



COURSE Conditions

WINTER 2017-18

Quarterly Publication of the Michigan Golf Course Superintendents Association



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INSIDE THIS ISSUE:

FEATURE: Fit for Peak Performance

Industry Partner Profile: Steve Loveday, Target Specialty Products

Assistant Superintendent Profile: Drew Boike, Gull Lake C.C.

Fulling wins at GIS! 2018 GCSAA Secretary/Treasurer

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**FEATURE
SUPERINTENDENT**

Mark McKinley, CGCS



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Product Development Manager for Target Specialty Products: **Steve Loveday**



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Superintendent at Polo Fields Golf & Country Club: **Mark McKinley**



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Assistant Superintendent at Gull Lake Country Club: **Drew Boike**

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MiGCSA Membership Report

SUMMARY OF CLASSES

	CURRENT MEMBERSHIP	WINTER 2016-17 MEMBERSHIP
Class A	245	248
Class B	57	64
Class C	107	96
Class AA	43	38
Class AFF	154	160
Class EM	38	39
Class E	18	16
Class H	33	30
Class R	9	8
Class SA	28	18
TOTAL	732	718

Please log in to your account at www.migcsa.org to renew your membership for 2018. If you are unsure of your status contact us at info@migcsa.org or 1-888-3-MiGCSA.

CALENDAR OF EVENTS

THURSDAY, MARCH 1 -
Spring Management Meeting
(The Inn at St. John's, Plymouth)

THURSDAY, MARCH 8 -
Spring Management Meeting
(Egypt Valley C.C., Ada)

THURSDAY, MARCH 29 -
Spring Management Meeting
(Tree Tops, Gaylord)

SUNDAY, APRIL 1 -
2018 Match Play Championship Opens

SUNDAY, APRIL 1 - SUNDAY, APRIL 8 -
The Michigan House at The Masters
(Augusta, GA)

TUESDAY, APRIL 17 - Spring Opener
(Stotain Brae, Augusta)

SUNDAY, APRIL 29 - MAY 13 - Tee Times
for Turf Auction Open

MONDAY, APRIL 30 - Can-Am Tournament
(Grosse Ile G&C.C., Grosse Ile)

MONDAY, MAY 14 - Wee One Fundraiser
(Meadowbrook C.C., Northville)

Please visit 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

President's **PERSPECTIVE**

Several years ago, I was asked if I would be willing to serve on the MiGCSA Board. I wasn't exactly sure what that meant or what was going to be asked of me. I had no idea that this experience would be so powerful in enlightening me of the big picture of our industry and profession. Many years ago, our association was formed from four separate chapters. The leaders of this charge were met by plenty of resistance, however, they continued to work hard for what was right and prevailed. The result, ten years later, is an association that is one of the strongest in the country.

Our association is dependent on great leadership which we have in our Executive Director, Adam Ikamas as well as our board both past and present. The MiGCSA also needs you as members but more importantly your involvement. Lastly, we value our Industry Partners. As we partner with companies and reps from around the state and country, we are able to provide more value to our members. I encourage you to support the companies that support us.

Many great things are happening with your association. With the help of our fundraisers, we were able to donate nearly \$20,000 to the MTF for turf research at Michigan State University. In addition, we awarded several scholarships to students and matched donations to the Wee One. We are getting ready to launch a brand-new website that will be more useful and easier to navigate. Our goal is to have it be your home page so that all of our members can keep up with what is going on in the state. We were also able to secure our spot at the new Michigan Hall of Fame building on Ferris State's campus. We will have an indoor hitting bay alongside the PGA and GAM. This is a strong message that we are a leader in the state. We were able to send one of our members, Kirby Keltner, to the GIS this year as a result of the T-Shirt Fundraiser. The MiGCSA has an investment account that continues to grow. Our goal is to cover our operating expenses in the event of a down period. These are all visions from past leaders that have come to fruition. Congratulations to all that have been part of the association through the years.

I recently returned from the GIS in San Antonio. The show is always an eye-opening experience. Through the education and networking, you find that there are so many of us that are fighting for the same thing. The awesome part of our industry is that we are all on the same side. I had the pleasure of joining Adam in thanking many of our Industry Partners. It is very encouraging to hear that they are happy to be partnered with such a great association. As these relationships continue to grow, the MiGCSA will continue to do great things.



As outgoing President, I had the honor to represent Michigan at the GCSAA Annual Meeting. I am amazed by the number of superintendents that are willing to sacrifice so much to ensure that our association is strong. It was my pleasure to be present to see our very own John Fulling CGCS (Kalamazoo CC) elected to Secretary/Treasurer. John will be elected President of the GCSAA in 2020. Great work John! Congratulations to you and everyone that has been a part of your voyage.

I step down from my presidency with great confidence of the future leadership of the MiGCSA. Dan Dingman has already been doing great things as president. Jeff Sweet and Rob Steger will continue to push the association forward with diligence. Thank you, gentlemen, for your support and time during my tenure on the board. I would also like to thank the rest of the board for volunteering your time to something that is bigger than all of us. It's because of you that the association continues to thrive.

So, when I began this voyage, I had no idea what to expect. The greatest lesson I learned is that it takes all of us. In order to be a leader in this industry, you must have a great team surrounding you. Creating the strength in this team requires give and take. All of our members can do this by participating and supporting our Industry Partners. Our partners love to hear from you. As a team, we will do great things.

Thank you for allowing me the opportunity to serve the MiGCSA. It was a humbling experience that I will be forever grateful!



Mark Ostrander
President, MiGCSA



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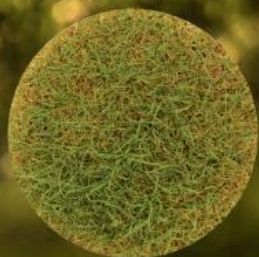
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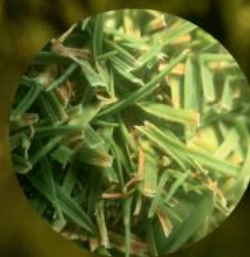
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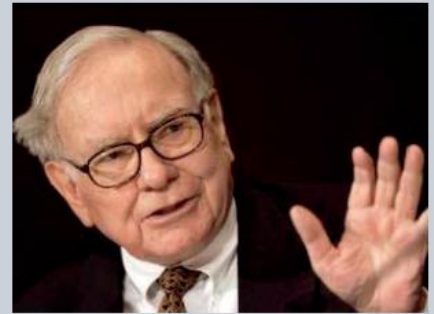
Fit for Peak Performance



Please join the MiGCSA at the three Spring Meetings

March 1 in Plymouth, March 8th in Ada and March 29th in Gaylord) for more information from Fritz Seyferth and Associates. They will be speaking at all three events on Managing a Multi Generational Workforce. The foundation of FS/A is built on Fritz's rich background, which includes being a key member of "teams" that have succeeded at the highest level. Fritz uniquely combines a systems engineering mindset with a deep understanding of what motivates people to excel. This life journey has produced client relationships that go beyond being an advisor, to being a trusted confidant.

Creating a flourishing garden requires matching a set of complementary plants to optimal soil, light, water, and climate conditions. Organizations are the same: in order to thrive and flourish, the organization's culture must nourish each team member, supporting them in service of something bigger than themselves.



Warren Buffett's philosophy on hiring the "right" people correlates to this equation:

"In looking for someone to hire, you look for three qualities: integrity (culture fit), intelligence (competency fit) and energy (behavioral fit)," said Buffet. "But the most important is integrity, because if they don't have that, the other two qualities, intelligence and energy, are going to kill you."

