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# COURSECONDITIONS

FEATURING  
**PAUL EMLING**  
ARCADIA BLUFFS GOLF CLUB

COMMON MISTAKES EMPLOYERS  
MAKE WHEN HIRING


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THE MiGCSA AT THE  
MICHIGAN TURFGRASS  
CONFERENCE

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THE 48TH ANNUAL BIG EVENT  
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## COURSE CONDITIONS

### BOARD OF DIRECTORS

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## MiGCSA MEMBERSHIP REPORT

### SUMMARY OF CLASSES 2/14/14

	CURRENT MEMBERSHIP	WINTER 2013 MEMBERSHIP
<b>Class AA</b>	<b>28</b>	<b>29</b>
<b>Class A</b>	<b>244</b>	<b>241</b>
<b>Class SM</b>	<b>71</b>	<b>64</b>
<b>Class C</b>	<b>107</b>	<b>96</b>
<b>Class D</b>	<b>38</b>	<b>40</b>
<b>Class E</b>	<b>16</b>	<b>16</b>
<b>Class AFF</b>	<b>170</b>	<b>151</b>
<b>Class H</b>	<b>29</b>	<b>26</b>
<b>Class SA</b>	<b>31</b>	<b>30</b>
<b>Class R</b>	<b>11</b>	<b>8</b>
<b>Class I</b>	<b>0</b>	<b>1</b>
<b>TOTAL</b>	<b>745</b>	<b>702</b>

Please log in to your account at [www.migcsa.org](http://www.migcsa.org) to renew your membership for 2014. If you are unsure of your status contact us at [info@migcsa.org](mailto:info@migcsa.org) or 1-888-3-MiGCSA.

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Course Conditions is published 4 times a year by the Michigan Golf Course Superintendents Association. Opinions expressed by guest writers do not necessarily reflect the views of the MiGCSA. For more information on Course Conditions or the MiGCSA please contact us at [info@migca.org](mailto:info@migca.org), 1-888-3-MiGCSA or 7113 Demerly Rd. Benzonia, MI 49616.

# PRESIDENT'S PERSPECTIVE



GREG PATTINSON

*As I type this last president's message, I look outside to almost two feet of snow on the ground and temperatures were in the negative teens as I made my way into work this morning. It has taken our crew almost three days to clean up from the massive snowfall that took place and I begin to wonder how much longer it will delay the courses opening in the spring. One week before we were without power for days due to an ice storm that coated our area with up to  $\frac{3}{4}$  of an inch of ice.*

*For those of us in southern Michigan this is something that we normally don't have to deal with and were forced to change our plans as to what we were going to work on during our winter months.*

*While we do have tasks at our properties that are done on a routine basis, we also have to be able to change on the fly, put out the fires and handle emergencies. This can be hectic and stressful but at the end of the day is what makes this profession so great. We can relate to one another because at some point in our career we probably have experienced the same problems. Stories are created on how each of us chose to handle certain things and funny moments that arose from certain situations. Professional bonds are made with our peers and life long friendships are formed.*

*The MiGCSA was formed with a plan by a group of volunteers that wanted to create the best chapter in the country that not only had a powerful voice nationally, but provided value to its members. While there have been bumps in the road and fires to put out along the way, this association is headed in the right direction.*

*The board that you have elected has some of the best leaders in the state; they lead by voicing not only their opinions and concerns but that of their districts as well. The board is dedicated to continually improving our association and we have become one of the more recognized chapters on the national level. We continue to improve on finding ways to provide value to your membership as well. At every board meeting we are continually looking at our master plan to evaluate what worked and what didn't and adjusting accordingly.*

*Thank you to all of the previous and current board members for volunteering their time. A special thanks to Adam Ikamas, our executive director, for doing such a great job. It has been an honor to be the president of the MiGCSA and I am so grateful for the opportunity to meet and work with so many great people over the last 8 years.*

Respectfully,

Greg Pattinson



# COMMON MISTAKES EMPLOYERS MAKE WHEN HIRING

PROVIDED BY MIKE KESTLY

**D**id you ever hire someone that did not work out? This (usually costly) mistake has happened to everyone that has hired people... Here is a scenario: You just interviewed a potential job candidate. You liked the person. Their resume was impressive and experience seemed to check out. But, you're still not 100% sure, if she is the right fit for your specific open position. Do you hire the person? For many employers, the **job interview** will answer that question. Through the traditional job interview, we can tell whether potential employees are well spoken, energetic, and knowledgeable. We can tell whether they are bluffing on their resumes, and we can get a feel on how well they will fit the company culture.

## The Interview

The job interview cannot tell us everything. However, we have a tendency to hold it up as the only time to discover everything we need to know about a job candidate, but it is not. Don't get us wrong, we are not saying to STOP conducting job interviews (goodness no!), we are simply saying that you shouldn't RELY solely on it when hiring. According to a USA Today SHRM Study, "63% of all hiring decisions are made during the first 4.3 minutes of an interview." Also, researchers Hunter and Hunter\* found that Interviews have a 14% success rate in identifying top performing employees. This suggests some of the "reasons why" interviews should only be part of the process – not the

whole process.

Job seekers realize the importance of the job interview. You can be certain they are the best versions of themselves when they are in an interview, a version you may not get from them at work every day. We'll review later some new hiring techniques and trends in Human Resources today.

Here are three common misconceptions employers make about job interviews:

### 1) What you see is what you get!

As we said earlier, candidates are the very best versions of themselves when they are on a job interview. They have practiced how to alter their behavior to fit what they believe you are looking for. While the effort is admirable, no one can act like this on a daily basis. It is up to you to be able to decipher who the candidate really is behind the smoke and mirrors. People also get nervous! Sometimes the best person for the job in the one that did not interview well. Maybe, they were not "coached" to answer job questions...but they would make a great employee.

### 2) They sound like they know what they're talking about, so they MUST be able to do it!

If candidates do their homework on the Internet, they can sound like they know what they are talking about. You can be almost certain that before the interview, the candidate has combed through articles experts have written about the skill set necessary for the job. However, the ability to talk about the job does not always translate into the ability to actually "do the job." Last year, a marketing friend of mine was able to "blab" on for an hour-long interview about her experience with HTML and coding. She didn't take a single skill test or have to show examples of her work before she was offered the job.

### 3) I have been doing interviews for a long time, so I am an expert at judging someone!

Sure you are! Confidence in your interviewing abilities is great, but even if you have conducted 1,000 interviews, each is still different because each time you are interviewing a different person. Each candidate requires different interviewing skills to get an answer to the question, "can this person do the job and do it well?" You set yourself up for failure when you over estimate your interviewing abilities.

**Interviews have a 14% success rate in identifying top performers!**



\* Hunter & Hunter "Validity & Utility of Alternative Predictors of Job Performance". Psychological Bulletin, Vol. 96, No. 1, p90





## Hiring Trends Today

At the end of the day, an interviewer cannot measure all aspects of a person. Behavior, attitude, morale, thinking style, and interests all contribute to the success of job fit. Combining job skills testing, pre-hire assessments, a job assessment test and traditional interviews may take a little more time, but you will have a significantly higher chance of finding the perfect person for your job. In addition to a simple skills report, many assessment tools offer insight for hiring managers in preparing for interviews. Check out a job match assessment called ProfileXT® that includes interview guides (and a coaching report) to help get the right person on the bus.

Another tool used today is video interviewing. This online program allows you to send candidates a set of questions that they all answer using video. The other way video interviewing is used is for the actual interview – up to 3 interviewers and the one candidate and it is recordable.

Many organizations now use their own online applicant tracking system to post their jobs and have candidates complete the application online, upload a resume, sorting questions that filter in the most qualified, track all communication with applicants, and organize where you are in the hiring process. The law requires that you keep job information and applicant records for at least 1 year. With an ATS there is no more paper needed to keep track of jobs and candidates, ATS's cost from about \$50 per month. When you mix the interview with background checks, reference checks, and hiring assessments, you have a strategic advantage over competitors to get the best employees.

## Using Facebook to make hiring decisions? Don't!

Using Facebook and other social profiles to make employment decisions might be considered illegal considering equal employment laws. Social profiles like those on Facebook often display information that isn't permitted to be used by employers for personnel decision-making, like: age, gender, disabilities,

## TOP 10 SELECTION BEST PRACTICES

- 1 Know how each job supports your organization's key objectives.
- 2 Consider both internal and external candidates for open positions.
- 3 Use objective evaluation criteria based on known outstanding performers in that job.
- 4 Ensure compensation is competitive, based on current market rates for the job.
- 5 Apply a consistent selection process to filling all positions.
- 6 Include key stakeholders in your employee selection process.
- 7 Train your interviewers in your employee selection process.
- 8 Give your interviewers guidance to help them probe deeper into a candidate's suitability.
- 9 Conduct comprehensive reference and background checks on job candidates.
- 10 Ensure that your orientation process helps new hires become productive faster.

ethnicity, religious beliefs, marital status, and sexual orientation. Even if you think you aren't guilty of showing preference, it would be difficult to argue that the information wasn't a factor in the decision-making process after it was seen. The best Facebook policy is to not use it in any way, and tell you employees not to use it, and never be "friends" with employees on Facebook.

