



# IRISH LINKS INITIATIVE

## Terms of Reference

### 1. **Name**

The association shall be known as the “Irish Links Initiative” (ILI).

### 2. **Purpose**

The Irish Links Initiative will protect, preserve and promote the heritage and history of links golf on the island of Ireland and will represent its members nationally and internationally.

The Initiative will create an environment where key stakeholders can access educational seminars and share information and ideas based on experience.

### 3. **Guiding Principles**

The primary objectives of the Irish Links Initiative are to:

- (a) protect and preserve links golf on the island of Ireland.
- (b) maintain and conserve the heritage of Irish links golf.
- (c) promote finer grasses to deliver fast running surfaces to deliver year-round playability.
- (d) create greater awareness of Irish links golf courses.
- (e) enhance the links experience in its natural raw state.
- (f) preserve Ireland’s unique links in their true state by following ecologically sound agronomy programs and, where possible, a policy of least interference.
- (g) provide education on links golf management.
- (h) Provide a forum for members to exchange and share information.
- (i) promote Irish links golf locally, nationally and internationally.

### 4. **Membership**

Membership of the Irish Links Initiative shall consist of the following categories:

#### 4.1 ***Full Member***

- 4.1.1 Full membership is open to all links Golf Clubs on the island of Ireland.
- 4.1.2 Each Golf Club can nominate up to three representatives but must include the Course Superintendent and Club Manager.
- 4.1.3 Membership is confirmed on payment of annual subscription.

#### 4.2 ***Trade Member (Associate Member)***

- 4.2.1 Trade membership is open to service and product suppliers within the golf industry.
- 4.2.2 Each Company can nominate up to two representatives.
- 4.2.3 Membership is confirmed on payment of annual subscription.



#### **4.3 Ambassadors**

- 4.3.1 Ambassadors are persons who have rendered exceptional service to the game of golf or whose distinguished position merits such honour.
- 4.3.2 They shall be elected by the Board, for a period which is at the discretion of the Board, to assist with promoting the guiding principles of the Irish Links Initiative
- 4.3.3 They shall not hold office, or position on the Board or vote at Annual General Meeting.

#### **4.4 Honorary Membership**

- 4.4.1 The Board shall have the power to elect Honorary Members for such period as the Board may decide is proper.

#### **4.5 Membership Benefits**

- (a) Professional Recognition.
- (b) Eligible to attend Conferences and Seminars.
- (c) Networking Opportunities with Irish and UK links golf clubs and overseas institutes.
- (d) Advice and information documents covering all areas of links golf club management.

### **5. Irish Links Initiative Board**

#### **5.1 Role of the Board**

- 5.1.1 The business and affairs of the Irish Links Initiative shall be managed by a Board.
- 5.1.2 The Board is the overall authority for administering the affairs of the Irish Links Initiative.
- 5.1.3 Regulations, not consistent with these Terms of Reference, may, from time to time, be made by the Board and such regulations shall be binding.

#### **5.2 Structure of the Board**

- 5.2.1 The Board shall consist of not more than eleven persons of which five are golf club managers and five are course superintendents.
- 5.2.2 Member Clubs can nominate members for election onto the Board.
- 5.2.3 The Officers of the Board shall be the Chairperson, Honorary Treasurer and Honorary Secretary.
- 5.2.4 The Chairperson shall be elected annually at the first Board meeting after the Annual General Meeting and may serve as Chairperson for up to three years.
- 5.2.5 The Chairperson shall have a casting vote at Board meetings.
- 5.2.6 The Treasurer shall be elected annually at the first Board meeting after the Annual General Meeting and may serve as Treasurer for up to three years.
- 5.2.7 The Treasurer will provide supervisory control of the income and expenditure of the Irish Links Initiative, transactions, records and Auditors Report.
- 5.2.8 The Secretary shall be elected annually at the first Board meeting after the Annual General Meeting and may serve as Secretary for up to three years.
- 5.2.9 The Board may, at its own discretion, appoint an administrator to manage its affairs.



### **5.3 Board Meetings**

- 5.3.1 The Board shall generally meet every two months and not less than four times per annum.
- 5.3.2 Notice of the Board meeting shall be given to all Board members seven days in advance.
- 5.3.3 The quorum for a Board meeting is five.
- 5.3.4 The Secretary shall record and circulate minutes of the meetings.
- 5.3.5 Administrator of the Irish Links Initiative shall attend Board meetings but will not have a vote.
- 5.3.6 The Chairperson shall have a casting vote at Board, or General Meetings, in addition to his/her own vote.

## **6. Annual General Meeting**

- 6.1 The Annual General Meeting shall be held as part of the Autumn Conference, or where a Conference cannot take place, at the discretion of the Board.
- 6.2 The Annual General Meeting shall be held to receive reports and audited Accounts; to elect Members of the Board and to transact any other business of the Irish Links Initiative.
- 6.3 The quorum for the Annual General Meeting shall be twenty members. If a quorum is not present within one hour of the time appointed the meeting shall stand adjourned. If at the reconvened meeting a quorum is not present within one hour of the time appointed the members present shall constitute a quorum.
- 6.4 Notice of the Annual General Meetings shall be sent by email to members not less than seven days in advance of the meeting.
- 6.5 Voting at the Annual General Meeting shall be by show of hands. On a vote by ballot, three scrutineers shall be appointed by the Chairperson.
- 6.6 A majority of one shall be sufficient to determine any issue at a General Meeting.
- 6.7 No proxies shall be allowed at the Annual General Meeting.

## **7. Annual subscriptions**

- 7.1 Annual Subscriptions shall be determined by Members at the Annual General Meeting on the recommendation of the Board.
- 7.2 Annual subscriptions are due and payable on the 1<sup>st</sup> of January of each year.
- 7.3 Members whose subscriptions are outstanding on the 1<sup>st</sup> of July in any year shall cease to be a Member for that year and their nominees shall not attend any conference, seminar or networking opportunities.



## **8. Networking / Education**

8.1 Nominated members will receive preferential rates for attending networking and educational seminars while non-members will pay the appropriate fee.

8.2 The Board may wish to invite Overseas Professionals to attend networking events and seminars. Their attendance will be confirmed on payment of the appropriate fee.

## **9. Outside Agencies**

9.1 The Irish Links Initiative will liaise with National and International bodies such as Golf Ireland and the R&A and other trade and representative organisations.

9.2 The Irish Links Initiative may be represented on a variety of outside bodies by Board members and others. Membership of such organisations may carry its own particular individual obligations and reporting restrictions.

Within such limitations, however, ILI nominees are required to represent the views of the ILI and its members and keep the Board advised appropriately on deliberations of such bodies.

Appointments to all such bodies are a reserved Board function and should be for a defined period.

## **10. Government Legislation**

10.1 The Board will adhere to all Government and EU legislation including, but not exclusively, legislation governing Equality, GDPR, Health and Safety.

## **11. Anti-Discrimination, Harassment and Bullying**

11.1 The Irish Links Initiative is committed to equality and fairness and shall not tolerate sexual or racially based harassment or other discriminatory behaviour or harassment including bullying, whether physical or verbal, and shall work to ensure that such behaviour is met with appropriate disciplinary action in whatever context it occurs.

## **12. Data Protection**

12.1 The Irish Links Initiative shall ensure all data and personal information under its control shall be held and maintained in accordance with the Initiatives Data Protection Policy and relevant legislation.

## **13. Website / Social Media**

13.1 The Board will be responsible for the content and management of the website and social media activity.

13.2 The Board may appoint a person or persons to manage its website and social media.