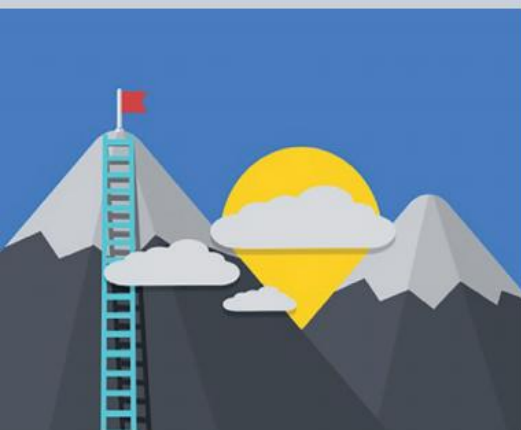
The Peak Performance Evaluation Equation

At FS/A we have developed an evaluation for each team member of an organization that clients appreciate greatly. The template must be customized to reflect the core identity of the organization and job competency and behavior requirements. The Peak Performance Evaluation Equation is:

$$\begin{aligned}
 &\text{Cultural Fit} \\
 &\text{for the Organization} \\
 &+ \\
 &\text{Competency Fit} \\
 &\text{for the "what" of the Job} \\
 &+ \\
 &\text{Behavioral Fit} \\
 &\text{for the "how" of the Job} \\
 &= \\
 &\text{Peak Performance}
 \end{aligned}$$

Why Cultural Fit?

Organizations thrive when each individual has the opportunity for peak performance. Like plants, they need the right environment and nurturing to thrive. The study of athletic teams made it clear that teams with the most five-star players do not necessarily win. There is a shared purpose, a respect and trust in each other, that is more important than the innate talent of the individual players. Michigan State University's current head football coach, Mark Dantonio, exemplifies this concept well: he recruits many good—but not five-star—players who



form a cohesive team and win at unprecedented levels. Clearly, they are seeking something more subjective than talent in those they desire to be a part of their team. He is the first football coach in Big Ten Conference history to win at least 11 games in a season 5 out of 6 years.



The Importance of Competency Fit

While we have emphasized the importance of Cultural Fit a great deal, we do so because most leaders seek Competency Fit as the most important—and often the only—criteria in hiring. That said, Competency is very important and is made of three components:

- a. **Talent** - Natural and God given, that which we cannot learn or develop skills for.
- b. **Skill** – Abilities gained or learned on our growth journey
- c. **Knowledge** – That base for right decision making that has been built

The ability to do the work required is a must, and some individuals have more natural talent than others. Where and how they gained their skills and knowledge may be an asset too, whether at a prestigious school,



organization, or with an exceptional mentor.

Their overall competency can be found in their job history if they have performed the job before. We will dig deeper into Competency Fit Assessment in Blog 5.2.

The Role of Behavioral Fit

Have you ever dreaded working with someone, even though they were talented and gifted? Whatever the quality of their work, dealing with their inappropriate behavior was too high a price to pay. There are many behavior assessment tools that can aid in matching job behavior fit needed and individual behavior fit of the individual. Individual behaviors are generally assessed in four categories: Risk taking, sociability, calmness, and Detail orientation.

In addition to these four we have found Positivity, Energy, and a Passion for Organizational Purpose three more behavioral attributes to be assessed for peak performance.



It is “right people” not any people who matched with the right job enable peak performance for the individual. Individual peak performance in service of the organization brings us closer

to organizational peak performance, our ultimate goal. We need to recognize and acknowledge each of us reacts differently to stresses, and some are wired for that job and some are not. We will share more on this later in Blog 5.3

Leadership Challenge Questions

As a leader, ask yourself:

- In our organization, are we giving too much weight to Competency Fit and too little to Organizational Culture Fit? What consideration do we give to Behavioral Fit?
- What metrics do we use to assess Cultural Fit?
- What steps can we take to create a standard for peak performance for each of the three Performance Components, so as to benefit team members in their growing?

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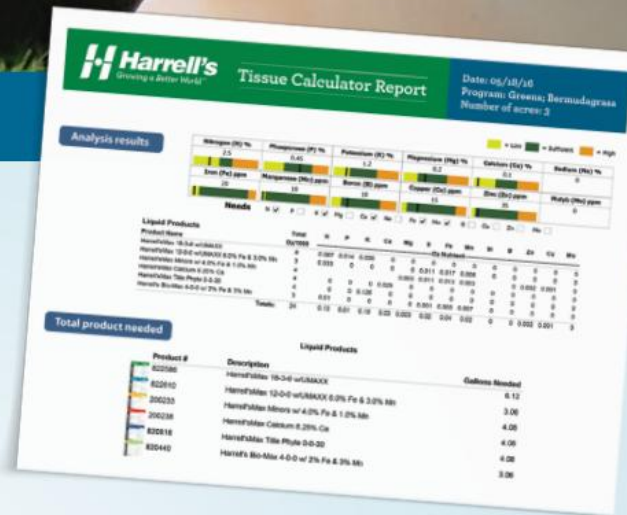
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Is Golf Targeting the Right Market?

BY PAUL ALBANESE, ASGCA



This past fall at the MGCOA meeting, I was having a drink with a well known Michigan golf course owner who's father has an MGCAO award named after him and is from the Battle Creek area.....but who shall remain nameless. We were discussing the golf industry in general, as happens often when I am with him, and others in the golf world.

And, we.....OK, I.....started on the familiar conversation path about the need for the golf world to attract younger people to play the game; the typical call for golf facilities to enable golfers to play in less time, in order to compete with the fast paced, instantly gratifying technology that has invaded our world. I espoused about the presumed need to get MILLENNIALS to play golf more in order to make the business end of golf viable.

And then, this unnamed golf course owner whose name rhymes with "Jott", proposed a new paradigm: maybe we don't really need the millennials? Maybe the push to get Generation Y to play golf is misguided? And, that maybe the golf industry needs to target the middle aged man/woman/family? People such a myself; men and women with kids, that desire their families to grow up with the sport they remember from back in the 70', 80s and 90's.

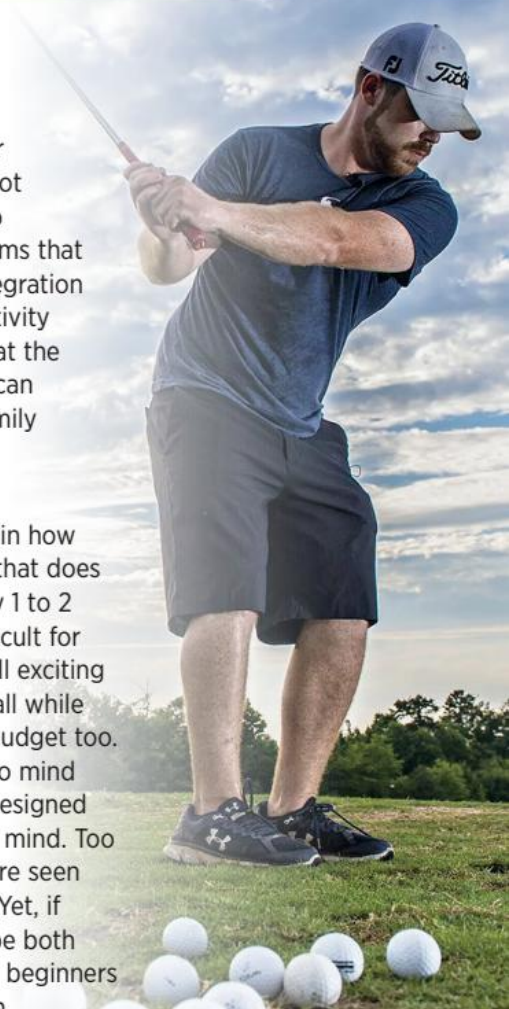
The golf world understands that old model of the "husband" being gone for 5 to 6 hours on Saturday and/or Sunday to play golf with the "boys" is over. There is too much going on with family events, kids focusing on one sport year round, traveling leagues, tournaments and all other kinds of activities now available to families. To not have one of the parents around and involved in these other activities, either as a chauffeur, coach or general cheerleader is not really an option in today's society. Hence, golf has taken back seat, and golf owners and operators have been dealt the blow to their bottom line.

So, instead of trying to attract the millennial, who now desire a different type activity, the idea would be to reconnect with these middle aged men/women who have younger kids, and create a golf experience that can be enjoyed as a family. There have been efforts to create alternative facilities and programs exclusively

for younger and beginner golfers. But, there have not been concerted efforts to create facilities or programs that would encourage the integration of golf into the family activity structure; golf activity that the parents - and the kids - can enjoy simultaneously. Family golf leagues? Family golf tournaments?