### When hiring does not go well

We started this article off with the question: Did you ever hire someone that did not work out? It happens... and when it does, you may need to "dismiss" your new hire mistake. Firing can be costly, but when done correctly, it can just be part of taking care of business. Any employment attorney will counsel you to make sure you document-document-document when you know someone is not working out. The Employment Guide, detailed at the end of this article, has lots of Do's and Don'ts to follow when interviewing, hiring, and firing. There are even forms that you can use to help you document all the steps for the term your employee is part of your organization.

Everyone that does hiring has made good and bad hiring decisions. As long as you are doing everything you can to legally get the best person for the job and document throughout the process, you and your organization will prosper.



### Mike Kestly

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[mike@kestlydevelopment.com](mailto:mike@kestlydevelopment.com)

#### Employment Guide: Hiring & Retaining Top-Performing Employees

1. Identifying and Hiring Top-Performing Employees (Includes 15-pages of "Do's and Don'ts when interviewing")
2. Motivating and Retaining Top-Performing Employees (Includes a "Discipline/Termination Checklist, and Warning Notice")

This information is based on the "Uniform Guidelines on Employee Selection Procedures" that were adopted on August 25, 1978, by the Equal Employment Opportunity Commission (EEOC). The EEOC Guidelines apply to employee selection procedures used when making employment decisions, such as hiring, retention, promotion, transfer, demotion, dismissal or referral. Find the info at [www.kestlydevelopment.com](http://www.kestlydevelopment.com) then Resource Library then Whitepapers and Research. Also in that area is a radio interview that I did and reviews some tips to hire the right people.

\*Hunter & Hunter "Validity & Utility of Alternative Predictors of Job Performance". Psychological Bulletin, Vol. 96, No. 1, p90





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## MSU BRINGS HOME TWO CHECKS FROM THE 2014 GCSAA TURF BOWL

BY: DR. THOM NIKOLAI, MSU

Spartan pride was exhibited when 19 MSU students took part in the GCSAA Quiz Bowl in Orlando FL this past February. It was truly a team effort as graduate students Nick Binder, Paul Giordano, and Thomas O. Green, along with research technicians Nancy Dykama and Aaron Hathaway organized turfgrass ID, disease, and weed quizzes and study sessions. Additionally, John Fulling, CGCS, was extremely helpful by making a special trip to campus to chat with the students about scenarios that are unique to being a golf course superintendent.

MSU Green Team Dillon McCrackin, Eric Chestnut, John Parvin, and Fernando Expositomunoz earned 2nd place out of 71 teams and bringing home \$2,000. Jacob Fawaz, Scott Peck and Evan Herman came in 14th overall, unfortunately, teammate Fiorenza Setacciolo did not make it or this team would have competed for top honors as well. Other teams included Joshua Phillips, Michael Stakoe, Trent Limban and Austin Graull (24th place), Alex Lyall, Shane Ginther, Dan Delpup, and Matt Uhl, (not certain what place), and a 3-man team of first year students Michael, Rabe, Phillip Sutter, and Andres Gonzales who came in 41st place. MSU also won the Turf Bowl Twitter contest by having the most tweets with the hashtag #GIS14\_turbowl and #MichiganState for \$650.

As an MSU alum and factuality member I am extremely proud by the effort put forth by all of these students and I look forward to coordinating future Turf Bowl Teams. Spartans Will.



GCSAA 2014 Turf Bowl Contestants Michigan State University  
Front, left to right: Eric C. Chestnut, Dillon T. McCrackin, Shane D. Ginther, John S. Parvin, Daniel R. DelPup, Austin D. Grall  
Middle, left to right: Jacob S. Fawaz, Joshua G. Phillips, Evan E. Herman, Trent M. Limban, Michael J. Stakoe  
Back, left to right: Alexander E. Lyall, Matthew D. Uhl, Scott D. Peck, Andres Gonzalez-Onieva

## 2014 CALENDAR OF EVENTS

Wednesday, Feb 26	Spring Management Meeting (The Inn at St. John's, Plymouth)
Thursday, March 13	Spring Management Meeting (Egypt Valley CC, Ada)
Tuesday, March 25	Spring Management Meeting (Tree Tops, Gaylord)
Wednesday, April 23	Spring Opener (Tullymore/St. Ives, Stanwood)
Monday, May 12	Can-Am Tournament (Indianwood G&C.C., Lake Orion)
Sunday, June 1	Northern Fundraiser Practice Round (Arcadia Bluffs, Arcadia)
Monday, June 2	Northern Fundraiser (Arcadia Bluffs, Arcadia)
Thursday, June 5	Legislative Golf Day (Capitol Building, Lansing)

Please visit [www.MiGCSA.org](http://www.MiGCSA.org) for all of the latest and most up to date information. You can quickly and easily register for events, view past issues of Course Conditions, browse and post items for sale, post and browse classifieds, and so much more. If you need help logging in email us at [info@migcsa.org](mailto:info@migcsa.org)





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# THE 2014 GOLF INDUSTRY SHOW

By all accounts the 2014 Golf Industry Show in Orlando was a great success. According to the GCSAA the 184,500 square feet of exhibit space is up 7% from 2013, as were the 561 exhibitors up 9%. The attendance of 14,140 was up 8% and qualified buyers were up 14% for a total of 6,824 with a 15% increase in seminar seats total of 5,192 the numbers looked great.

For the MiGCSA it was equally successful. The week started at the Chapter Executives session on Tuesday morning where a full room of Chapter Executives was joined by GCSAA CEO Rhett Evans and the GCSAA Board of Directors and staff. An update of the GCSAA 20/20 vision was presented by Rhett and the GCSAA is really doing some great things to prepare for the future and they are starting to see some positive numbers as far as membership and other measuring statistics. After experiencing four years of negative growth ranging from -2% to almost -5%, GCSAA rebounded significantly in 2013 ending the year with less than a 1% decrease in both total members and professional members. This upsurge is the result of a higher retention rate and an increase in Superintendent Member and Class C memberships. The EIFG has also experienced a resurgence in its fundraising efforts and was able to provide GCSAA with a 33% increase in block grants for 2014. This was followed up with a very interactive session lead by the Field Staff on successes the chapters have had.

On Wednesday the MiGCSA was one of the recipients of the 2014 Golf Course Industry Social Media Awards presented at the Aquatrols booth. The Overall Social Media Award was presented to Executive Director Adam Ikamas, CGCS at 3:30. Also on the trade show floor a bet was paid off when Ohio Turfgrass Foundation Executive Director Brian Laurent wore a beautiful green and white Michigan State tie for the entire day from the Big Ten Championship game between OSU and MSU. Later that evening the Michigan Gathering was held at Millers Ale House at 7:00. Well over 150 Members, friends and family came and went throughout the evening to make it one of the largest gatherings we have had.

On Thursday after some time at the trade show the GCSAA Annual Meeting was held. The Board said goodbye to Sandy Queen, CGCS as he finished his term as Immediate Past President. Keith Ihms, CGCS was elected as the new President and John O'Keefe to Vice President. Peter Grass, CGCS was elected to the Secretary/Treasurer position and Rafael Barajas, CGCS was re-elected to the Board. A new GCSAA Director was appointed by the board, our neighbor to the south Mark Jordan, CGCS was elected from Ohio. It is a very positive note that we now have two Board Members from the Great Lakes including our own John Fulling, CGCS.

As usual the GCSAA did a fantastic job. If you have not been to a GIS in a while now is a great time to come back. With more education included with registration, the trade show and unparalleled networking opportunity it is one of the best values in our industry.



*Golf Course Industry's Pat Jones hands out the 2014 Overall Social Media Award to Adam Ikamas.*



*OTF Executive Director Brian Laurent sports his MSU tie at GIS.*



*The 2014 Michigan Gathering was a busy place on Wednesday of GIS*



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## TIPS AND TRICKS

BY: DAN MAUSOLF, SUPERINTENDENT RADRICK FARMS G.C.

The various uses of Google Drive have been talked about on Twitter, iTurf Apps.com and in many other forums. Essentially, Google Drive is a web based tool that you can access through any internet browser (although it works best with google chrome) once you establish a gmail account". It acts as a storage system for digital files and documents in a secure, web-based "cloud" folder. No more lost flash drives or hard drive crashes to worry about!

Perhaps the best feature of the Drive is found when using the Google Documents (google docs) feature. Any documents that are created as a google doc can be stored on this drive and accessed from any web browser. They can be text documents, slide presentations, survey type "forms", and other formats.

The Google Drive and docs are a powerful tool set that has tracked many things for us this season. I first started by creating a "form" to track labor. These "forms" are essentially very brief mini-surveys in which Team members must enter information (mostly from drop down options) into blank entry fields. We have an old laptop set up next to the time clock for each employee to input their work. It takes each employee less than 20 seconds to input. I can then access this information in a spreadsheet format to analyze the data it produces.

I have since added to the use of "forms" to track other things; fuel use, clipping yield, pesticide application records, soil temperature readings, and daily moisture readings. The data it collects is extremely valuable. It helps me analyze everything from determining budgetary needs to assessing the true cost of any project.

After seeing the presentation from Jason VanBuskirk at iturfapps.com, I will be implementing a digital job board for next season. Utilizing Drive, the job board can be updated by the Assistant or the Superintendent from virtually anywhere, anytime. Having this flexibility will allow us greater flexibility to change the current tasks quickly and efficiently.

