith	Chevy Chase Club	900.00
2	Lauren H. Schuyler	Woodmont Country Club	635.00
3	Holly E. Anderson	Woodholme Country Club	600.00
4	Meredith A. Loosse	Farmington Country Club	555.00
5	Andrea J. Kraus	Towson University	510.00
6	Troy Beck	Glenn Dale Golf Club	325.00
7	Lynne A. Hunter	Kenwood Golf & CC	300.00
8	Liza Abood	Olney Golf Park	215.00
9	Liz A. Cooper	Mt Vernon Country Club	210.00
10	Trish F. Gates	River Bend Golf & Country	205.00

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**2008 Northern Chapter Point Leaders**


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<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Dennis M. Winters	GlenRiddle Golf Club	670.71
2	Dirk D. Schultz	Beaver Creek Country Club	628.50
3	David M. Hutsell	Elkridge Club	467.41
4	David J. Long	Country Club at Woodmore	367.88
5	Bill L. Gombert	Hillendale Country Club	308.33
6	Jody F. Rokisky	Holly Hills Country Club	220.00
7	Jeffrey K. Brooks	Lake Presidential Golf Club	215.00
8	Mark R. Evenson	Suburban Club	190.00
9	Mike D. Gebhard	Beechtree Golf Club	158.33
10	Don M. Slebodnik	Night Hawk Golf Center	142.50

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**2008 Central Chapter Point Leaders**


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<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Jim T. Estes	Olney Golf Park	1133.21
2	Ricky T. Touma	Burning Tree Club	472.50
3	Gary J. Mankulish	Lakewood Country Club	363.00
4	Brendon Post	ClubGolf	350.00
5	Jason Toryk	Winchester Country Club	348.83
6	John T. O'Leary	Pleasant Valley Golf Club	345.50
7	Billy P. Hoffman	Westwood Country Club	273.00
8	Clark Sisson	Norbeck Country Club	222.50
9	Joshua T. Coleman	Robert Trent Jones Golf	215.00
10	Mike J. Rymer	Members Club at Four	198.50

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**2008 Southern Chapter Point Leaders**


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<b>Rank</b>	<b>Professional</b>	<b>Facility</b>	<b>Points</b>
1	Rick Q. Schuller	Swaders Sports Park	1092.50
2	Chip Sullivan	Ashley Plantation	892.50
3	Faber B. Jamerson	Falling River Country Club	718.21
4	Eric E. Cobb	Ingleside Resort & GC	544.38
5	Tim A. White	Lake Chesdin Golf Club	315.50
6	Billy E. Judah	Suffolk Golf Course	263.33
7	John F. Stone	Pines Golf Course	225.00
8	Bryan Jackson	Spring Creek Golf Course	193.13
9	Jeffrey R. Thomas	Liberty University	146.25
10	Jon W. Corliss	Heron Ridge Golf Club	137.50

## **GUIDELINES AND GOALS OF EMPLOYMENT**

### **PREFACE**

*In order to maintain and improve the vocational environment and opportunities of those who are, and who aspire to be, Head PGA Professionals and Golf Directors, the Section promulgates the following recommended guidelines and goals for consideration for inclusion in contracts of employment.*

*Substantial adherence to the recommended guidelines will provide the Head PGA Professional with the opportunity for self improvement and promotion of the game of golf through expanded appropriate relationships with club members and guests, pupils, customers, fellow golf professionals and the public at large. Such expanded relationships can best be achieved through adequate professional, social and economic conditions of employment.*

### **CHAPTER I GUIDELINES**

- The Head PGA Professional should be recognized by his/her employer as a valued employee whose organizational, administrative, playing and teaching skills are beneficial to the golfing patronage.
- Facilities, and particularly the golf shop, professional's office and storage area should be adequate in size and be clean.
- Adequate playing, instruction and practice areas should be provided and maintained.
- Golf cars and other course equipment should be adequate to service players and be well maintained. Nominal first aid equipment should be conveniently available.
- A total income package provided by the employer should adequately compensate the Head PGA Professional, so as to permit the Head PGA Professional to maintain an appropriate and reasonably comfortable standard of living, taking into consideration all aspects of his/her duties and responsibilities.

### **CHAPTER II COMPOSITION**

#### **Part 1. EMPLOYMENT & CLUB RELATIONS COMMITTEE**

There should be an Employment & Club Relations (E&CR) Committee appointed by the President of the Section. The Chair of the Committee should be designated by the President, and the Chair and the President should appoint the area representatives. Members appointed to this Committee should represent geographical areas within the Section boundaries and the three Chapters.