A key component will lie in how create a golf experience that does not take a lot of time, say 1 to 2 hours; and is not too difficult for the young novice; yet, still exciting for the advanced golfer, all while not breaking the family budget too. Par three courses come to mind as a good example, yet designed with the above criteria in mind. Too often par three courses are seen as only for the beginner. Yet, if designed well, they can be both excellent tracks on which beginners can learn and experts can hone. They are ideal for family outings, especially for those with younger, "wee" golfers being introduced to the game; a game they may truly enjoy, and play until they have kids themselves someday.

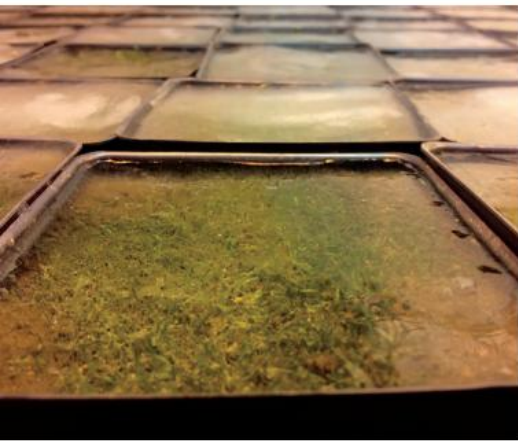
Paul Albanese, ASGCA is a principal with Albanese & Lutzke, Golf Course Architects/Construction Managers. www.golf-designs.com paul@golf-designs.com



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GOLF COURSE ARCHITECTURE
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What's in the freezer?

DR. EMILY MEREWITZ, KEVIN LASKOWSKI,
AND DR. KEVIN FRANK

The epic winterkill event of 2013-2014 seems distant in time but is certainly still fresh on the minds of many golf course superintendents that dealt with the kill and subsequent reestablishment of *Poa annua* putting greens. Following that winter, a partnership between the Michigan Turfgrass Foundation's Founders Society, MSU AgBioResearch, and the MSU Growth Chamber Facility resulted in the purchase of a low temperature growth chamber to conduct winterkill research. Since then, two research experiments have been conducted using the low temperature chamber. The first sign of sun damage comes in the form of the precancerous cells of actinic keratosis (AK); when discovered there is seldom just one area of damage. If left untreated it can advance into any of the forms of skin cancer: basal cell carcinoma, squamous cell carcinoma or even worse melanoma.

The first research study evaluated different plant growth regulators and fungicides to determine their effect on turfgrass survival under ice cover. Annual bluegrass field plots were treated in late summer through fall of 2014 and 2015 with Civitas, mefluidide, propiconazole or trinexapac-ethyl at recommended label rates. After acclimation in late fall, annual bluegrass turfgrass plugs were taken from each plot and transferred to a low-temperature growth chamber (-4 °C)

where they underwent ice-cover or no-ice-cover treatments. Turfgrass plugs were removed from the low-temperature growth chamber after 20, 40, and 60 days. Half of the plugs underwent destructive sampling for fatty acid analysis and the other half were used for a regrowth assay. Annual bluegrass plants treated with mefluidide, propiconazole, and Civitas all had higher percentages of regrowth after 20 d of recovery in a greenhouse than trinexapac-ethyl and untreated control plugs after 20 and 60 days under ice cover.

The objective of the second study is to determine the effect of ethylene regulation on turfgrass survival under ice and to determine if treatments that inhibit ethylene or promote ethylene production may alter annual bluegrass survival of ice. Ethylene, a gaseous hormone, is known to play a role in leaf senescence and regulating metabolic activity rates during dormancy. Ethylene association with tolerance to various winterkill stresses of cool-season turfgrasses has yet to be investigated. Field and growth chamber studies were initiated in 2016, which included treatments of an untreated control, ethephon as an ethylene application, ethylene precursor aminocyclopropane-1-carboxylic acid (ACC) as an ethylene application, aminoethoxyvinylglycine (AVG) to inhibit ethylene, and late urea applications. In the first year, annual

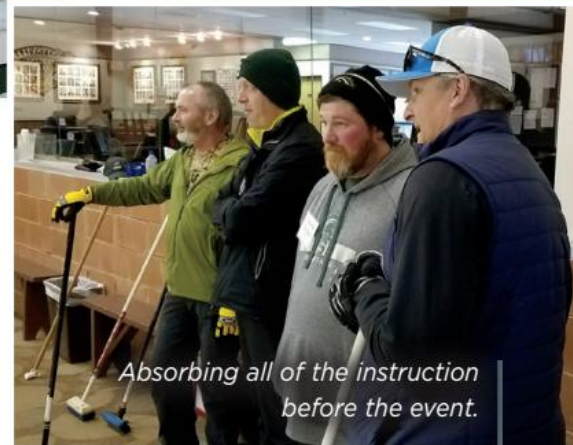
bluegrass had more ethylene evolved from plots than creeping bentgrass. The ethephon treatments had lower visual turfgrass quality and normalized difference vegetation index in the field in the fall when compared to the other treatments. Ethylene production in the field was significantly higher in ethephon and ACC treated annual bluegrass when compared to the other treatments. After 20 days in a low temperature growth chamber, regrowth of annual bluegrass was decreased by ethephon treatment when compared to the untreated control. Applications of effective ethylene products appear to increase ethylene production and respiration while decreasing tolerance of ice cover. Trinexapac-ethyl (i.e. Primo) treatments may reduce or cause no change in ice survival. Fall applications of ethylene producing products such as ethephon (i.e. Proxy), for inhibition of annual bluegrass flowering, could negatively impact annual bluegrass survival of ice stress. However, it should be noted that ethephon treatments were exploratory in that ethephon was applied at 2.5 fl oz/1000 ft.² over 6 applications (15 oz. total) in the fall. Our rates are significantly higher than the typical fall application rate of 5 fl oz/1000 ft.² superintendents use to inhibit annual bluegrass flowering. The second year of research is currently underway and will help in determining the validity of conclusions made thus far.

4th Annual Curling Fundraiser for Ice Research



Dr. Kevin Frank updates the group on the ongoing ice research at MSU.

The MiGCSA was back to the Detroit Curling Club on January 19th thanks to MiGCSA Board and Detroit Curling Club Member Ryan Moore. This year was another great event starting with lunch at noon followed by detailed instruction with on ice training for everyone. Look for this to become an annual event returning next year, January of 2019.



Absorbing all of the instruction before the event.

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THE WRENCH

By: Sam Holysz & Friends

By Sam Holysz, Gull Lake C.C.



My name is Sam Holysz, I am the equipment manager, aka "The Wrench" at Gull Lake Country Club in Richland Michigan. The 2017 season was a very busy one for us at the club, with winter upon us it is time to get things ready for 2018. I have been asked by countless people "what do you do in the winter?", the answer to that as many of us know is not all that simple. In our case we prep for winter, setup for the holidays, groom a cross country ski trail, build and maintain an ice rink, snow removal, and the list goes on. Once all of those things are dealt with I can get down to what I really want to get done, winter maintenance.

With all of the things that keep us busy in the offseason our time can be stretched a bit thin. When this happens "Tools" can become an EM's best friend. Our hand tools are our bread and butter, but the tools I am talking about here are specialty tools. Some of these tools are purchased, some are made, and some are passed on from one wrench to another. We are all full of ideas, knowledge is our greatest tool, and there are many of us in the turf industry willing to share those ideas. I could go on for days about all kinds of different tools, how they can be used, and those I could not get along without, but here are a few of my favorites.