There are countless other ways that one can utilize Google Drive. We have also have created documents and spreadsheets that record stimp readings and golf course metrics, current and future budgets, repair lists for our facilities, green infiltration rates, project plans for the off-season, even tracking fertilizer applications. While the spreadsheet is nothing new, the ability to access and edit a spreadsheet while on the golf course using a mobile device is.

Utilizing the power of Google Drive, I have the power to create, share, comment on, and edit documents with others. I have many documents that are shared between the General Manager, or the Clubhouse Manager and both. We can work on the same document without having to print multiple copies or make multiple edits. With a few clicks and strokes, edits can be made quickly and efficiently without the confusions of multiple e-mail versions.

In fact, this article was written as a google doc, shared on google drive, proof read by our General Manager, and re-edited by myself. If you are not yet using Google Drive yet, take a good look into trying it. It is a great resource that is free to utilize.



## A FULL ROUND



# PAUL EMLING

*Paul Emling is the Vice President of Operations at Arcadia Bluffs Golf Club, in Arcadia Michigan. Paul started in the golf business at 15 years old at Vassar Golf & Country Club where his Dad was a founder and club president for 17 years. Paul and his wife of 13 years Jill have been together for 25 years. They live in Beulah with their 6 year old daughter Hagan Marie and their two Golden Retrievers Bunker and Ryder.*



## WHAT WAS YOUR FIRST JOB AT VASSAR?

I used a 20" rotary to trim the miles of property line fencing down and back... It was not self-propelled. That lasted 2 days and I went and applied for a job at an air-conditioned grocery store. I got stuck doing the returnables in the basement. That lasted 2 weeks and I went and begged to get my job back at the golf course. Lucky for me someone else was hired shortly after so I didn't have to mow the property fence for much longer. I still have a hard time going into the area in the grocery stores where they keep the bottle returns. The smell brings back too many memories. **What was your favorite job that first summer?** Mowing greens, everyone aspires to mow greens! I still remember Kevin Hamilton letting me take my first try at it on the 5th hole at VGCC. I was so nervous on that old Jake mower.



## WHAT COURSE DID YOU GO TO AFTER COLLEGE?

Crystal Downs Country Club to work for Mike Morris. **What did you learn from that Superintendent in the first year?** Everything I needed to be successful at turf management

## WHAT IS THE CULTURAL MANAGEMENT PRACTICE YOU COULD NOT DO WITHOUT?

Topdressing greens. If it wasn't for topdressing every two weeks we would not have smooth consistent greens at Arcadia. Green speeds would suffer too.

## WHAT IS THE MOST VALUABLE THING YOU HAVE LEARNED IN THE GOLF COURSE MANAGEMENT PROFESSION?

Continual changing and evolving your business and taking on a servant mentality is the only way you will get your guest to come back year after year.

## WHAT PERCENTAGE OF YOUR TIME IS DEVOTED TO NON-AGRONOMIC GOLF COURSE MANAGEMENT?

99% We are very fortunate at Arcadia Bluffs to have a wonderful grounds crew that is lead by our Superintendent Mike Nielsen. Mike has been with us for about 14 years and his memory is way better than mine. We have some employees that are still with us from the start.

## WHAT DO YOU DO IN YOUR SPARE TIME?

If I'm not taking my daughter swimming, sledding or skating, I like to help build and drag race outlaw snowmobiles. Straight line drag racing 500ft on the grass or 660ft on the ice or hill climbs. Although as of this summer the grass drags were shortened to 330ft in the outlaw class as the speeds in 500ft were pushing over 140 mph. Using mostly large turbos and some occasional nitrous we achieve almost 600hp on these snowmobiles. My smallest turbo sled that I trail ride makes 310hp on race fuel and almost 300 hp on pump gas and methanol injection. We held the fastest stock turbo record on the grass at 4.46 seconds in 500ft with 60' times of 1.3 seconds.





### WHAT IS YOUR OPINION OF THE ROLE OF AN ASSISTANT SUPERINTENDENT?

Dan Heiss and Phil Kluesner are our assistants at Arcadia Bluffs and they are as good as you can get. We have full confidence in them that in Mikes absence the course with perform as if he was here every single day.

### WHAT IS YOUR OPINION OF THE ROLE OF THE GOLF COURSE MECHANIC/TECHNICIAN?

Well let's just say that I'm hoping Pat Sullivan never retires. He has been with us since day one and we wouldn't change that for the world. He is the best golf course technician you will find.

### WHO IS THE GREATEST INFLUENCE IN YOUR PERSONAL LIFE?

My mother and father who have always been there for me, my dad is 85 years old and I still talk to him 5-7 times a week. They made me who I am today as a person. Mike Morris was the greatest influence in my life on a turf management level he is an incredible individual and superintendent and I owe him many thanks for the education and opportunities he provided for me. Richard Postma (owner) and Bill Shriver (COO) continue to influence my life at Arcadia Bluffs and help me to excel in all aspects of the golf/lodging business. I owe all of these parties many thanks as well as my wife and daughter for suffering the long summer days with me.

### PLEASE DESCRIBE IN DETAIL ONE TRUE FUNNY STORY FROM YOUR CAREER THAT YOU SHARE OFTEN WHEN IN THE COMPANY OF OTHERS IN THE INDUSTRY.

Well since Ron Betz stole my story in the fall issue I'll have to come up with another story. Like the time Ron drove that same Cushman with no brakes through the barn at full bore and disappeared out the back door only to come right back into the barn backwards as he had hit the big balloon tires on the old ford tractor.

Or the day we were lining our pond with large stones and two of us were dropping stones out of the truck while two others laid the stones in place. Ron reached out and grabbed a rock and turned to place it so I dropped one out of the truck and in the meantime he had reached back for a different rock so mine smashed his ring finger and split his bone down the center. As you can imagine I felt horrible and Jeremy LaPratt and Jim Tree let me know how bad of a person I was! Apparently we had not learned our lesson yet as the NEXT day Jeremy did the same thing to our boss Jim Tree!!! Now Jeremy couldn't bad mouth me anymore and you can just imagine the laughter that erupted the next morning when Jim walked into the barn holding up his arm that had a splint on the same exact hand and finger as Ron's!

But one of my very favorites was when I was mowing way to close to a ditch bank with an out front deck mower (because I would be the one that would have to weed eat it instead) and got the mower good and stuck in the ditch. Jeremy brought the tractor and pulled me out. As we were celebrating our victory because we did all of this before we got caught by Kevin Hamilton, we were unaware that the mower had taken off on its own and was rolling right back towards the ditch. And what do you know Kevin just happened to be driving by in the pickup heading into town. He started beeping and pointing at the mower rolling down the fairway towards the ditch and we just stood there waving at him wondering why he was beeping and waving at us so much.



## 5 THINGS YOU DID NOT KNOW ABOUT PAUL EMLING

1. BUNKER MY DOG IS AS OLD AS THE GOLF COURSE 16 YEARS
2. MY FATHER IS MY BEST FRIEND AND WAS MY BEST MAN IN MY WEDDING
3. MY DOGS BUNKER AND RYDER AND ANOTHER COURSE DOG DRIVER MADE IT INTO THE SUPER CALENDAR
4. I GOT MY FOOT CAUGHT IN A RIDING LAWN MOWER AT AGE 9 AND SCRAMBLED THE BONES, I STALLED AN 8HP ARIENS.
5. DURING MY 8 YEARS AT VGCC I WORKED WITH JEREMY LAPRATT, SUPERINTENDENT AT SAWMILL G.C., RON BETZ, ASSISTANT AT WYNDGATE C.C., JOEL COMSTOCK, OWNER OF COMSTOCK TURF AND IAN HAMILTON, SUPERINTENDENT AT APPLE MOUNTAIN, AND WE ALL ENDED UP IN THE TURF BUSINESS.





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Smithco







# ANOTHER YEAR

With another year behind us, the golf industry is still wondering what the future holds. Although I have no crystal ball, it has seemed to us that there has been a settling in the golf industry. Owners and operators are getting creative with their marketing,

investment, maintenance and customer satisfaction programs. Social media and on-line interaction are being encouraged more and more. Even the "traditions" of the game are being questioned, and modified, in order to meet the modern demands of the entertainment dollar.

2014 should prove to be an interesting year. With the PGA Tour essentially playing year round, television viewership will probably continue to rise. And, it will be interesting to see if there is a parallel rise in participation rates, which has not been the case in the past as television viewership rose.

Of course, rivalries in professional golf will continue to intrigue. Will Tiger even catch Jack? Will Rory rise up, or fade away? Will the game continue to be dominated by power? Or, will the tour and USGA try to set up courses and modify rules to bring back shot making? Will the belly putter ban have any impact? (i.e Adam Scott). The pro ranks will keep us intrigued by the sport.

