



OFFICE OF PRESIDENT



PAUL L. CARTER, CGCS

**THE BEAR TRACE AT HARRISON BAY
HARRISON, TENNESSEE**

**GCSAA
BOARD OF DIRECTORS
CANDIDATE QUESTIONNAIRE**

PERSONAL DATA

Name: Mr. Paul L Carter, CGCS

Title: Director of Agronomy

Home: 8919 Harrison Bay Rd

Club / Course: The Bear Trace at Harrison Bay

City: Harrison

Number of Holes: 18

State: TN

Type of Course: Public

Zip: 37341-8935

Primary Phone: (423)421-5697

Business Phone: (423)326-0885

Responsibilities: The Bear Trace at Harrison Bay responsibilities: Selecting and supervising crews including all daily operations and tournament preparations, preparing and maintaining the golf course operating budget, selecting and applying pesticides and fertilizers, designing and constructing greens, tees, and bunkers, insect and disease scouting and curative practices, designing and installing irrigation and drainage systems, designing and installing landscape plantings, maintaining all trees and shrubbery, and building public relations with members and guests through personal contact.

Tennessee Golf Trail responsibilities: Initiating and compiling chemical and fertilizer contracts, suggesting proper equipment purchases, creating and promoting environmental programs, improving course conditions by assisting golf course superintendents through on site and written suggestions, and overseeing major renovation projects to all nine Tennessee Golf Trail golf courses.

Responsible to: Director of Golf

EDUCATIONAL DATA

Institution	City	State	Degree Date	Major
Auburn University	Auburn	AL	4/17/1993	Bachelors Degree in Turf/Plant Science

EMPLOYMENT DATA

Employer	Title of Position	Start Date	End Date
Tennessee Golf Trail	Director of Agronomy	4/30/2015	7/23/2020
The Bear Trace at Harrison Bay	Golf Course Superintendent	7/1/2001	
The Bear Trace at Harrison Bay	Assistant Golf Course Supt.	4/1/2001	7/1/2001
Council Fire Golf Club	GC Maint. Staff/Employee	2/1/1999	4/1/2001
Willow Creek Golf Club	Assistant Golf Course Supt.	12/1/1996	8/1/1997

CIVIC PARTICIPATION

Member Christ United Methodist Church

GCSAA ACTIVITIES

Committee	Position	Start Date	End Date
2025 Diversity, Equity and Inclusion Advisory Council	Vice Chairman	3/1/2025	2/28/2026
2025 Standards and Bylaws Committee	Vice Chairman	3/1/2025	2/28/2026
2025 Environmental Awards and Education Task Group	Chairman	3/1/2025	2/28/2026
2025 GCSAA Women's Task Group	Chairman	3/1/2025	2/28/2026
2024 Chapter Delegates Meeting	GCSAA Board of Directors	9/27/2024	9/27/2025
2024 Environmental Awards and Education Task Group	Vice Chairman	3/1/2024	2/28/2025
2024 Equipment Manager Task Group	Chairman	3/1/2024	2/28/2025
2024 Rounds 4 Research Task Group	Chairman	3/1/2024	12/31/2024
2024 Political Action Committee Task Group	Chairman	1/1/2024	12/31/2024
2023 Chapter Delegates Meeting	GCSAA Board of Directors	9/8/2023	10/26/2023
2023 Technology Task Group	Chairman	3/1/2023	2/29/2024
2023 Equipment Manager Task Group	Vice Chairman	3/1/2023	2/29/2024
2023 Research Proposal Review Committee	Chairman	3/1/2023	2/29/2024
2023 Rounds 4 Research Task Group	Vice Chairman	3/1/2023	2/29/2024
2023 Government Affairs Committee	Chairman	3/1/2023	2/29/2024
GCSAA Board of Directors	Director	2/10/2023	2/1/2024
2023 Political Action Committee	Chairman	1/1/2023	12/31/2023
Grassroots Ambassadors		10/1/2022	
2022 Chapter Delegate Meeting	GCSAA Board of Directors	9/26/2022	10/27/2022
2022 Research Proposal Review Committee	Chairman	3/1/2022	2/28/2023
2022 Chapter Outreach Task Group	Chairman	3/1/2022	2/28/2023
2022 Political Action Committee	Vice Chairman	3/1/2022	2/28/2023
2022 Government Affairs Committee	Vice Chairman	3/1/2022	2/28/2023
2022 Technology Task Group	Vice Chairman	3/1/2022	2/28/2023
2022 Assistant Superintendent Task Group	Chairman	3/1/2022	2/28/2023
GCSAA Board of Directors	Director	2/1/2022	2/9/2023
2021 Chapter Delegates Meeting	GCSAA Board of Directors	9/22/2021	10/22/2021
Research Proposal Review Committee	Vice Chairman	3/1/2021	2/28/2022