The bubble machine:

Small engines simply do not get along well with ethanol. It causes deterioration of rubber seals gaskets

and O-rings, it has a short shelf life, and really gums things up in carburetors. Even with access to non-ethanol fuel, modern carburetors for small engines are difficult to clean and in many cases no longer able to be rebuilt. Hector Velazquez @HectorsShop turned me on to an ultrasonic machine through EETC.org (Equipment & Engine Training Council), and I love it. It has unclogged carburetor jets and internal channels, removed varnished fuel from a carb that sat for over 9 years, removes oxidation without damaging the material you want to save, is safe on seals and non-porous gaskets, and as a bonus it has cleaned several hydraulic spool valves. Simply put this technology works, and is one of those tools that once you have one you wonder why you waited so long to get one.

Parts kits:

Many companies offer parts kits, most of those kits are consumables such as nuts, bolts, screws, electrical terminals, and grease fittings. Those kits have their place and can be helpful in the shop, but most of the time we only use a small portion of those prepackaged kits. I prefer to spend a bit of time to make my own. A good Plano storage box is inexpensive and very durable; you only stock what you commonly use, and save time, money and hassle. When I put together a kit I make sure I include my vendors part numbers with the parts making it easier to order replacements when needed, and if there are specialty

▼
 This article will be in every issue of Course Conditions featuring a new idea and author. If you have a helpful tip and would like to provide a contribution please contact Sam Holysz, Equipment Technician at Gull Lake Country Club by E-mail: sholysz@gmail.com or on Twitter: @GLCCTurfMec. Is your Equipment Technician an MiGCSA Member? They can be for only \$25 a year.

tools for those parts I like to make the kit big enough to hold that too. The kit pictured is one for Weatherproof electrical connectors. These are commonly used in automotive but have found their way into turf and work very well. I can repair existing connections or make new ones. It makes retrofitting equipment lighting to LEDs a breeze, no cutting or splicing equipment wiring, and keeps things neat and tidy.

Measuring tools:

These are the tools that make what we do as turf EMs possible. Calipers, feeler gauges, dividers, and a machinist's scale or ruler should be in every tool box. A micrometer is not a necessity

but can be an invaluable tool, as well as a hanging scale. The tools I would not want to be without are a Tru-table, Pi-tape, analog HOC (Height of Cut) gauge, and a prism or turf evaluator. Unrelated to quality of cut a good multi meter is an absolute necessity, don't skimp on this

one, digital is fine and what I use on a regular basis, but if you have or can locate a working analog set of meters you have hit the jackpot.

The rotary time saver:

Bad after cut appearance from a rotary cutting unit is usually caused by a blade alignment issue. Some rotaries are easier to measure and adjust than others but the one thing they all have in common is needing a consistent point to measure from. To insure your deck is cutting properly the blade needs to be measured from at least these 4 points, 12, 3, 6, & 9 o'clock. I have tried measuring from the floor to the blade, measuring using straight edges, and I have tried a sizer-gauge from the floor. All of those methods worked but there was no consistency. I decided to make a jig so that I would have a repeatable point to measure from in any position on any of the rotary decks that we have. I made this jig out of left over materials, it is far from a tru-table, and like many tools it could be improved, but it gets the job done. With the jig, a 4' straight edge, and a combination square I can measure and adjust with confidence.

Now that I've shared some of my favorite and "must have" tools, I would love to hear from you about what you have in your tool box. Please feel free to contact me with any questions, suggestions and



ideas, and I will continue sharing mine through these articles. Remember, if you want to share something with the other Ems, write it up, include pictures, send it over, and if I put it in an article you will receive full credit for your contribution.



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2018 Annual Meeting and Elections



Dan Dingman from Birmingham C.C., 2018 MiGCSA President

EAST LANSING – Daniel P. Dingman, the Class A Golf Course Superintendent at Birmingham Country Club in Birmingham has been elected as the Michigan Golf Course Superintendents Association (MiGCSA) Chapter President for 2018.

The MiGCSA held its 10th annual meeting and elections on Wednesday January 3rd at the Kellogg Center in East Lansing during the Michigan Turfgrass Conference.

Other officers elected to the MiGCSA board include Vice President Jeff Sweet, CGCS from Bucks Run Golf Club in Mt. Pleasant and Rob Steger, CGCS from Saginaw Country Club.

The election marked the end of board service for Past President (2016) Justin Bickel Superintendent at The Dream, Nightmare and Westbranch Country Club in Westbranch. Our deepest gratitude for his service to our industry.

New members elected to the board include Doug Hoeh from Treetops Resort, Scott Pulaski from Walloon Lake Country Club, Andrew Dalton from Metamora Golf

& Country Club and Ryan Moore from Forest Lake Country Club.

The chapter is in a good financial standing the investment into a mutual fund of \$50,000 in March of 2015 has grown to \$59,370.18. The 2017 year also showed a profit of \$1,456.80 while making an \$18,000 investment in a new website and our first \$5,000 payment to the Michigan Golf Hall of Fame building at Ferris State University for a hitting bay and display case featuring the MiGCSA. All of this is thanks in large part to our Tiered Industry Partners and 25+ Companies that participated to bring in more than \$120,000.

The 2017 Fundraisers allowed the MiGCSA to Award \$6,000 in Heritage Scholarships to Member Dependents, \$4,000 in MSU Student Scholarships, \$2,650 to the Wee One Foundation and other philanthropic endeavors related to turf. After all of those donations we were still able to donate \$20,014.45 to the MTF. Overall another successful year for the MiGCSA thanks to the support of our members and industry partners.

2017 MTF President Carey Mitchelson and Executive Director Gordie LaFontaine received the 2017 Fundraiser check from 2017 MiGCSA President Mark Ostrander.





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2018 Event Calendar



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

Please check www.MiGCSA.org for all the latest event information

MTF Events in Green

GCSAA Events in Silver

Wee One Event in Blue

Volunteer Opportunities in Red

Thursday, March 1 - Spring Management Meeting (The Inn at St. John's, Plymouth)

Thursday, March 8 - Spring Management Meeting (Egypt Valley C.C., Ada)

Thursday, March 29 - Spring Management Meeting (Tree Tops, Gaylord)

Sunday, April 1 – 2018 Match Play Championship Opens

Sunday, April 1 – Sunday, April 8 – The Michigan House at The Masters (Augusta, GA)

Tuesday, April 17 - Spring Opener (Stotain Brae, Augusta)

Sunday, April 29 – May 13 – Tee Times for Turf Online Auction Live

Monday, April 30 - Can-Am Tournament (Grosse Ile G&C.C., Grosse Ile)

Monday, May 14 – Wee One Fundraiser (Meadowbrook C.C., Northville)

May 20 – 27 – Senior PGA Championship (Harbor Shores, Benton Harbor)

May 20 – 27 - LPGA Volvik Championship (Travis Pointe C.C., Ann Arbor)

Sunday, June 3 – Northern Fundraiser Practice Round (Arcadia Bluffs, Arcadia)

Monday, June 4 - Northern Fundraiser (Arcadia Bluffs, Arcadia)

Thursday, June 7 – Legislative Golf Day (Capitol Building, Lansing)

June 11 – 17 – Meijer LPGA Classic (Blythefield C.C., Belmont)

Thursday, June 21 – LaFontaine Outing (Coyote Preserve, Fenton)

Thursday, July 12 – Mid Golf Event (The Fortress, Frankenmuth)

Tuesday, July 24 – Par 3 Shootout (Treetops Resort Par 3, Gaylord)

Wednesday, July 25 - Tuck Tate Championship (Treetops Resort, The Jones Masterpiece, Gaylord)

Wednesday, August 15 – MTF Field Day (Hancock Turfgrass Center, East Lansing)

Wednesday, August 29 - MiGCSA State Championship (Hawk Hollow, Bath)

Friday, September 7 - Assistant & Student Networking Golf Outing (College Fields, Okemos)

September 10 – 16 - The Ally Challenge, Presented by McLaren (Warwick Hills G&C.C., Grand Blanc)

Monday, September 17 - Western Golf Day (Blythefield C.C., Belmont)

Monday, October 8 - The Big Event (Walnut Creek, South Lyon)

Friday, November 30 - Detroit Holiday Party (The Lodge at Keego Harbor, Keego Harbor)

Thursday, December 6 - Northern Holiday Party (Buffalo Wild Wings, Traverse City)

Friday, December 7 - West Holiday Party (The Blue Moose, Grand Rapids)

Friday, December 14 - Mid Holiday Party (Goodrich C.C., Goodrich)

Friday, January 11 - Curling Fundraiser for Ice Research (Detroit Curling Club, Ferndale)

Tues-Thurs, Jan. 22 - 24 - Michigan Turf Conference (Kellogg Center, East Lansing)

Tuesday, Jan. 22 - MiGCSA Annual Meeting (Kellogg Center, East Lansing)

Mon-Fri, Feb 2 - 7 - Golf Industry Show (San Diego, CA)

Wednesday, February 6 – Michigan Gathering (TBD, San Diego)

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Mark McKinley

Mark McKinley, 61, is the golf course superintendent at Polo Fields Golf & Country Club in Ann Arbor, and has been with the club as superintendent for 23 years. He plans to retire at the end of April, 2018, spend more time with family and finally take a summer vacation. He is married to Kim, and they have an adopted son, Joel, who is 13. Mark is a graduate of Eastern Michigan University (business) and has a two-year Turfgrass Management Degree from Michigan State University.