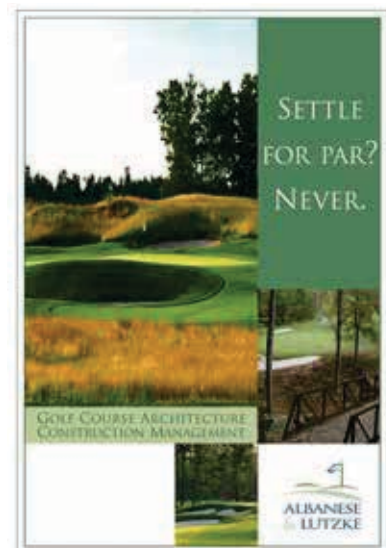
What will be the trends in golf course design and construction? We are already seeing that "value" engineering is key to most projects. Getting the most out of every dollar spent will continue to be critical to a well-conceived golf project. No longer are the days of big budgets for golf construction. But, high budgets need not necessarily drive new, interesting and creative design trends. In fact, some very creative and innovative work in other design fields has come when the money was tight.

How will the golf world respond to the need for more families and youngsters to play golf? I noticed the other day, as I was looking to sign my kids up for a winter activity via our community school program, that there were eight different classes for kids to learn tennis, which has been officially endorsed by the USTA 10 and under program. But, there was only one

class being taught in golf. And, there was nothing about the First Tee or USGA endorsing or helping out. Another disparity I noticed, the tennis classes cost \$78 per student which ran for 6 weeks, whereas the golf class cost \$100 per student, and only ran for 4 weeks. Do the math. If the golf industry wants to compete for youth sport dollars, with the goal being to grow youngsters into core participants, we need to look more closely at the economics in the coming year.

We are looking forward to 2014. People in the golf industry have a core passion for the game. They know the inherent value the sport brings to life. I am confident this passion will translate into creative innovation that will enable the sport to continue to evolve and sustain well into our collective futures. We look forward to seeing all our friends and colleagues in 2014 on the course.

*Paul Albanese, ASGCA is a principal with Albanese & Lutzke, Golf Course Architects/Construction Managers. They have an office in Plymouth, Michigan and are currently working in seven countries on small and large projects. Feel free to email Paul at paul@golf-designs.com or visit their website at www.golf-designs.com*



## 2014 MiGCSA Event Calendar

*All events are subject to change in date and/or location.*

*Please check [www.MiGCSA.org](http://www.MiGCSA.org) for all the latest event information*



**Mon-Wed, Jan. 13-15 Michigan Turf Conference (Kellogg Center, East Lansing)**

**Monday, Jan. 13 MiGCSA Annual Meeting (Kellogg Center, East Lansing)**

**Mon-Fri, Feb 3-6 - Golf Industry Show (Orange County Convention Center)**

**Wednesday, February 5 - Michigan Gathering (Millers Ale House, Orlando)**

**Wednesday, Feb 26 - Spring Management Meeting (The Inn at St. John's, Plymouth)**

**Thursday, March 13 - Spring Management Meeting (Egypt Valley CC, Ada)**

**Tuesday, March 25 - Spring Management Meeting (Tree Tops, Gaylord)**

**Wednesday, April 23 - Spring Opener (Tullymore/St. Ives, Stanwood)**

**Monday, May 12 - Can-Am Tournament (Indianwood G&C.C., Lake Orion)**

**Sunday, June 1 - Northern Fundraiser Practice Round (Arcadia Bluffs, Arcadia)**

**Monday, June 2 - Northern Fundraiser (Arcadia Bluffs, Arcadia)**

**Thursday, June 5 - Legislative Golf Day (Capitol Building, Lansing)**

**Wednesday, July 9 - Mid Golf Event (Bucks Run G.C., Mt Pleasant)**

**Wednesday, July 30 - Tuck Tate Championship (Grand Traverse Resort, The Bear, Acme)**

**Tuesday August 19 - MiGCSA State Championship (Radrick Farms G.C., Ann Arbor)**

**Friday, September 5 - Assistant & Student Networking Golf Outing (College Fields, Okemos)**

**Tuesday September 9 - Western Golf Day (Battle Creek Country Club, Battle Creek)**

**Monday, September 22 - Wee One Fundraiser (Orchard Lake C.C., Orchard Lake Village)**

**Wednesday, September 24 - Equipment Tech. Meeting (Crystal Mountain Resort, Thompsonville)**

**Monday, October 6 - The Big Event (Tam O' Shanter Country Club, West Bloomfield)**

**Friday, December 5 - West Holiday Party (Cascades Sports Bar & Grill, Grand Rapids)**

**Friday, December 5 - Mid Holiday Party (River Rock Bar & Grill, Holly)**

**Friday, December 12 - Detroit Holiday Party (The Lodge at Keego Harbor, Keego Harbor)**

**MTF Events in Green**  
**GCSAA Events in Silver**  
**Wee One Event in Blue**







# BLOGGING

BY: JEFF SWEET, CGCS, GENERAL MANGER  
BUCKS RUN G.C.

**A**fter reading other golf maintenance blogs for about a year I decided to start one for our course in February 2012. Overall it has been a good experience with positive feedback. Through reading others and doing our own it became apparent quickly that there are some do's and don'ts of the blogging world. This is just a random list of my thoughts on blogging and you may agree with some and you may disagree with some but hopefully it sparks some thought about your blog or your future blog.

## Do

- Be consistent. If you post every week, every other week or monthly be consistent. My first year I consistently posted every Thursday afternoon, this past season I waived on that and need to get back to the every Thursday routine (in season). You can see your traffic spike on the days you post and you will find your readers get into a routine as well. If you stay consistent your views will increase as well.
- Use pictures. Try to post at least two pictures to convey your message. In some respects you're talking in a foreign language to some and pictures will help tell the story.
- Know your audience. If you are talking to golfers about turf make sure they can understand you. If you want to talk to your peers in the industry maybe set up a personal blog and get more in depth.
- Keep it brief and to the point. Everyone is stretched for time and your readers will tune out quickly if your blog rambles.
- Be positive. If you have issues and we all do, talk about them in a positive light and the steps you are taking to solve the issue.

## Don't

- Don't single out a member or guest. If you want to talk about cart etiquette, don't take a picture up close of someone doing something wrong. Maybe take it further away so you can't identify them or better yet just take a picture of worn turf to show the effects of cart traffic. If a member or guest feels slighted it won't work out well for you in the end.
- You don't own it. Our membership or ownership pays the bills. You should not say "my mower", "my staff" or "my course". This works in daily conversations with members and guests as well. Unless you are cutting checks from your own account for payroll and equipment it's not yours. Try to stay away from "I" as well and use "we".
- Don't post anything that you may regret. Once you hit "publish" it's out there. You don't want to write

something on your club's blog that may offend someone or compromise the club.

If you are still unsure about a blog you can always start one up and just not publish it for a while. You can do a mock run for a month or so and see how it goes. If you don't like it or feel that you won't be able to keep up with it you can stop. It would be better to do a mock blog than to start a blog and then just stop posting.

BY: DAN MAUSOLF, SUPERINTENDENT AT  
RADRICK FARMS G.C.

**I**'ve been blogging for the Maintenance Dept at Radrick Farms for about a year now. I initially didn't know if I would have enough time or information to write about. But, I have. Over the past year, I have posted about twice per month. The bulk of my posts have been project updates. A few have been about general maintenance practices.

The process we use at Radrick is quite simple. I write the post and insert pictures and videos and the General Manager will review, comment or edit before posting. I am fortunate enough to be able to promote the blog on my Twitter account, Facebook account and Google +. The blog is promoted in our customer mass emails and our web page: [radrick.umich.edu](http://radrick.umich.edu).

I've have noticed many golfers comment on certain topics when I see them on the golf course. For example, this season I discussed aeration, why the golf course has to close, our tree planting project and what the conditions need to be in order to open. I also see many others make comments on Twitter and Facebook. Many other superintendents across the country have viewed the blog and made comments or re-tweeted it on Twitter.

I love to use the blog to communicate with all the different types of readers including Radrick Season Pass Holders, other golfers, industry counterparts, and family and friends. I believe that blogs are a great tool that can help educate others and promote the importance of quality golf course Superintendents.





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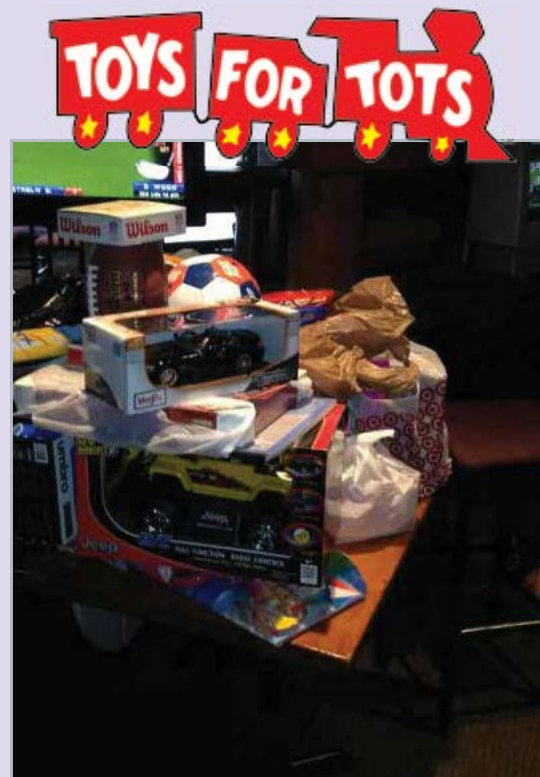


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## 2013 HOLIDAY PARTIES

**T**hank you to all of the members, friends and family that came out to celebrate the holiday season with the MiGCSA. The 2013 locations and dates were December 6th at Cascades Sports Grill in Grand Rapids, and in the Mid District on the 6th at the River Rock in Holly. One week later on the 13th the Detroit Holiday party was held at the Lodge at Keego Harbor. Again this year our members brought a donation to Toys for Tots. Combining the three locations together the MiGCSA was able to donate more than 100 toys to needy families.