- (a) The committee should have one representative from these areas within the Section:

- |                               |                              |
|-------------------------------|------------------------------|
| (1) <b>Northern Virginia</b>  | (5) <b>Western MAPGA</b>     |
| (2) <b>Southwest Virginia</b> | (6) <b>Maryland Metro DC</b> |
| (3) <b>Central Virginia</b>   | (7) <b>Eastern Shore</b>     |
| (4) <b>Hampton Roads</b>      | (8) <b>Greater Baltimore</b> |

- (b) The committee should also have one representative from each Chapter apart from the area representative.

- (1) **Southern Chapter**
- (2) **Central Chapter**
- (3) **Northern Chapter**

- (c) The committee may also include one A-8 representative.

## **Part 2. RESPONSIBILITIES**

The E&CR Chairperson, the Chapter Chairperson, the Area Representative and the Committee as a whole shall determine:

- (a) Whether potential job opportunity meets the Guidelines and Goals of Employment; and
- (b) Changes regarding the Guidelines and Goals of Employment. The Committee shall provide any such changes to the Section Board of Directors.

## **Part 3. DIRECTOR OF EMPLOYMENT & CLUB RELATIONS**

The Board of Directors should select a Director of Employment & Club Relations, who should be the administrator of the Section's Employment procedures. The Director of Employment & Club Relations, acting pursuant to policies and decisions prescribed by the Section, is responsible to the Section Secretary.

He/she shall act on behalf of the Committee to investigate and develop employment and membership opportunities and matters; to meet with golf facility officials; to counsel and educate members on employment matters; to confer with the Section's Legal Counsel; to maintain all Head PGA Professional and Director of Golf employment records of the Section and initiate all Committee correspondence.

## **CHAPTER III VACANCIES AND SIGNATORY**

### **Part 1. EMPLOYMENT VACANCY & CHANGES**

- (a) Before any formal announcement is made by the Section that a position of Head PGA Professional or Director of Golf is open, the Director of Employment & Club Relations and members of the E&CR Committee should first discuss the position with the golf facility officials.
- (b) The proposed terms of the employment agreement between the professional and the golf facility should first be verified by the Section to determine that the position meets the *Guidelines and Goals of Employment*.

### **Part 2. EMPLOYMENT AGREEMENT FILING**

All Head PGA Professionals and Directors of Golf are required to have an Annual Employment Survey and current employment contract/letter of agreement on file in the Section office. The employment documents must include appropriate signatures from both parties. The Survey must be submitted within thirty (30) days upon receipt from the Section Secretary.

## **CHAPTER IV EMPLOYMENT AGREEMENTS**

### **Part 1. TYPES OF EMPLOYMENT AGREEMENTS**

The two types of employment agreements for Head PGA Professionals and Directors of Golf generally recognized in the industry are **Employee** and **Independent Contractor** and are defined below:

- a) **Employee**: Type of employment situation where the professional is directly responsible to the golf facility. The facility pays the professional a salary plus gross percentage incentives from the golf shop, golf range, and golf cars concessions; and may also pay for health care and retirement programs.
- b) **Independent Contractor**: Type of contractual relationship where the professional performs complete golf operational services for the golf facility. The professional must establish all policies and procedures of the golf operations and is directly responsible for all expenses and taxes associated with the management of the operation.

**Part 2. RECOMMENDED COMPENSATION**

The foregoing Recommended Compensation is a guide in connection with employment arrangements calling for services of PGA members and apprentices in the capacity of Head PGA Professional or Director of Golf. The suggested remunerations and considerations are basic to a mutually satisfactory relationship between the professional and the golf facility. In determining the total compensation, foregoing criteria should substantially be adhered to:

(a) Employee compensation:

- The professional should receive a basic minimum retainer commensurate with job requirements. The salary, or retainer fee, shall constitute a minimum salary depending upon the various terms and conditions of the agreement, the size and location of the club, employee payroll obligations, type of facility, economic standards of living, and other forms of compensation provided for various concessions.
- The professional and such staff as he/she approves should have the exclusive right to give golf lessons and retain the remuneration therefrom based upon the prevailing rates in the industry. The professional will be expected to employ the assistant professionals and staff necessary to run his/her operation. The responsibility to pay such help should be the obligation of the golf facility.
- The professional should operate the club repair and bag storage services and receive the income derived therefrom. Fees should be established by the professional and mutually agreed upon by the facility.
- The professional should have the exclusive right to sell golf equipment and inventory from the golf shop and facility. The golf facility should fund and be responsible for all costs of operation. The sale of golf merchandise should be purchased and sold by the professional at the facility's cost. He/she should be obliged to maintain a satisfactory stock of goods and to sell his/her merchandise at a normal mark-up for which he/she should be entitled to receive a gross percentage of sales.
- The professional should supervise the play on the golf course, including the use of golf cars and should be entitled to a percentage of the gross revenue derived therefrom. The facility shall be responsible for the cost of all maintenance, operations, utilities, safety and insurance for the golf cars.
- The professional should operate the golf range and be entitled to receive a percentage derived therefrom.
- The professional should receive all employee benefits within the facility, including health care, retirement benefit programs, disability and life insurance, meals, dues, etc., at no cost to the professional.
- The professional should have the exclusive right to remove and salvage all golf balls from any water on the facility.
- The facility should encourage all outings and/or awards be purchased through the golf shop.

(b) Independent Contractor compensation:

- The professional should receive a basic minimum retainer commensurate with job requirements. The salary, or retainer fee, shall constitute a minimum salary depending upon the various terms and conditions of the agreement, size and location of the club, employee payroll obligations, type of facility, economic standards of living, and other forms of compensation provided for by various concessions.
- The professional and such staff as he/she approves should have the exclusive right to give lessons and retain the remuneration therefrom, at prevailing rates in the industry. The professional will be expected to employ the assistant professionals and staff necessary to run his/her operation. The professional, however, shall not be obligated to pay any part of the salary of the caddy-master, starter(s) or match-maker, if applicable. The professional should have the right to hire and fire assistant professionals and other employees under his/her supervision.
- The professional should operate equipment cleaning, club repair, and professional shop services and receive the income derived therefrom. Fees for club repair storage services should conform to prevailing rates and should be fully advanced to the professional at the beginning of each year.
- The professional should have the exclusive right to sell golf equipment and inventory from the golf shop and facility. The sale of golf merchandise should be purchased and sold by the professional at his/her cost. He/she should be obliged to maintain a satisfactory stock of goods and to sell his/her merchandise at a normal mark-up for which he/she should be entitled to receive all revenues therefrom. The facility should be required to "buy-out" the golf shop inventory and merchandise in the event of termination.
- The facility may encourage all outings and/or awards be purchased through the golf shop.
- The professional should own or lease golf cars (based on rental fees mutually agreed upon) or be entitled to a percentage of gross revenues derived from this activity in return for servicing and/or maintaining equipment.
- The professional should operate the golf range and receive all income derived therefrom. Fees established should assure a profitable operation thereof.
- The professional should have the exclusive right to remove and salvage all golf balls from any water on the facility.
- The professional's bills to *club members* for merchandise or professional shop services should be collected by the club. The club should assume the responsibility for the credit extended members, and payment to the professional should be guaranteed by the club and made by the 10th of the month following his/her submission of charges.
- All income from these concessions should be remitted to the professional in their entirety, and the professional should be responsible for any tax withholdings.

**Part 3. AUTHORITY**

The Employment & Club Relations Committee should interpret every job agreement on an individual basis and evaluate whether or not it meets this criteria.

**Part 4. ADJUSTMENTS**

All Employment Agreements to be considered should include an opportunity to financially reward a professional for his/her exceptional efforts, expertise, investment and responsibilities. In the event the foregoing do not provide adequate compensation, or some or all of the sources of income enumerated above are withheld by the employer, after considering the economic standards of the community and the job requirements, the employer should adjust the professional's salary retainer to provide adequate compensation for quality services rendered.

**CHAPTER V  
OBLIGATIONS AND VIOLATIONS**

**Part 1. OBLIGATIONS AND VIOLATIONS**

A Member or Apprentice shall be deemed to have violated the Section Employment Regulations by:

- (a) Applying or negotiating for, or otherwise seeking, soliciting, discussing or accepting any position at a recognized club, course or golf range in an unprofessional manner.
- (b) Signing a contract or verbally agreeing to the terms of employment, thereby accepting any position without notifying the Section Secretary and/or E&CR Director at the Section office in writing within ten (10) business days the terms of the contract, including a job description and anticipated income, so as to provide statistical information for educational purposes and to allow the Section to pursue the overall objects of the Association.
- (c) *See Reporting Requirements ARTICLE XI, Section 1. a-d of National Association Constitution.*

**Part 2. ASSISTANT AND APPRENTICE EMPLOYMENT**

Assistants and apprentices shall be hired in compliance with the U.S. Department of Labor, Wage and Hour Division Laws under the Fair Labor Standards Act.