1 HOW DID YOU BECOME INVOLVED IN THE GOLF BUSINESS? I worked at a golf course while putting myself through school at Eastern Michigan - Farmington Hills Country Club. I was a part of the crew.

2 WHEN DID YOU DECIDE YOU WANTED GOLF TO BE YOUR CAREER? A buddy of mine (Chris Dayne) said he wanted to go back to school at Michigan State for a turf management degree. I was still working at Farmington Hills Country Club, and not doing much else. He asked me if I wanted to go with him to turf school, and I did.

3 WHAT ARE SOME OF THE COURSES YOU HAVE WORKED AT? I started at Farmington Hills Country Club, and then I was an assistant at Bay Pointe Golf Club in West Bloomfield for a year. I went to work after that at Detroit Golf Club where I worked

under Clem Wolfrom for eight years. Then I took the job at the Polo Fields and I've been there 23 years. I have about 100 more days. I'm working until the end of April and retiring.

4 WHAT PART OF YOUR EDUCATION DID YOU USE THE MOST? The job is all about people management, so the managing of people I guess. The dealing with people stuff is probably 90 percent of the job. I've learned you are only as good as the people you hire. You are not going to make a difference at a place if you have a lousy crew.

5 HOW HAS YOUR JOB AT YOUR CURRENT COURSE PROGRESSED? I came in on the grow-in 23 years ago and it was a lot of fun. Was it difficult? Yes. There are a lot of things that go on with a club that is just starting. Attracting a good, reliable work staff has become the hardest thing now. You are only as good as the people you hire.





6 WHAT ARE YOUR EXPECTATIONS OF THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION?

Certainly networking with other people is a good thing. I was a past-president of the greater Detroit chapter and one of the people that spearheaded us to moving to a state-wide group. I like the comradery, the education and just knowing the fellow superintendents so when you have a problem or need information, you know who to contact. The sharing the information is probably the biggest thing.

7 WHAT IS YOUR EXPERIENCE WITH THE MICHIGAN TURFGRASS FOUNDATION?

I've never been on that board, so I haven't had contact like that. I think the fundraising they do for research is fantastic. The help for research they give to the professors at Michigan State is great. Gordie LaFontaine (executive director of the

foundation) is a good friend. He helped me get the job at Detroit Golf Club and that spearheaded by career.

8 DO YOU FEEL LIKE YOU HAVE GIVEN BACK TO GOLF?

I've pitched in leading the Detroit chapter and chairing some events. I feel like I've helped in that way.

9 DO YOU HAVE HOBBIES OR SPECIAL INTERESTS AWAY FROM THE GAME?

I have every kind of boat, and the pontoon boat is a favorite now as I get older. I have a speed boat, jet skis. I've got a lot of toys. I live on Maxfield Lake in Hartland, and I enjoy time on the water.

10 WHAT IS THE HARDEST PART OF YOUR JOB?

The hardest part is attracting talent to work on the crew. That is the hardest. I've always felt I was a good guy to work for, certainly not difficult. Once I've found good people, I usually retain them.

11 WHAT IS THE EASIEST PART OF YOUR JOB?

The part I enjoy the most is getting up, going to work and knowing there is going to be a new challenge there every day. That's the thing I'm going to miss when I retire.

12 WHAT ARE THE BIGGEST ISSUES FACING GOLF?

The biggest problem today with golf is people seem to have other interests and it is a time-consuming sport. At the private club level, at least in Michigan or Detroit area, it is an expensive hobby. It also seems that the day of the country club being somebody's social hub just isn't the case any longer.

13 IS THERE RESEARCH YOU WOULD LIKE TO SEE ACCOMPLISHED IN TURFGRASS MANAGEMENT?

Anything that helps with water management and the turf that is tied to saving money would help. Reducing costs is so important.



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. I'm a twin.
2. I teach Sunday school.
3. I was born on Christmas.
4. I had allergies that would swell my eyes closed as a teenager.
5. Broke my leg in nine places riding a motorcycle.

14 WHERE DO YOU SEE YOURSELF IN 10 YEARS? I see myself someplace warmer for sure. I don't know if boating will be part of it. I think it might. I know I will still do some part-time work and some charity work.

15 HOW WOULD YOU LIKE TO BE REMEMBERED 100 YEARS FROM NOW? I don't think I will be remembered. I really don't. I gave members good playing conditions, and they appreciated it. But I think the next guy will come in and soon they won't even remember my name.

16 WHO HAS INFLUENCED YOU THE MOST IN YOUR TURFGRASS CAREER? Clem Wolfrom of Detroit Golf Club, the super there for 52 years, easily influenced me the most. He was always such a gentleman and a great mentor. He was just a class-act in everything he did. As far as growing grass, I think a lot of people can grow grass. Being a good man is a lot more important than that, and that's what he taught me.

17 WHAT IS THE MOST VALUABLE THING YOU'VE LEARNED THAT YOU USE ALL THE TIME? Being a good person is the most valuable thing.

18 HOW DO YOU RATE THE IMPORTANCE OF A SUPERINTENDENT IN A GOLF OPERATION? I think a good superintendent probably has more knowledge than anyone at the club in so many different aspects. I'm really shocked that more superintendents don't become general managers. They know a lot more about how to get things done. That's what I've seen over the years.

19 WHAT PERCENTAGE OF TIME DO YOU DEVOTE TO NON-AGRONOMIC GOLF COURSE MANAGEMENT? I would say 10 percent. The golf course is what I concentrate on and managing people to get it done.

20 WHAT IS YOUR OPINION OF THE ROLE OF AN ASSISTANT SUPERINTENDENT? It is really important. Unless you want to be there a lot more hours, an assistant has to be involved. You can't be there all the time. It's important to share the load. I would love to give a warning to all superintendents, especially new ones. While the job is a big part of life, don't miss out on the other things.

21 WHAT IS YOUR OPINION OF THE ROLE OF THE GOLF COURSE MECHANIC OR TECHNICIAN? One of the first things Clem (Wolfrom) told me is that mechanic was more important than an assistant any time. That was kind of a shock. I was a bold young man. I think it is important, but I have to be honest I've been able to do without one for a long time. I find the talents we need in other people and I had some experiences previously with mechanics that didn't have the right attitude about working at a golf course. It soured me on it. Is it for everybody? No. It just worked for me.

22 WHAT IS YOUR OPINION OF GOLFERS WALKING VERSUS RIDING IN A CART TO PLAY? I think the most enjoyable way of playing golf is to walk, especially with a caddie. Having said that, I usually ride because that way the beer can come with me.

23 WHAT IS YOUR BIGGEST PET PEEVE IN GOLF COURSE ETIQUETTE? My biggest pet peeve is members asking about green speed. It could be good, could be bad. It doesn't really matter because you are trying to do the best you can do. They worry too much about that. My goal is always try to be consistent and have a consistent condition and speed. So much depends on the weather.