# THANK YOU

## TO MiGCSA'S 2013 TOP INDUSTRY PARTNERS

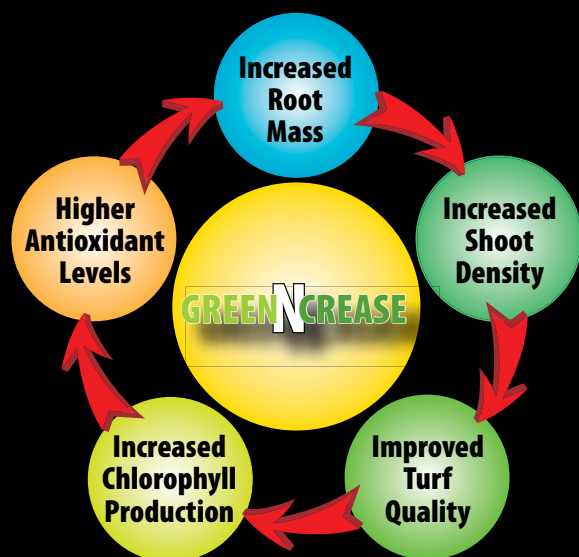
SUPPORT THE COMPANIES  
THAT SUPPORT YOUR ASSOCIATION





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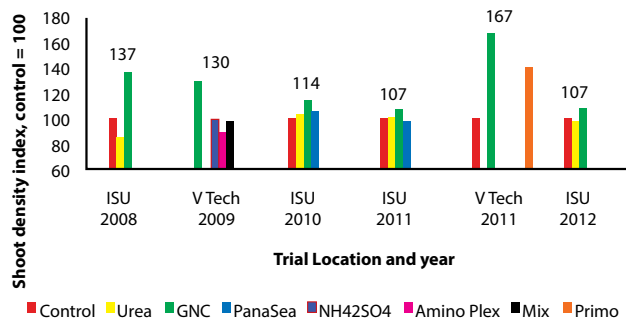
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## CHRIS WILCZYNSKI, ASGCA

C.W. Golf Architecture

ONE OF THE PROGRAMS YOU OFFER IS A ONE DAY WALK THROUGH OF THE PROPERTY WITH THE SUPERINTENDENT (AND OTHER KEY PROPERTY PEOPLE), AND THEN YOU SUBMIT A REPORT OF PROJECTS THAT CAN BE DONE IN HOUSE. YOU DO THIS FOR \$1500. THAT SEEMS TO BE AN EXCELLENT VALUE FOR THE PROPERTY, BUT WHY WOULD YOU DO THAT? WOULDN'T YOU LIKE TO WORK ON LARGER PROJECTS THAT CALL FOR REPEAT VISITS?

My goal with every project is to develop a life-long relationship and be regarded as a trusted partner. Many golf clubs and courses are unable to afford extensive planning and renovation work. The single-day \$1,500 consultation provides a general overview of every aspect of the golf course, but from a "high-level" view. The report that I provide includes recommendations that can be done in-house with minimal disruption to play and with minimal financial resources.

WAS THAT JUST A PROGRAM DURING THE BIG SLOW DOWN, OR DO YOU PLAN ON CONTINUING IT?

When I worked for Arthur Hills we provided this service. Art did a lot of these one-day consultations. He saw the benefit. My goal is help every golf course improve. I will continue doing this type of work because I truly believe in the value and information that I provide to my clients.

YOU HAVE BEEN FORTUNATE ENOUGH TO RECENTLY OPEN TWO 18 HOLE, NEW COURSES, IN THE U.S. WHEN DID THE GROW-IN SUPERINTENDENT JOIN THE PROCESS, AND WHAT ARE YOUR THOUGHTS ON THAT MATTER WHEN THE DEVELOPER MAY BE LOOKING TO SAVE MONEY?

I have always advocated that the "grow-in" superintendent be involved from the first day of the course construction. The course superintendents for my new projects in Florida were on site as construction started. They are the glue as well as the eyes and ears of the evolution of the course. There is no money to be saved by delaying the hiring of the superintendent.

THE BUZZ WORD OF THE YEAR IS SUSTAINABLE. IF AN EXISTING PROPERTY WANTS TO MOVE TOWARDS SUSTAINABILITY, DO YOU WORK WITH SUPERINTENDENTS TO ASSIST IN DEVELOPING THESE PROGRAMS?

The word sustainable has existed for a long time. It certainly was a word before the economic downturn within the golf industry. When things are good we don't think in a sustainable way. When things get tight and margins run low we think about how to cut and do more with less. Sustainability means different things to different people. Sustainability should not raise costs and it certainly won't harm the infrastructure of the facility. The superintendent needs to be the leader of this effort. Sustainability isn't necessarily about design and architecture. Sure we need to create courses that are maintainable, but sustainability is really about the practices and resources that are used to maintain and care for a golf course. It still comes back to leadership and defining the benefits and features of sustainability. Without proper leadership and a "buy-in" from all parties involved within a golf facility, any efforts to change or develop sustainability will fail.

YOU HAVE PROPERTIES LISTED WHERE YOU ARE THE ARCHITECT OF RECORD. WHAT DOES THAT MEAN AND WHAT BENEFITS DOES AFFORD THE PROPERTY?

To me it means a life-long relationship that can assist in the evolution of the facility. Remember golf courses are living, breathing entities that change and evolve over time. My job is to build a bridge to enable the evolution, and help the clubs or courses remain true to the original vision and achieve success. A great deal of time, energy and effort goes into designing and constructing a golf course. Most architects take a tremendous amount of pride in what they create. We want continuity and our work to be preserved and treasured. That is what being the architect of record means to me.

## INDUSTRY PROFILE



## FROM NATIONAL



JOHN MILLER, CGCS

## GCSAA REGIONAL ROUNDUP

BY JOHN MILLER, CGCS – GCSAA MIDWEST FIELD STAFF

We are hopefully beginning to see the end of winter and warmer days are just ahead. For those that attended the GCSAA Conference and Show, I hope that you enjoyed the show and education and brought back many new ideas to incorporate into your management plan for 2014. If you were not able to attend the conference and show, continue to check out the GCSAA website for updates on what took place at the show and also for new education webinars that will help keep you informed.

The advocacy efforts of GCSAA on your behalf have once again paid off. The use of Methyl Bromide has been extended. Methyl Bromide was set to be no longer available to superintendents starting April 30, 2014 but through the lobbying efforts of GCSAA and others, Methyl Bromide use has been extended until November 30, 2014. This information is available on the GCSAA website as well as on the regional pages. If you have not visited the regional webpages please do so and give us your feedback. On the regional webpages you will find information from the Great Lakes Region. There are blogs that I have written about topics here in the Great Lakes Region as well as GCSAA TV clips and other information about what superintendents in this region are doing. You can take advantage of the regional forums where you can ask a question on a topic related to this region and get answers from superintendents in your area who have experienced the same issue. Please post questions here and make this a site that you visit frequently.

The future looks very bright for GCSAA as we work toward our goal of being the global leader in golf course maintenance by the year 2020. This is an aggressive schedule to make that goal but it is one that is worthy of achieving. We relish your feedback on this and all topics that are related to golf course maintenance. Please let us know what GCSAA can do to help you better serve your club, your members and your facility. There is an area on the website where you can provide feedback or you can send me an email or give me a call and let GCSAA know what you are thinking. In 2014 I look forward to seeing all of you at a chapter meeting or regional function, please come up and let me know what is on your mind or how GCSAA can better serve you. In 2013 Rounds for Research was a huge success bringing in just over \$150,000 and 80% of that money went back to GCSAA chapters. In 2014 we are looking to make that number much larger. We are looking into avenues to get information out to the golfers about the auctions and we will need the help of the superintendents as well as local golf associations in order to do this. We are also looking to increase the inventory of golf courses that provide rounds to be auctioned off. By increasing the amount of people how are bidding and the amount of inventory available we hope to grow Rounds for Research over the next few years and this will help the chapters with their education, scholarships, government advocacy and research. The EIFG has also seen a growth in member support in 2013 and GCSAA would like to carry that momentum forward into 2014. The Environmental Institute for Golf helps fund scholarships, research, education programs and government advocacy for GCSAA. While we have a large amount of industry support, individual member support has fallen over the years to about 11%. In 2013 that support grew to over 15% and we would like to see it eventually to over 51%. This will show how important the EIFG is to our members and help GCSAA garnish support from others in the industry and outside the industry and the proceeds will come back to help all golf course superintendents. I look forward to seeing everyone soon at an event and I wish you a very prosperous and happy 2014!