Communications/Outreach Task Group	Chairman	3/1/2021	2/28/2022
Rounds 4 Research Task Group	Chairman	3/1/2021	2/28/2022
First Green Task Group	Chairman	3/1/2021	2/28/2022
GCSAA Board of Directors	Director	2/4/2021	2/10/2022
2020 Chapter Delegates Meeting	GCSAA Board of Directors	9/24/2020	11/1/2020
Conference Education Task Group	Chairman	3/1/2020	2/28/2021
Certification Committee	Chairman	3/1/2020	2/28/2021
First Green Task Group	Vice Chairman	3/1/2020	2/28/2021
GCSAA Scholars Competition Task Group	Vice Chairman	3/1/2020	2/28/2021
Environmental Awards and Education Task Group	Chairman	3/1/2020	2/28/2021
Melrose Leadership Academy Task Group	Chairman	3/1/2020	2/28/2021
Rounds 4 Research Task Group	Vice Chairman	3/1/2020	2/28/2021
GCSAA Board of Directors	Director	1/30/2020	2/4/2021
2019 Chapter Delegates Meeting	GCSAA Board of Directors	9/30/2019	11/1/2019
Conference Education Task Group	Vice Chairman	3/1/2019	2/28/2020
BMP Grants Task Group	Vice Chairman	3/1/2019	2/28/2020
Certification Committee	Vice Chairman	3/1/2019	2/28/2020
Environmental Awards and Education Task Group	Vice Chairman	3/1/2019	2/28/2020
GCM Editorial Board Task Group	Chairman	3/1/2019	2/29/2020
GCSAA Board of Directors	Director	2/7/2019	1/30/2020
2018 Chapter Delegates Meeting	GCSAA Board of Directors Candidate	9/19/2018	11/30/2018
Certification Committee	Member Superintendent	3/1/2018	2/28/2019
Rounds 4 Research Task Group	Member Superintendent	3/1/2018	2/28/2019
2017 Chapter Delegates Meeting	Chapter Delegate	9/20/2017	11/30/2017
Rounds 4 Research Task Group	Member Superintendent	8/8/2017	2/28/2018
Environmental Awards and Education Task Group	Member Superintendent	3/1/2017	2/28/2018
2016 Chapter Delegates Meeting	Chapter Delegate	9/8/2016	9/8/2017
Certification Committee	Member Superintendent	3/2/2012	3/1/2013
Certification Committee	Member Superintendent	3/2/2011	3/1/2012

LOCAL CHAPTER ACTIVITIES

Chapter	Position	Start Date	End Date
Tennessee GCSA	Voting Delegate	9/22/2017	1/1/2019
Tennessee GCSA	Chapter Delegate	9/22/2016	8/1/2017

ALLIED ASSOCIATION DATA

Name	Position	Start Date	End Date
Tennessee Turfgrass Association	President	2013	2015
Tennessee Turfgrass Association	Board Member	2009	2017
Tennessee Turfgrass Association	Scholarship and Awards Chairman	2011	2014

IMPORTANT NOTE:

Only Class A superintendents whose classification truly reflects their current employment are eligible for office in GCSAA.