24 DO YOU HAVE AN INTERESTING STORY YOU CAN SHARE FROM YOUR CAREER? I almost got seriously injured once at Detroit Golf Club. We were cutting between rounds of the invitational and one of the employees for some reason brought a 6 or 7-year-old child along. As we are cutting, the child hops on a golf cart and steps on the gas and stiffens up, panics and he is all of a sudden doing donuts on the grass. I tried to hop on the front of the golf cart to get a hand on the keys because he is basically frozen with fear, and just as I get on it the cart slams into a greens mower that is cutting the green. How I didn't get pinned between the cart and the mower, we still don't know. I was dangling, trying to get the key and shut the cart off. We still talk about it. It's still amazing I didn't get hurt.





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2017 Heritage Scholarship winners
Jason Roznowski, Steve Hammon,
Scholarship Committee Member
Seth Britton, Trevor Roznowski,
Dylan and Steve Goike.



2017 Heritage Scholarship Winners

The winners of the 2017 Heritage Scholarship have been chosen. The Heritage Scholarship is an award of \$1,500 that is offered through the Michigan Golf Course Superintendents Association. The award is available to the children of our current members who are enrolled in a post high school education curriculum.

Funding for this scholarship is provided by the proceeds from the 2017 Fundraisers, the Northern at Arcadia Bluffs, Western Golf Day at Muskegon C.C. and the Big Event at Bloomfield Hills C.C. Thank you to these facilities and our generous sponsors.

The applicants are asked to submit a 750 word essay along with evidence of their scholastic and extracurricular achievements. The scholarship committee then grades each applicant based on their submission and the 4 highest scores are awarded the scholarship. The submissions are graded based on the appearance of the application, the content of the essay followed by the applicant's scholastic achievements and community involvement. These awards were presented on January 4th at the

Michigan Turfgrass Conference in East Lansing.

This year's winners include:

Dylan C. Goike,
Son of Steve Goike

Evan Hammon,
Son of Steve Hammon

Laura Brown,
Daughter of Richard Brown

Trevor Roznowski,
Son of Jason Roznowski

.....

The 2017 MSU Student Scholarship winners were
Michael Rabe and **Sean McGorisk.**

I would like to thank all 10 applicants for their time and efforts applying for this award. I find it extremely pleasing to be able to get to know these young adults through their submissions. I would encourage each applicant to continue to apply for this scholarship as the scores were very tightly grouped. An additional thank you to the 2017 Scholarship



Scholarship Committee members Seth Britton and 2017 Student Scholarship award winner Michael Rabe.



Scholarship Committee members Seth Britton and 2017 Student Scholarship award winner Sean McGorisk.

Committee Mike Rosen, Jesse Sholl, Seth Britton and Jim Priebe for their help in choosing the recipients.

Doug Hoeh

Treetops Resort
Scholarship Committee Chairman



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The Annual Golf Course Hockey Challenge

By Scott Spooner

Once again, the annual Golf Course Hockey Challenge took place January 30-31st at the Gale Centre in Niagara Falls, Ontario. This was a hockey tournament for golf course superintendents, assistant superintendents and other turf professionals. Revenge was on the minds of Team Michigan as they looked to regain the coveted Turf Cup after failing to defend the championship during last year's four game tournament. Twelve teams from the U.S. and Canada competed for the cup, while at the same time; four teams consisting of 40 year old plus players took part in a more relaxed contest.

The players from Michigan met on Monday afternoon at the Blue Water Bridge in Port Huron and carpooled for the normally 4-hour drive to Niagara Falls. Unfortunately, snow moved in and followed us all the way to the falls. After nearly 6 hours, we checked into our rooms at the Country Inn and Suites and had a poolside dinner and strategy session. The first game was at 9:30 Tuesday morning, so Coach Nowakowski called for a Midnight curfew.

Like last year, the first game was against Toronto 2. Unlike last year, Team Michigan was ready to perform and easily defeated the Canadians by a score of 5-0. After a short

turn around, a matchup against last year's champion, Team London (Ont.) loomed. Two shorthanded goals against turned out to be the difference, as London won by a 4-2 margin.

On the second day, an early game against Southwest Ontario saw Michigan, not only needing a win, but also needing London to lose to Northern Ontario. The first part of the formula worked, as Michigan won handily by a 6-3 margin. The other domino did not fall, however as London won in a blowout. This set up a rematch in the third-place game, which saw Michigan shutout Southwest Ontario 4-0, behind the stellar goaltending of MVP Brian McDougal.

This year's team consisted of Front: Brian McDougal (Port Huron Area Schools)

Front Row: Garrick Hunger (XGolf), Matt Costello (Port Huron Golf Club), Joe Chagnon (Orchard Lake Country Club), Rob Adams (The Moors Golf Club), Kris Kalil (Huntmore Golf Club).

Back Row: A.J. Plaskey (Osburn Sand), Ryan Komosinski (Franklin Hills Country Club), Shawn Rotundi (Port Huron Schools), Tim Osburn (Osburn Sand), Scott Spooner (City of Ann Arbor) Logan Boyle and John Nowakowski

(Port Huron Golf Club). Team Michigan will be returning next January to retake 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. There are openings for the competitive division and the Over-40 bracket.

We would like to extend sincere thanks to our sponsors for this event: Ultimate Reel Grinding, Harrell's, Advance Turf Solutions, Great Lakes Turf, Spartan Distributors and SiteOne Golf.





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Steve Loveday

Steve Loveday

is the product development manager for Target Specialty Products and has worked with the company since 2011. He is 45 years old and a graduate of Michigan State University. The Kentucky native grew up in Michigan. He and wife Laura, also known as LL, have been married for 19 years and have two boys, Aidan, 13, and Griffin, 10. They currently reside in Milford.



- 1 HOW DID YOU GET INVOLVED IN THE GOLF BUSINESS?** My story is like that of so many others. Working on a golf course (Westbrook Golf Course, Novi) as a late teen is a captivating experience. The rest is history.
- 2 WHO WAS YOUR GREATEST INFLUENCE IN PERSONAL LIFE?** Defeat: It teaches you to challenge yourself. As the quote goes, whether you think you can or think you can't, you're probably right.
- 3 WHO WAS YOUR GREATEST INFLUENCE IN YOUR PROFESSIONAL LIFE?** Todd Griebe: In 2011 he took a chance on me and for that I'm eternally grateful. Anybody who knows Todd knows he's a thinker. Todd challenges those around him to think and grow. The more you think, the better you become; thank you Todd.
- 4 CAN YOU SHARE A FUNNY STORY FROM YOUR CAREER?** As a 17 YO kid on his first GC job I once accidentally spun a golf cart out on dewy grass while delivering two water coolers onto the course. Not all of the ice spilled out so rather than return to the clubhouse I refilled the coolers at the pump house with the hose used to wash equipment. I later found out that was a direct line from the irrigation pond. Not my finest hour.
- 5 WHAT DO YOU BELIEVE ARE THE BIGGEST ISSUES FACING SUPERINTENDENTS TODAY?** From my standpoint it would be differentiating one product or technology from another. Be it a surfactant, bio-stimulant, pesticide, nutritional, or other. With so many tasks consuming a turf manager's time, it can be a challenge to stay on top of all that is new. My suggestion is to speak with peers and evaluate new tech on your property under your management strategy.



6 WHAT ARE YOUR EXPECTATIONS WHEN WORKING WITH THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION? To keep me up to date with what is going on around Detroit and in Michigan. That is really important to me.

7 DO YOU HAVE AN EMBARRASSING CAREER MOMENT YOU WOULD LIKE TO SHARE? One month into my first sales job I stopped in at a course toward the end of the workday with no appointment. It was winter. I had met the superintendent previously at industry functions and thought “what the heck.” He was gracious enough to welcome me in and allowed me to start the conversation. Within minutes as my palms began to sweat and mouth became dry I realized I was bringing no value as my only purpose was to hopefully sell something. Good lesson. If you’re not a resource in what you do, irrespective of occupation, it’s time to change.