Best Wishes,

John



Rooted in Science  
Periodic Table  
Atomic Properties of the Elements

# Atomic Properties of the Elements

Group	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18												
	IA	IIA	IIIB	IVB	VB	VIB	VII	VIII	VIII	IB	IB	IB	IIIA	IVA	VA	VIA	VIIA	VIIIA												
1	1 H Hydrogen												5 B Boron	6 C Carbon	7 N Nitrogen	8 O Oxygen	9 F Fluorine	10 Ne Neon												
2	3 Li Lithium	4 Be Beryllium											13 Al Aluminum	14 Si Silicon	15 P Phosphorus	16 S Sulfur	17 Cl Chlorine	18 Ar Argon												
3	11 Na Sodium	12 Mg Magnesium											19 K Potassium	20 Ca Calcium	21 Sc Scandium	22 Ti Titanium	23 V Vanadium	24 Cr Chromium	25 Mn Manganese	26 Fe Iron	27 Co Cobalt	28 Ni Nickel	29 Cu Copper	30 Zn Zinc	31 Ga Gallium	32 Ge Germanium	33 As Arsenic	34 Se Selenium	35 Br Bromine	36 Kr Krypton
4	19 K Potassium	20 Ca Calcium	39 Y Yttrium	40 Zr Zirconium	41 Nb Niobium	42 Mo Molybdenum	43 Tc Technetium	44 Ru Ruthenium	45 Rh Rhodium	46 Pd Palladium	47 Ag Silver	48 Cd Cadmium	49 In Indium	50 Sn Tin	51 Sb Antimony	52 Te Tellurium	53 I Iodine	54 Xe Xenon												
5	37 Rb Rubidium	38 Sr Strontium		72 Hf Hafnium	73 Ta Tantalum	74 W Tungsten	75 Re Rhenium	76 Os Osmium	77 Ir Iridium	78 Pt Platinum	79 Au Gold	80 Hg Mercury	81 Tl Thallium	82 Pb Lead	83 Bi Bismuth	84 Po Polonium	85 At Astatine	86 Rn Radon												
6	55 Cs Cesium	56 Ba Barium		104 Rf Rutherfordium	105 Db Dubnium	106 Sg Seaborgium	107 Bh Bohrium	108 Hs Hassium	109 Mt Meitnerium	110 Uun Ununium	111 Uuu Ununium	112 Uub Ununium																		
7	87 Fr Francium	88 Ra Radium											114 Uuq Unquadium			116 Uuh Unhexium														

Elements essential to plant health

Atomic number

Symbol

Element

Symptoms of critical depression include:  
 Cataplexy, nervous, reduced attention,  
 lack of growth or cessation of dental maturation  
 in some cases.



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Steve Shane	(231)	883-8334
Jeff Knoblock	(231)	288-2753



## THE BETTER HALF



# MATTHEW CHAPMAN

Matthew Chapman started as the Assistant Superintendent for Superintendent Colin Seaberg at Barton Hills Country Club in Ann Arbor in mid-August of 2013, before that he was at Cascade Hills Country Club working for Al Bathum, CGCS. Matt always loved to play golf but decided to pursue a degree in finance from MSU. During his first year he spoke with an advisor who told him about the turf program, he didn't even know this type of degree existed. Matt told us "lucky for me it just so happened to be one of the best in the country." Matt married his wife Jennifer in 2008 they enjoy concerts and an occasional road trip. Matt started his career at L.E. Kaufman Golf Course in Grand Rapids under Superintendent Mike Leavitt.

## WHAT WAS YOUR FIRST JOB AT KAUFMAN?

Granular fertilize greens. **When did you know that this was a job you wanted to do as a career?** I would say early on that first summer. **What was your favorite job that first summer on a course?** Whenever we had to prep for a tournament I always liked to see the course at its best.

## WHERE DID YOU RECEIVE YOUR EDUCATION?

Michigan State University, I graduated in 2005 with a Bachelor of Science in Crop and Soil Sciences. **What part of that education do you use most often on the job?** Soil and water management, understanding your soils and how water impacts those soils is so important going forward.

## WHY DID YOU CHOOSE A TURFGRASS MANAGEMENT CAREER PATH?

Because I love the game, I enjoy playing and working outside. I love sports and I thought it would be special to be involved in some capacity with sports and make a living at the same time.

## WHAT COURSE DID YOU GO TO AFTER COLLEGE?

Rackham Golf Course in Huntington Woods, MI as the assistant superintendent. **Who was the first Superintendent at that course?** Adam Hosler. **What did you learn from that Superintendent in the first year?** I learned a lot from Adam over the three years I spent at Rackham, he gave me my first big break in my career by hiring me. I learned the importance of communication and building a strong team ensures success.

## WHAT ARE YOUR EXPECTATIONS FROM THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION?

To keep providing us with resources and communication of what's happening in our state.

## WHAT IS THE MOST DIFFICULT PART OF YOUR JOB?

The summer grind and keeping those college kids motivated in late August.

## WHAT IS THE EASIEST PART OF YOUR JOB?

Winters, it's nice to take a step back and relax a little; it's nice to know something's can wait till tomorrow.

## WHAT ARE THE BIGGEST ISSUES FACING ASSISTANT SUPERINTENDENTS TODAY?

Making the jump to superintendent. The market today has plenty of qualified people with few quality openings in my opinion. Assistants are going to have to be very patient and keep working hard.



### WHAT DO YOU BELIEVE THE BIGGEST ISSUE WILL BE IN THE FUTURE?

Water and Chemical restrictions. Prepare to track every gallon and spray without some of your favorite chemicals.

### HOW WOULD YOU LIKE TO BE REMEMBERED 100 YEARS FROM NOW?

As somebody who was a good person and husband who was an honest hardworking professional that helped people further their lives and careers.

### WHO INFLUENCED YOU THE MOST ABOUT TURFGRASS MANAGEMENT?

Mike Leavitt, I consider Mike a mentor in my life. He influenced me most as a young twenty something turf student. Mike taught me early on what it takes to become a good respected superintendent. The four years I worked under him were some of the hardest but in return the most valuable. Alan Bathum took my career in turf to the next level. Alan helped me get into the private sector and taught me what it takes to keep those members, boards, and committees happy. Mr. Bathum was firm but fair and I believe I grew a lot personally over the time I spent at Cascade Hills.

### WHO IS THE GREATEST INFLUENCE IN YOUR PERSONAL LIFE?

This question is hard to name just one so I'm going to cheat and give you two. My father was a lead by example type of person who showed me a strong work ethic and taught me valuable life lessons. My wife keeps me grounded; she gives me extra motivation to accomplish my personal and career goals.

### NAME ANY THREE PEOPLE WHO WOULD MAKE UP YOUR "DREAM SCRAMBLE TEAM."

Mike Leavitt, Ryan VanZyle, and Dan Johnston, they are three of my friends that I have played only a few times all together with but were some of the best times I've spent playing golf.

### DO YOU PLAY GOLF?

Yes, I try to play once a week if possible. **What is your handicap?** My handicap varies from a 10-12. **What is your favorite golf hole you have played?** The 17th Island green at Eagle Eye in Lansing. I would love to play the real hole at the TPC of Sawgrass but a replica will do. **What is your favorite golf course that you have played?** No question Forrest Dunes, the property is beautiful and the layout looks very natural and challenging. Maintenance is second to none I think. **What golf course would you love to experience once in your lifetime?** Augusta National because of its history and pristine grounds. **What is your favorite golf club in the bag?** The putter, it may not be my best club but it's the one I use the most and requires the most thought.

### WHAT IS THE MOST VALUABLE THING YOU HAVE LEARNED IN THE GOLF COURSE MANAGEMENT PROFESSION?

I've learned everyday is important to build for the next. If you can improve a little everyday you're going to be a stronger person and have a better course in the future.

### HOW MANY CREW MEMBERS DO YOU HAVE ON YOUR GOLF COURSE MAINTENANCE STAFF?

We have approx 18-24 crew members in season. **What type of irrigation system do you have and approximately how many irrigation heads?** Toro with approx 1500 heads. **What is the cultural management practice you could not do without?** Aerifying, again I believe it's so important to get it done year after year.



## 5 THINGS YOU DID NOT KNOW ABOUT MATTHEW CHAPMAN

1. I ENTERED THE MSU TURF PROGRAM BEFORE WORKING ON A GOLF COURSE.
2. JENNY AND I ARE HIGH SCHOOL SWEETHEARTS AND MSU ALUMNI.
3. I HAVE CARRIED A 200 PLUS AVERAGE IN BOWLING.
4. I HAVE WORKED AT DAILY FEE, MUNICIPAL, RESORT, AND PRIVATE COURSES.
5. I ATTEND THE BIG TEN BASKETBALL TOURNAMENT EVERY YEAR.





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## Turf Equipment



# THE 48TH ANNUAL BIG EVENT FUNDRAISER

On October 8th Great Oaks Country Club hosted the 48th Annual Big Event Fundraiser. Don Knop was our host Superintendent for the day along with his Assistant Adam Busha. It was a beautiful fall day for the 114 attendees and the golf course was perfect from tee to green.

This event was made possible thanks in large part because of the support of the 2013 Premiere Foundation Sponsors Syngenta and Scott Trbovich, Bayer & Rob Pylar, BASF & Jerry Husemann, Tri-Turf & Joe Singles, FIP Irrigation & Derek Carroll, LaFontaine Automotive & Matt & Gordie LaFontaine.

