MWGA & MGA Merger
Questions and Answers

GENERAL

When would the consolidation become effective?
The consolidation of all administrative activities including bookkeeping, database and website functions have been in place since 2012. For all of 2016 the MWGA will remain in existence in order to accomplish all legally required actions to complete the merger. The final consolidation will be completed after final approval from the USGA 1/1/2017.

What will the name of the combined organization be?
Missouri Golf Association

Why are the two organizations combining? -- The job of administering a state-wide golf organization is challenging and comes at a significant cost. The MGA and MWGA have worked closely together during the past few years and the MGA professional staff now does the bulk of the administrative work for the MWGA. By merging all operations of the two organizations completely we will be better positioned to more serve all the golfers and golf clubs of Missouri. A single organization will be more efficient, enjoy greater resources, and be better positioned for future growth.

A combined organization would also ensure the continuance of women’s championships and the preservation of the history of both associations.

How and when are both organizations going to conduct a vote on the merger? Both of the Associations Executive Committees will meet to discuss the matter and vote on the merger. Then the MGA Executive Committee will take this matter to the rest of the MGA Board of Directors for approval. It is hoped that these votes can place this fall and be ready to start by Jan 1 of 2017.

How will you obtain membership feedback? This Document will be distributed to both association boards and other interested members through newsletters and web sites. Member’s comments and suggestions will need to be solicited and requested in writing (or email) for distribution to the organizations boards.
Where will the organization’s office be located?
The combined organization will continue to be headquartered in the current office in Jefferson City, MO.

What logo will the organization use?
The current logo of the Missouri Golf Association will be used and the year of origin for the organization will remain 1905.

How will the MWGA retain its rich history?
The MWGA history will live on with the preservation and continuance of the tournament program and the Missouri Women’s Association Education Association. The tournament schedule will grow and expand beyond what would have been possible if we remained independent organizations.

What is the United States Golf Association’s opinion of the potential merger? - The USGA is in favor of a merger with the new USGA partnership program begin started Jan 1 of 2017! Combined organization will be better positioned to serve all the golfers of Missouri. The USGA’s vision is to integrate, not separate the two organizations and to view the golfing community as “golfer”- not as women and men golfers. Mark Passey, the USGA’s Director of Regional Affairs for this region, will work with both organizations to facilitate the merger. Several other state golf associations have merged in recent years and the USGA Regional Affairs staff has continually advised these associations throughout the process.

How will the transaction be handled? If the merger is approved by both boards, a transition committee made up of MGA and MWGA EX officers, the executive director and MGA staff will be formed. The MGA Executive Director and staff will be instrumental in ensuring all details are addressed. The committee will review objectives and documents for the combined organization, including amended bylaws, policy and procedure manual and other legally necessary documents. The MWGA will have input into who is on the initial Ex Board to make sure we get the right people on board that have the same vision as the existing group that is putting this merger together. The women’s will be elected/ appointed like the men are from a nominating committee that helps form the MGA Ex Board. As for the number of ladies on the Ex Board, that is a topic of discussion that will be had. Like stated before the Ex Board for the MGA committee is nominated by a nominating committee. The MGA Directors are appointed by a process of another director recommending the candidate to the Board. Then the candidate must send in a resume type info and be voted on by the rest of the Directors.

Will there be a Women’s Division of the MGA? No. It is critical that all members of the board and staff work together for the benefit of all golfers, regardless of age or gender. We want to avoid any “we versus them” attitudes within the organization.
**Will there be two websites or one?** There will be **one website** that will serve all the golfers and clubs of Missouri. The MGA is recognized as the “Information Hub for Missouri Golf” and is highly regarded in the state. The combination of websites will enhance efficiency, reduce redundancy of many tasks and will eliminate duplication of costs. The website will include information on all activities of the state golf association, including USGA Qualifiers and State Championships for men and women. Further, the website will include the history of both associations including listings of past champions, championships, volunteers and all other history to be identified.

**Will there be two databases or one?** There will be **one database** to increase efficiency and reduce costs. One of the primary functions of the database will be to handle online payments for entry fees and other membership related financial transactions. Merging the databases will make all of this more efficient and eliminate the current double costs of maintaining two separate systems. This will allow the staff to be more efficient (and happier) by eliminating the need of jumping back and forth between databases. Bookkeeping functions will also be greatly simplified and streamlined resulting in further savings and staff happiness!

**Will additional programs for women be created after the merger?** Yes. But the vision of what new programs will be formed must be developed by the various stakeholders over the next few years. One of the primary stated goals of the MGA is to increase the number of playing opportunities, competitive and non-competitive, for girls and women golfers.

**Finances, Fundraising & Scholarships**

**Will the existing MWGEA scholarship program be maintained?** Yes, The MWGEA is a very vital and important part of the MWGA history that will stay the same moving forward! The MWGEA will be the same as it is today. The MWGEA Committee that is in place today will stay in place and still operate and control all aspects of the program. The MWGEA will still only be funded by the activities that MWGEA Scholarship committee is doing today, raffle, donations. A legal document will be formed to make sure that the MWGEA Scholarship program will be ran and legal like it has been for years.