8 WHAT IS YOUR BEST ADVICE TO DECISION MAKERS WHEN DOING BUSINESS? Never stop looking for new solutions. Don’t be afraid, too busy or too comfortable to try new things or at least learn what options are out there. Challenge your beliefs – even if you use Turf Fuel. You’ll either validate your current strategy or discover a better one.

9 WHAT IS THE MOST REWARDING PART OF BEING IN AN INDUSTRY SUPPORT ROLE? I’ve managed golf turf; it’s a tough job without question. I’m most rewarded when a turf manager tells me something I was a part of made that tough job easier. Whether it was product development, information share, or a simple recommendation; can’t beat it.

10 WHAT IS YOUR BEST SUCCESS STORY? My sons: I love them both dearly. With help from their Mom I’ve got a couple of great kinds that I love spending time with. Getting a glimpse of life through their eyes is incredibly rewarding!

11 WHAT DO YOU ENJOY THE MOST ABOUT YOUR POSITION? That I work with a team that loves to say “what if” and our bosses let us chase those dreams.

12 DO YOU HAVE SOME TRAVEL TIPS? Patience and compassion; you think those two are going to help everybody else but you’re actually the largest benefactor.

13 HOW MANY DAYS OF THE YEAR ARE YOU ON THE ROAD? Between 110 to 130 days.

14 DO YOU HAVE A FUNNY STORY YOU CAN SHARE FROM THE ROAD? Where to start; I could talk about the pile of belts in my closet I’ve had to purchase after arriving at the airport and realizing I’ve once again left home without one. I could talk about the time I was riding with a sales rep and he caught the cab of his truck on fire while trying to throw a cigarette out the window. I could talk about the time I accidentally dropped



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. Told my mom I’d marry LL the morning after we met for the first time.
2. Lived in Venezuela as a kid.
3. I’m allergic to grass ironically.
4. I represented the state of MI in the National Junior Olympics (soccer).
5. I had hair past my shoulders in college.

a one liter bottle of water in the Brooks Brothers store at DTW (looking for a belt) and the top broke off. I have no idea how all of that water escaped the bottle so quickly, but it did. I haven't been back there since. I could talk about those stories, but my favorite took place at a Hilton in Naples, Fla. I checked in after a long day and made my way to my room. I slid my card into the door and as I entered the room a booming voice says, "May I help you." I look up to see a 6-foot-4 mountain-of-a-man standing up from the desk where he was working. I replied with the only appropriate response in a moment like that, "Nope!" I slowly backed myself and suitcase out of the room, closing the door behind me. I don't want to say I ran back to the front desk, I would call it walking with a purpose.

15 WHAT DO YOU CONSIDER THE BEST PRODUCT YOU OFFER AND WHY? Element 6, hands down. Chock full of technology and is universally the one product users say they can't go without – plus it smells amazing.

16 WHAT IS YOUR FAVORITE GOLF COURSE TO PLAY? Pinehurst No. 2: I think I shot just shy of a million my last time there and I would be challenged to remember a more enjoyable round.

17 IF YOU HAD A DIFFERENT PROFESSION, WHAT WOULD IT BE? With my current skillset it would be anything dealing with optimizing plant performance, regardless of plant species. If the sky is the limit here it would be either pro golfer or lead guitarist in a rock band. Ok, just lead guitarist in a rock band.

18 DO YOU HAVE A FAVORITE GOLFER AND WHY? My dad: He's a horrible golfer and will be the first to admit it. However, I've never known someone who can let the bad shots go so quickly in pursuit of a good one. Truly the way the game should be played and enjoyed.

19 HAVE YOU EVER HAD A HOLE-IN-ONE? No. My understanding is you have to hit a green first before you can get a hole-in-one.

20 WHAT ARE YOUR HOBBIES OR ACTIVITIES AWAY FROM GOLF? I love being active. Carpe' Diem right? Snowboarding, I play on two soccer teams. I'm a workout junkie; moving weights and running until you're gasping for air is an incredible stress reducer. I love playing guitar with Griff – rock only please -- mountain biking, you get the point.

21 HOW MANY CONFERENCES AND EDUCATIONAL EVENTS DO YOU ATTEND PER YEAR? Too many to count, however I love it. That said the MTF has it figured out. Keep educational sessions and trade show hours separate. Give us four good hours and don't make us stand in a booth for two days talking to other vendors. Thank you MTF/MSU.

22 WHICH ONE IS THE BEST TURF CARE PROFESSIONALS CAN ATTEND? It is hard to beat the diversity and wealth of information at each year's GIS. Every superintendent should be allowed to attend.

23 HOW MANY ROUNDS OF GOLF DO YOU PLAY IN A YEAR? 3-5: I mostly only play in industry events. With my travel schedule I owe it to my family to spend my time at home with them.

24 HOW DO YOU THINK THE INDUSTRY WILL BE DIFFERENT IN 10 YEARS? Bigger, better and faster: The world is developing amazing technologies in an effort to feed the estimated 10 billion people that will be walking this planet in a couple of decades. That tech brings improved stress resistance, plant energy use efficiencies, and an unseen synergy between plant and soil.

25 ARE THERE ANY NEW PRODUCTS ON THE HORIZON? Absolutely: I wouldn't do what I do if I wasn't allowed to keep pushing the envelope and developing better technologies. This year we will release a technology with an incredible impact on soil biology, a phosphite with manganese, zinc, big dose of sea kelp and a proprietary nutrient uptake aid, a product that destroyed LDS at the University of Arkansas last season, and a secret product I can't talk about yet.





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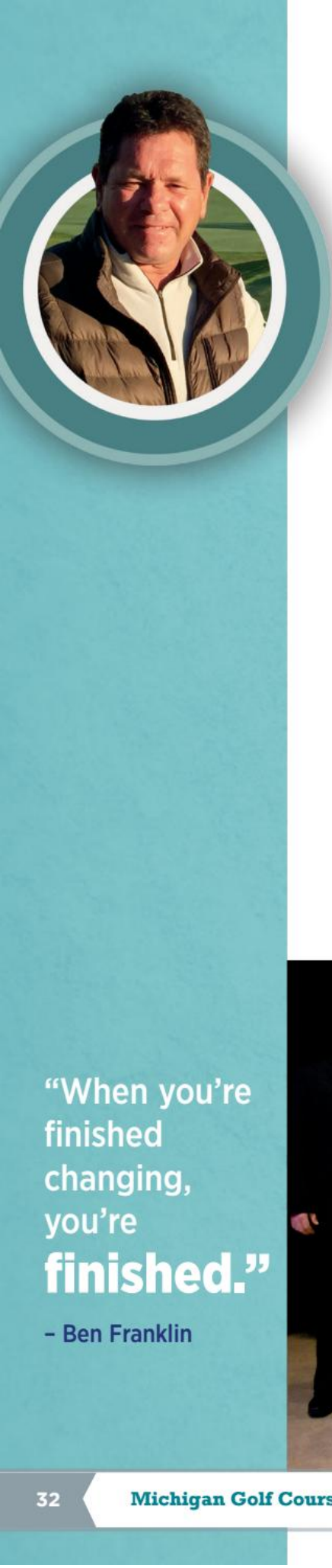
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A Message From



All of you reading this probably know how true this can ring. Change can be daunting, but if approached in a positive way it can be rewarding to everyone. If done incorrectly it can lead to less favorable emotions.

It is my pleasure to once again write about what is going on with the MTF and update you with relevant information this time in a different capacity. During my time on the Board and the two years of my Presidency with MTF we were fortunate to have Gordon LaFontaine guiding our Foundation. His leadership was well known by those in the turf industry, at MSU and throughout the country. The Foundation relied on him for many decisions and his vast knowledge of the functions within the University were the cornerstone to many successful results.

We relied on Gordie for his leadership and much more and he always offered more. However, as with everything even more, has limitations. A couple of years ago, Gordie approached the Board and indicated that he may be stepping aside and that a plan for his replacement should be considered. Options were considered and after many meetings the Board of Directors concluded that the most seamless transition would be for me to continue to work with the Board in the capacity as Executive Director. I am honored to be considered and willingly accept the responsibility. While I look forward to the upcoming challenges I understand at the same time that replacing Gordie is not feasible but changing is.