The Hole Sponsors Spartan Distributors on #17, Residex on #8, VB Controls on #1, Watson Golf on #13 and JW Turf on #10. The complimentary beverage stations on holes 4, 14, & PG, were thanks to Herman and Associates, Gooseworks and Air2G2. The MSU Turf Club ran the putting contest at the putting green. A special thank you to Residex for the great food at the turn, the chili was awesome.

At the awards reception MiGCSA Executive Director Adam Ikamas, CGCS gave an update on the Chapter and the new MTESP 2.0 Program coming out this spring. Brian Schwehofer, MTF President gave an update on the research that is continuing to lead the way at the Hancock Center at MSU. GAM Green Committee Chairman David Baughman addressed the group on the efforts the GAM are putting forth for Superintendents and the members of the MiGCSA.



Thank you to the Great Oaks staff: Adam Busha, Don Knop, Sean Clark, Tim Moses

This was a scramble event with proximity markers on all of the par 3's and two long drives thanks to the 6 Premiere Foundation Sponsors. The closest to the pin winners were #3 Greg Hodges, #8 Joe Jehnsen, #11 Andy Gilroy and #16 Gabe Ross. The long drives were won by Rodney Crouse on #2 and Jared Barley on #18. There was a poker game thanks to Sue Shockey on hole #8 the winning team of Kris Early, Jim Higgs, Mike Casey and Ryan Moore had a full house Kings over 5's. The 50/50 pot was won by Brian Schwehofer. There was one skin that was won by the team of Doug Rusiecki, Greg Hodges, Jared Barley and Jamie. The winning team of Doug Rusiecki, Greg Hodges, Jared Barley and Jamie shot a 56.



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# A CALL FROM CAMPUS

## WHAT LIES BENEATH: ICE?

Dr. Kevin W. Frank, Associate Professor & Extension Turfgrass Specialist, Michigan State University

Some might remember 'What Lies Beneath' as the title of a horror movie but currently ice is a real life potential horror for golf course superintendents worried about winterkill.

### Weather Scenario

The winter of 2013-2014 will be remembered for many years to come. The first significant event was the ice storm of Dec. 21-22 that knocked out power for thousands and coated everything, including exposed turf, with a perfect coating of ice.

Most turf areas were covered with snow prior to the icing event and as the rain percolated through the snow it formed a very porous, crusty ice-snow layer. This type of ice-snow layer is not a concern for turfgrass as it is porous and allows for gas exchange from the turf/soil interface to the atmosphere.

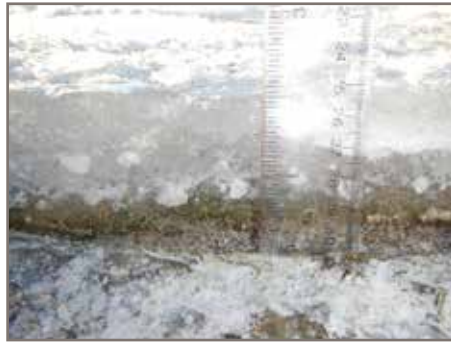
Five days after the ice storm (Dec. 27) temperatures at the Hancock Turfgrass Research Center (HTRC) warmed to 38 °F and were accompanied by 0.15 in. of rain. On Dec. 28 and 29 temperatures were above 40 °F. The warm temperatures resulted in melting and I believe this is when the first ice layer formed. On Dec. 30 temperatures dropped and we all learned what a Polar Vortex meant as day time high temperatures were in the single digits and nighttime lows were well below 0 °F. The Vortex combined with a foot or more of snow closed MSU for Jan. 6 and 7 but by Friday Jan. 10 the HTRC recorded a daytime high temperature of 38 °F and by Jan. 13 the high temperature was 44 °F. This resulted in another melting event and another ice forming event as temperatures in the day melted snow and nighttime temperatures refroze any remaining water. Some superintendents that were clearing snow from putting greens throughout the winter may have been successful at removing any ice that existed or formed during these melts. However, depending on available labor and equipment many superintendents are not able to constantly remove snow during the winter so ice formation is inevitable. Since the melting ended on Jan. 13-14 the temperatures have been well below the point where any further melting would occur. Not every green at the HTRC is covered in ice but at least one poorly draining *Poa annua* putting green is now covered in a 1-2 inch ice sheet. I believe this ice sheet initially formed during the Dec. 28-29 melt so as of today (Jan. 29) the *Poa* has been under ice for 31 days.

### Ice Sheets

In Michigan especially for *Poa annua* greens, crown hydration and subsequent refreezing are often the primary culprits of winterkill. However, this year ice sheets are a cause for concern. In the 1960's James B Beard conducted research at MSU on survival of creeping bentgrass



and *Poa annua* under ice sheets. Creeping bentgrass survived 120 days of ice cover without significant injury while annual bluegrass was killed somewhere between 75 and 90 days of ice cover. More recently Darrell



*Two inch ice sheet on *Poa annua* green at HTRC.*

Tompkins conducted research at the Prairie Turfgrass Research Center in Canada that suggested *Poa annua* greens could be damaged in as few as 45 days under ice. The primary cause of death to turfgrass under ice sheets is most likely from toxic gas accumulation under the ice sheet from soil and turfgrass respiration. The day estimates for turf survival are just that, estimates, use them as a guide but know that they are not absolutes.

### Remove Ice?

Whether or not to attempt ice removal is a difficult decision for golf course superintendents. The decision to remove ice can be based on several factors including: turf sampling, duration of ice cover, current and future temperatures, ability to remove water following melting from the green, and labor.

1. Sampling – Bob Vavrek from the USGA recently posted a great YouTube video <http://tinyurl.com/k9mbfjc> on how to sample greens under ice to assess survival. An important point that Bob makes is that there is variability in sampling and just because your sample comes out alive doesn't mean all areas on the green will survive – same can be said if your sample is dead.
2. Duration of ice cover – as discussed in the previous section, estimates of days of ice cover causing death vary from 45-90 for *Poa annua* and 120 days for creeping bentgrass. At this point I'm less concerned for creeping bentgrass surfaces as I'd expect significant melting before we reach a 120 day threshold as this would be well into April. *Poa annua* is less



*Ice sheet at HTRC, 31 days and counting.*

certain as at the HTRC we will approach 45 days under ice cover by mid-February. Check your calendar and start counting.

3. Temperatures – our 10 day forecast does not look good for trying to remove ice as day time high temperatures are forecast in the teens to low 20's with nighttime lows in the single digits. Part of the concern with removing ice is exposing the turf to cold air temperatures after being insulated with snow and ice since mid-December. In the past, some superintendents have removed ice and then recovered the greens with snow to provide insulation against cold temperatures.
4. Physical ice removal – physical ice removal includes practices to fracture the ice with impact (hammers, chisels, aerifiers, slicers) and then remove the fractured ice sheet with shovels, tractors, or skid steers. I recommend avoiding direct impact with tools such as hammers to less impact concentrated equipment such as slicers and aerifiers. There's always some risk associated with impact related ice removal but the alternative of leaving ice in place and rolling the dice on survival is also risky.
5. Melting ice – there are many different products that have been used to melt ice including black sand, dark colored natural organic fertilizers, and synthetic fertilizers. The key to any melting strategy is to be able to remove the water from the green following melting so it doesn't refreeze and form another ice sheet. We will be testing products to melt ice at the HTRC in cooperation with researchers from the Univ. of Minnesota in the coming weeks.
6. Labor – if you're going to remove ice you need help. Ice removal is not a 1-person job. If your golf course has 18 greens covered in ice even with several employees this is not a one day job.



*Damage from a hammer used to crack ice.*

### No Guarantees

Unfortunately there are no guarantees with respect to winterkill and whether or not ice is removed. The days under ice cover for survival are estimates from research and conditions from course to course and even within the same course vary thereby effecting how long turf can survive under ice. It's already been a long hard winter and let's all hope our turf survives so it's not a long hard spring reestablishing grass.

## TEAM MICHIGAN WINS THE TURF CUP

By: Scott Spooner, Superintendent, Leslie Park G.C.

2014 marked the 20th year that a hockey team composed of golf course superintendents, assistant superintendents and other turf professionals from the state of Michigan took on teams from around Canada with the aim of winning the coveted Turf Cup. This year 12 teams got together at the Gale Centre in Niagara Falls, Ontario, for two days of intense hockey.

The players from Michigan met on Monday afternoon at the Blue Water Bridge in Port Huron and carpooled for the 4 hour drive to Niagara Falls. After getting our rooms at the Comfort Inn – Clifton Hill, we had a poolside dinner and strategy session. Since our first game was at 11:30 A.M. we had some time to check out the night life.

The first game matched us up with a ClubLink team (ClubLink is a Canadian management company) that had 16 players, while we had half that many. Greater numbers did not mean better players and Team Michigan prevailed 7-3, behind the goal scoring of Tim Osburn (Osburn Industries) and Scott Marlinga (Twin Beach Country Club). It was a quick turnaround as we beat a tough Niagara team 5-4, with Goaltender Brian McDougal (Field Manager for Port Huron Schools) making a few key saves in the closing moments.

After returning to the hotel for some much needed time in the hot tub, we crossed the border back into the United States to catch a game between the Washington Capitals and the Buffalo Sabres at the First Niagara Center and pick up some pointers for our team. The Capitals scored in overtime to win 5-4.