**Who will be the committee members of MWGEA?** The MWGEA Committee members will stay the same group moving forward.

**Who will be monitoring the Scholarship Funds going forward?** THE MGA Staff with the MWGEA Committee members will be monitoring the Scholarship Funds moving forward.

**Will the organizations combine their financial assets?** Yes, but this is obviously one of the primary subjects that must be discussed in detail and resolved before a final decision can be arrived at.
GOVERNANCE & BOARD MEMBERS

What bylaws will the combined organization operate under? There will be one set of bylaws for the combined organization. The current MGA bylaws will be used. However, as part of the transition to a combined organization a complete bylaw review will take place and changes to the bylaws will be considered to best accommodate the new reality. A review and update of the current MGA bylaws is already planned for the first quarter of 2017 and many details impacting club memberships, individual golfers and governance will be reviewed and updated. In anticipation of combining the two associations this review will include contingencies for combining the two entities. The mission statement will also be reviewed and updated.

Will the Boards of the two organizations be combined? No. The Boards will not be combined per say but anticipated that a number seats on the MGA Board as well the Executive Committee will be maybe available too current MWGA Board Members and officers that have interest in serving.

STAFF

How will future members be identified and hired? The combined organization will be led under the direction of the current MGA Executive Director, Scott Hovis. Staff members of the MGA are hired and managed by the Executive Director. The Executive Director works for the Board of Directors as a whole.

How many staff members will the combined organization have? The current MGA staff consists of two fulltime employees. The plan moving forward with merger of the two associations is to add one or two more staff members as we progress over the upcoming years. In addition, three interns are usually funded by the USGA each year. The Executive Director hires and directs the staff and determines all assignments. The Executive Director reports to the Board of Directors and works primarily with the President and the Executive Committee made up of the officers of the association.

How many women are on staff with the MGA? One fulltime and past experience with interns has seen an equal division of male and female interns.

Will there be a Director of Women’s Golf within the MGA? Over the past couple of years as you are aware, a MGA staff member has been in charge of handling the day to day operations of the MWGA. This will stay true and with a GOAL of one day being strong enough to hire a Director of Golf for Women.

Who will conduct the championships? Staff members, both male and female, will be involved in conducting all championships, women’s and men’s, and the standards and practices for all events will be the same. The current process used for managing all MGA competitions will be
adapted for all competitions. More detail on this can be found in the “Competitions” section that follows.

COMPETITIONS

Will Women’s Championships be conducted the same way as they are today?

Yes. The priority will be to ensure that existing women’s championships are conducted the same way they have been conducted since 2012. Improvements and additions may be made.

Will there be any changes to the MWGA or MGA points system?

Changes are not anticipated. Both organizations will review their points list as part of the transition and some consideration will be given to the automated system that tracks points.

Will there be any changes to entry fees for women’s championships in 2017?

Staff will conduct a full review and do research on entry fee levels to determine recommendations for future fee levels.

Will the withdrawal and refund policy be the same?

Yes, both organization’s refund and withdrawal policies are nearly identical.

How will players enter events for 2017?

All tournament entries will continue to use the same process they currently do. The current MWGA database will be merged into the MGA database and everything will be consolidated into one credit card and bookkeeping process.

Will men’s championships be affected by the combination?

No

Will the MGA support women’s teams? Yes, the MGA Staff will go by points for the year, and past year. Just like in the Men’s team selections, the MGA Staff will be responsible for selecting the teams and providing the appropriate items players will need for the events. The goal is to put the best players that are playing the best at that time!

Will there be any new tournaments for women? Yes, Couples Scramble, Women’s 4 Ball two day event. Others to come with time!

Addition of the word “Women’s” to avoid confusion with other championships of the same format conducted for men. Naming methods very similar to the USGA’s will be utilized:

Women’s Four Ball
Women’s State Amateur     Women’s Senior Amateur
Women’s Mid-Amateur       Women’s Two Lady Scramble
Women’s Four State        Women’s Fore State
Will there be men and women serving as rules officials at women's events?

Yes, men and women will officiate at events. It will be a priority to recruit and train more rules officials to serve at all events.

MEMBERSHIP

Club Membership

The MGA staff is already working on ideas on how to combine club memberships. The membership lists are being analyzed and a marketing plan will be implemented, preferably starting in the winter of 2016 assuming a decision is reached to proceed. There are currently 5 clubs/courses that are members of the MWGA but not the MGA. There are currently over 70 clubs that are members of the MGA and also the MWGA.

Will women need to be members of the MGA to be eligible for championships?

Yes, this will not change.

Will the membership fee for women stay the same?

Yes, the membership for the women will continue to be at $35. The men's fee will be increased to $35 to match that membership fee.

Volunteers

Committee Structure: Committees are at the heart of any association and the place where the work gets done and decisions get made. The MGA currently has several committees that are functioning well. It is hoped that other committee activities will continue to develop. It is very likely that the combination of the two organizations will infuse new energy into the committee process!

Will there be consistent standards for men and women who serve as tournament officials and course raters?

Yes, Men and women volunteers will receive the same training, share the same policies, and work the same guidelines and responsibilities.

Will additional training be offered to current MWGA volunteers?

Yes, Additional Rules of Golf and officiating workshops will be conducted to accommodate as many volunteers as possible.