



The Search Continues

As president of the MAGCS, I am finding you really have to get accustomed to wearing a lot of different hats in guiding an organization such as this. My conclusions thus far include that trying to please everyone all the time is indeed an arduous task and an improbable goal. However, we continue to try. This year, on top of our considerable routine responsibilities, we have been faced with the unenviable challenge of hiring a new person to take over the deluge of duties delegated to our current executive secretary, George Minnis.

As the MAGCS and the Illinois Turfgrass Foundation joined forces to find a new executive secretary, it became clear that an executive director was the role we were really seeking to fill.

Since we began our search back in April of 2003, many things have happened. If you will recall, a couple of our original and primary objectives were to have a presence at the Midwest Golf House, and to join forces with another allied association. Those goals still remain, and the Illinois Turfgrass Foundation (ITF) has stepped up to join us in partnership. What did change from the time the first job announcement went out is the mindset of the MAGCS and ITF Boards of Directors about the actual position we are seeking to fill. It became quite apparent that to meet the needs of two growing associations, we would have to look beyond our current way of doing things. We decided we were no longer looking for someone to answer phones and do all the clerical work; rather, we need an individual to assist us in **managing** these two fine associations. With that notion, a general list of some of the responsibilities of the person we (the MAGCS and ITF) eventually hire may include:

- Plans, formulates and recommends for approval by the Board of Directors basic policies and programs that will further the objectives of our Association.
- Plans, organizes, directs and coordinates the programs and activities of the Association to ensure that objectives are attained, plans fulfilled and member needs met.
- Informs the Board of Directors of the conditions and operations of the Association, and on all important factors influencing them.
- Attends all Board meetings.
- Works with Executive Board in formulating annual budget and submits it to Board for approval.
- Makes purchases within the limits of the Board-approved budget and provides receipts and documentation of all expenses.
- Assumes responsibility for the planning, promotion and administration of the Association.
- Plans and executes all communications to the membership, including Web site updates.
- Assists in planning, organizing and directing membership promotion and retention programs.
- Maintains effective relationships with local, regional and national golf communities and organizations, with the media and with the local community.
- Manages the Association office in a professional, efficient manner and provides courteous, prompt service to all chapter members, callers and visitors.

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To accommodate this more futuristic way of thinking, the job position was upgraded from executive secretary to executive director and another job position announcement was sent out. Under advise of the GCSAA and in order to reach a greater number of uniquely qualified individuals, we notified the American Society of Association Executives (ASAE) of our job opening.

The executive boards from MAGCS and the ITF have narrowed a field of 31 prospective directors to four unique and seemingly qualified individuals. The interview process was to take place during the middle of August.

I certainly want to thank everyone involved so far. To the outsider (and maybe to a few insiders), it may appear that we are dragging our feet. To that presumption, I can only say I disagree. I believe it best to proceed directly but cautiously when traveling uncharted waters. What we are proposing to do is very new to the MAGCS and ITF. We hope to only have to do it once. After all, the doors of tomorrow will be opened by the keys of today.



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