500 WORD STATEMENT

Serving our association as a member of the GCSAA Board of Directors has been the highlight of my career and I thank you for that privilege. Now as I ask for your approval to be the 89th President of GCSAA I realize that the greatest highlight of my career is yet to come. I have had the pleasure of serving our association since 2019 and during that time, we have made some great improvements to our association to better our members careers and our communities. The work has been fun and challenging all at the same time and we still have several irons in the fire that our amazing staff will be forging and honing to continue to put GCSAA at the forefront of the golf industry and help make our members lives better.

Our association will celebrate our 100th anniversary in 2026. This will be a Centennial Celebration that will last the entire year and will showcase the great accomplishments our members and our association have achieved through the years. GCSAA started out on September 13, 1926 with 31 members and the sole goal to improve the art of greenskeeping, provide education and networking opportunities, and elevate the professionalism of the greenskeeper. Today GCSAA has close to 21,000 members across the world including golf course superintendents, equipment managers, educators, students, and industry partners, and more. The members of GCSAA are hardworking, dedicated, and essential to the game of golf and I am honored, alongside my fellow board members, to serve you at our highest level.

I greatly appreciate the support and encouragement I have received from many over the years. I would like to thank my fellow members of the Tennessee GCSAA chapter for their support and nomination to be President, along with the support of my supervisors and agronomy staff at The Bear Trace at Harrison Bay. Serving on the board is an honor but it also requires dedication of time and energy to do the job properly. It takes a great support system at work and at home to be successful and I am beyond blessed to have both. I am extremely grateful for the unwavering support and love from my wife and daughter over my years on the board and for the year to come.

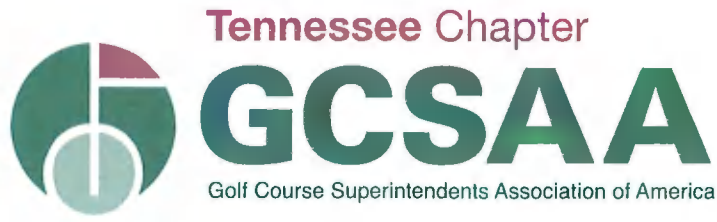
2026 is going to be an amazing year full of celebrations and recognitions but also packed with work to continue to improve and advance our association and our members. Again, I thank you for the honor to serve the GCSAA membership for the past 7 years and I ask for your continued support to be elected as the 89th President of the Golf Course Superintendents Association of America.

Thank you,

Paul L. Carter, CGCS

DATE
SUBMITTED: 7/13/2025 6:37:14 AM

SIGNATURE: _____



June 16, 2025

Nominating Committee
Golf Course Superintendents Association of America
1421 Research Park Dr
Lawrence, KS 66049

Dear Nominating Committee:

The Tennessee Golf Course Superintendents Association is honored to nominate Mr. Paul Carter, CGCS for the position of President of the Golf Course Superintendents Association of America.

Our chapter is honored and excited to be able to support Paul in any way possible. He has been extremely committed to our state having served on many Tennessee Golf Course Superintendents Association, Tennessee Turfgrass Association and GCSAA committees and Task Forces. He is a past recipient of the GCSAA President's Award for Environmental Stewardship and Environmental Leadership in Golf Award. He was TurfNet's Superintendent of the Year and has received four consecutive regional awards for environmental leadership from 2009-2012. Paul is currently the chair of our Rounds 4 Research committee and through his dedication and commitment, our program has grown tremendously. He has been a member of TGCSA for 27 years and a member of GCSAA for 30 years. Additionally, he serves as Vice President of the GCSAA Board of Directors.

Thank you again for your consideration in accepting his name to be part of the upcoming election process.

Sincerely,

A handwritten signature in black ink, appearing to read "McLean".

Robert McLean
Golf Course Superintendent, Indian Hills Country Club
President, Tennessee Golf Course Superintendents Association