At 9:30 the next morning, we played a team from London, Ontario and won 6-3 thanks to timely goals scored by Taylor Doorlag (The Moors Country Club) and despite a skate shattering from underneath Ken Debuscher (Knox Fertilizer.) The final was played at 1:30



Two Back Row (Left to Right)- Ken DeBusher, Matt Costello, Scott Marlinga, Shawn Rhotondi, John Nowakowski, John Taylor (Grand Niagara Golf Course), Scott Spooner  
Front Row - (Left to Right) - Taylor Doorlag, Mark Ostrander, Brian McDougal, Tim Osburn

against Team Toronto, a perennial power. In a match that was back and forth all game, Team Michigan outlasted Toronto 3-2 thanks to the defense of John Nowakowski (Port Huron Golf Club) and Mark Ostrander (The Moors Country Club.) The win secured Team Michigan's second Turf Cup in as many years and marked the seventh time overall that the cup has returned to Michigan.

Team Michigan will be returning next January to defend the Cup and we are seeking more players to join us. If you are interested in playing or know of other turf professionals who are, please contact John Nowakowski at 810.434.4117 or [jnowakowski@phgc.net](mailto:jnowakowski@phgc.net). There are openings for the competitive division and also the Over-40 bracket.

We would like to extend sincere thanks to our sponsors for this event: Deep Roots Aerification, Osburn Industries, Syngenta, Harrell's, Great Lakes Turf, Resdiex-Turfgrass, Spartan Distributors and Knox Fertilizer.



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## ASSOCIATION UPDATE



ADAM IKAMAS, CGCS

**The MiGCSA at the Michigan Turf Conference**

As I write this on Thursday after returning from the 2014 Conference in Lansing I feel a bit like laundry just out of the spin cycle. From sun up until (well) after sun down this conference is a very busy time for myself and the MiGCSA. This year much like the last and

many more before that was a great turnout and the best multi day education opportunity our members have.

On Sunday evening the second of a new tradition was continued with our Past President dinner. John Fulling, Steve Hammon, Ron Dahlin, Jay Eccleton, Greg Pattinson and I hosted incoming President Gregg Matthews to break bread together and discuss the chapter. All of these gentleman were instrumental in the merge of the four chapters into one it is very important that the founders have input on our direction. It was a great discussion and I look forward to 2015 when our new Vice President Jeff Holmes will be in the hot seat.

Monday afternoon the Board of Directors met for lunch along with our Past Presidents, MTF President Brian Schwehofer, GCSAA Great Lakes Field Staff John Miller and Steve Randall, GCSAA Central Plains regional representative and senior manager – chapter outreach. After lunch we had a great board meeting and went over the Annual Meeting slides and outcomes from 2013 for the Chapter. You can see all the slides at migcsa.org but some of the highlights are the 15 tiered Industry Partners in 2013 and the MiGCSA was profitable for the first time with a surplus of just short of \$12,000. We are planning a strategic planning meeting this spring to decide on the financial direction to invest in the stability and future of the MiGCSA.

At our Annual Meeting on Monday the new slate of Officers and Board Members were voted in, congratulations to Gregg Matthews our new President, Jeff Holmes our new Vice President and Justin Bickel the new Secretary/Treasurer. Dan Dinman was re-elected to represent the Detroit District and Jeff Sweet was elected to take the place of Past President Jay Eccleton in the Mid District who ended his very successful time on the Board.

After the Annual Meetings for both the MiGCSA and MTF there was a reception where we were able to give our check for \$14,021.18 to the MTF from the 2013 Fundraisers. With this donation the MiGCSA has crested \$100,000 in funding for turf research at MSU via MTF donations since the inception of the chapter in January of 2008.

Tuesday Morning was started with the Communications Committee meeting called by Chairman Justin Bickel. It was one

of the most productive we have ever had, look for some great new features in this magazine this year. It is the flagship of the Chapter and it is in great hands.



Tuesday evening brought on the Kick Off show at Spartan Stadium with table tops for the vendors and a unique and exciting atmosphere for everyone. This is such a great format for everyone involved to enjoy some time with one another and the Industry Partners that are such a huge part of what our members do. We had a lot of visitors at the MiGCSA table it is always so good to see so many of you face to face.

Wednesday morning I was able to take part in the Environmental Session along with Greg Lyman, Debbie Swartz, John Johnson and a great interactive group of attendees. The main topic was Environmental Management Systems including my section on the new MTESP 2.0 website. Stay tuned as we are on track for the release of the new site this spring.

After lunch on Wednesday it was my pleasure to help hand out the 2013 MiGCSA Scholarships. The 2013 Student winners were Jacob Fawaz and Paul Jacobs III who both received a plaque and \$1,500 from the Scholarship Committee. The 2013 Heritage Scholarships were also awarded for \$1,000 each to Margaret DeVries, daughter of Mike DeVries from DeVries Designs, Inc., Stephanie Holmes daughter of Jeff Holmes, CGCS, Egypt Valley C.C., Tyler Owen son of Phil Owen, CGCS, Warwick Hills C.C., and Lauren Roeser-Nordling daughter of Dennis Nordling, Barton Hills C.C.

A big thank you to the Michigan Turfgrass Foundation Board, Gordy Lafontaine MTF Executive Director and Rebecca Schoch who plan this entire conference every year. We look forward to all of the exciting things to come at the 2015 show.

Adam Ikamas, CGCS  
MiGCSA Executive Director



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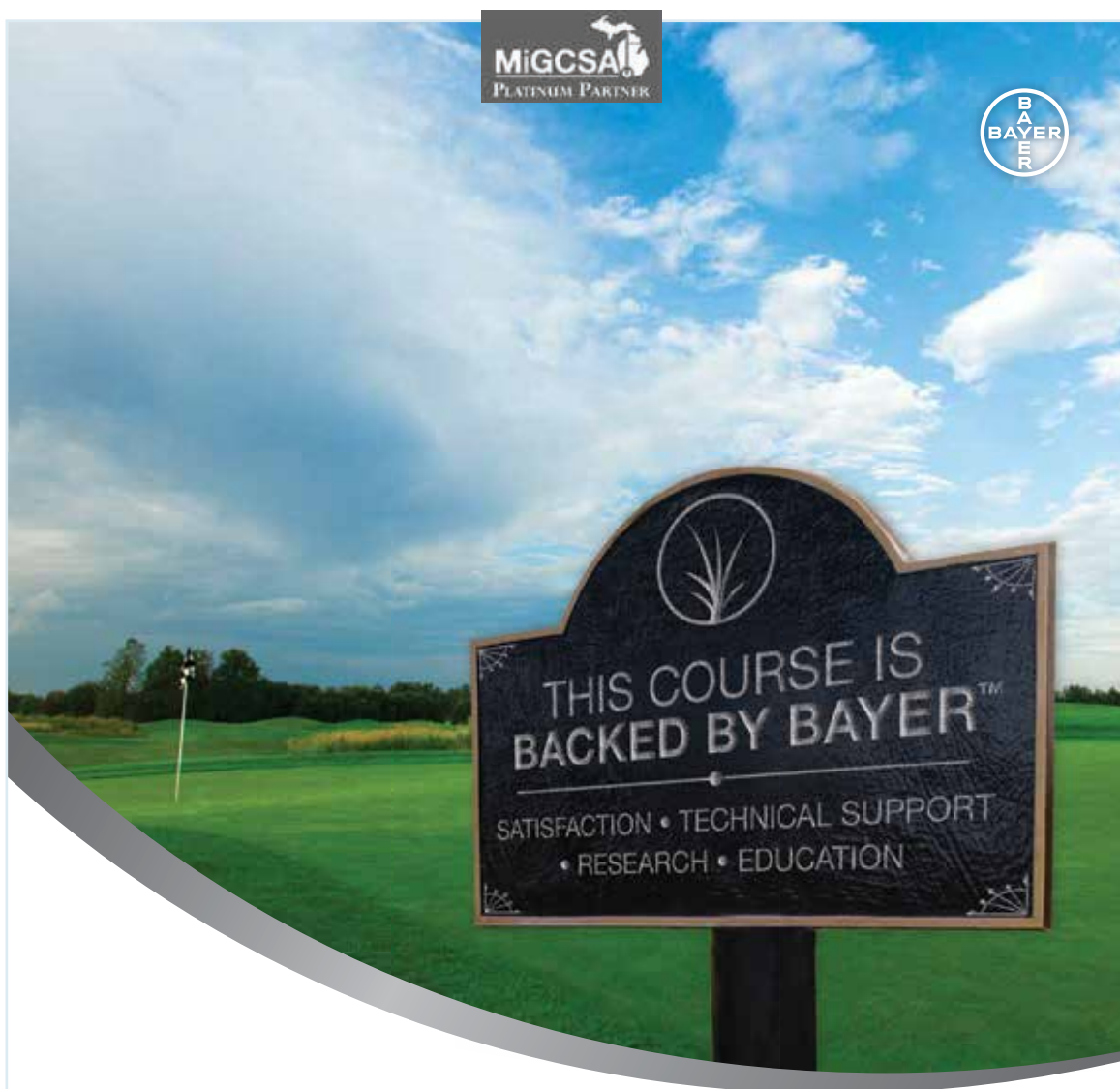
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