The incoming Board of Directors is certainly one of the most talented group that I have been involved with and I believe they will impress the membership with their decision making. Our new President, Amy Fouty, has a great deal of enthusiasm and vision. Doug Johanningsmeier accepted the dual role as Treasurer and Vice- President. He has diligently worked our books since being elected to the Executive Board and should be commended for his work now and in the future. Dan Mausolf accepted the Secretary

“When you’re finished changing, you’re finished.”

- Ben Franklin



position and we know that he is the right person for that slot. I have seen Dan tackle some daunting tasks complete them and never say a word. Thank you for accepting the role.

I would like to welcome Mark Wildeman back to the Board of Directors. His presence is important and an indication that participation with the MTF is a worthy venture. Our newly elected members to the Board – Jeff Holmes and Scott Rettmann are also welcomed additions and I would like to thank them for showing such interest

and willing to take the time to participate. All the Board of Directors are volunteers and it is remarkable how they find the time outside their “day jobs” to help with all the functions of the MTF.

Finally, I thank the membership with the vote of confidence I have received as we move forward. Your input is always important, and our goal is to continue to improve the Foundation.

Carey Mitchelson
Executive Director - MTF



MTF President's Message

Looking back, looking forward

As the new year begins and we gathered for the 2018 Michigan

Turfgrass Conference it is always a great reminder of what makes our business so great... the people. I had the opportunity to talk with many attendees of the conference and ask them what they enjoyed about coming to the Conference each year. The most common answers... seeing old friend, mentors, networking with speakers and interacting with those who have similar concerns and needs.

The Halftime show gives us all an opportunity to connect with so many. Our industry support for this event was tremendous... indicated by our near sell-out of all available space for suppliers, vendors and allied associations. Thank you to all who participated this year as well as those who offered sponsorship to various conference related functions. We appreciate your continued support and involvement with our efforts to fund Turf Research. Overall, the MTC again was a great success, with a solid speaker group, outstanding industry support, comfortable venue and with over 500 people present... well attended. We hope you enjoyed the

time we all shared together to start the new year reenergized and connected with people in the industry. The funds we raise go directly to supporting research.

As I begin my Presidency I am mindful of the challenges and concerns of those who have served before me. Over the past few years we have gone thru several changes. Restructuring some of our daily duties involved a great deal of effort by the Board of Directors and I appreciate their diligence. I also appreciate the patience of the membership during this time and I am certain members will see the progresses we have achieved. We are proud to say that our communications, events and fundraising measures have been steadily improving and those have been a priority. We now look forward to making advances to the Foundation for the future. I am excited to kick off this process and 2018 will begin a year of evaluation for the Foundation. Our goals are the same: 1) Provide funding to support research and 2) Communicate these findings to the industry. Currently, we must ask ourselves... In the changing world, how do we best do this today, tomorrow and 10 years from now? Our board is very active and ready to explore the challenge.

Finally, I would like to offer Mr. Gordon Lafontaine and Mr. Carey Mitchelson a special thank you for their dedication and service over the years to the MTF. I can't say enough about Gordie and his dedication to the MTF. No words can properly describe the impact Gordie provided the MTF. However, as an expression of our thanks, the MTF presented to Gordie a video of his remarkable career and the friends he has influenced along the way during the Halftime Show during the Conference. It embodies many heartfelt stories, thank you from friends and many quotes that have been a part of his career. The link to the video will soon be available on the MTF website for your viewing.

Second, Carey Mitchelson has been a very dedicated President thru some very challenging times for the Foundation. The many long hours of work, unknown to many, did not go unnoticed by the Board. Because of this we have asked Carey to take on a cooperative role as Executive Director for the Foundation. We are very excited to have him in this position and see how it can evolve to meet the changing needs of the Foundation.

Amy Fouty, 2018 MTF President



Drew Boike has been the assistant superintendent at Gull Lake Country Club for the last three years, and was the second assistant for one year prior. He holds a degree in sports management from Central Michigan University, and recently finished work on an advanced certificate in turfgrass through the online program at Penn State University. Boike, 31, has been married to Jenn for five years and they have a son, Nash, who is 1 ½ -years-old.

Drew Boike

- 1 HOW DID YOU BECOME INVOLVED IN THE GOLF BUSINESS?** I went to Central Michigan for sports management. I wanted to work in sports, but didn't know exactly how or in what sport. I worked in baseball for two years on the grounds crew in Northern Little Rock, Ark. Then I spent two years working for the West Michigan Whitecaps where I was the assistant on the grounds crew. I realized I didn't like the hours for baseball, and I came across the job at Gull Lake. I applied for the second assistant position. I've always loved golf – always played, never worked at it before.
- 2 WHAT WAS YOUR FIRST JOB IN GOLF AND WHAT WAS A KEY THING YOU LEARNED FROM IT?** This is it. I've learned I want to stay in golf working with turfgrass, and I want to stay in state. I was born in Michigan. I love the four seasons.
- 3 WHAT WAS YOUR FAVORITE PART OF THAT FIRST JOB?** I like being outside every day, and it is not the same job every day. It is not repetitive.
- 4 WHAT ARE YOUR CURRENT RESPONSIBILITIES?** I manage the crew, do the job listings and tell the crew members what we expect, run morning meetings and make sure everybody is on the right task for that day. I make sure everybody is doing their part. Also, a big thing in the summer time for me is babysitting the greens in the afternoon.
- 5 ON THE JOB, WHAT PIECE OF EQUIPMENT WOULD YOU LIKE TO HAVE IN YOUR ARSENAL FOR GOLF COURSE MANAGEMENT?** I would have to have the Toro aerifier 648: It helps with our greens throughout the year.





6 **WHAT IS THE OLDEST PIECE OF EQUIPMENTY STILL BEING UTILIZED IN YOUR FLEET?** We are very fortunate because we have a lot of newer equipment. We have a 1996 Grounds Master 72-inch rotary rough mower that we use. We use it depending on leaf clean-up maybe 10 to 15 times a year.

9 **IF YOU COULD CHANGE ANY GOLF HOLE ON YOUR COURSE WITHOUT REPERCUSSION, WHICH ONE WOULD IT BE?** I would change hole number 6. It's a par 4 with a fairway that slants to the right. Even if you land a tee shot in the middle of the fairway, the ball rolls to down to the rough and you can't see the green. You have to hit a perfect drive in a small area up on the left to stay on the fairway. I would expand that area or just raise the right side so it doesn't slant so much.

12 **HOW HAVE YOU GIVEN BACK TO YOUR PROFESSION?** I share information, give out ideas and give feedback. I do some of that on Twitter.

7 **WHO ON YOUR CREW MAKES YOU LAUGH THE MOST?** We won't have him this year, but Lynn Burnham, has been the guy. He mowed roughs for us, and he is always smiling, telling jokes and stories. He had a lot of fun in 1970s and has a lot of stories to tell. He retired this year. He moved south to Alabama to get away from the cold.

13 **WHAT ARE THE BIGGEST ISSUES FACING ASSISTANT SUPERINTENDENTS TODAY?** First, the competition for superintendent's jobs is big. Some courses in Michigan hire guys from out of state, too. They might hire somebody from the East coast, which in reality has a totally different climate.

10 **WHAT IS THE CULTURAL MANAGEMENT PRACTICE YOU COULD NOT DO WITHOUT?** Aerification and top-dressing: You have to get rid of the thatch layer and make the plant healthy.

14 **WHAT IS THE MOST DIFFICULT PART OF THE JOB?** Managing the crew can be frustrating. You are trying to do your work, but you have to keep an eye on 10 other guys and make sure they are doing their work.

8 **IF YOU HAD A MULLIGAN ON A DIFFERENT CAREER CHOICE, WHAT WOULD IT BE?** I wouldn't sit behind a desk. I would probably just start this sooner, go back and get four-year degree in turfgrass.

11 **WHAT ARE YOUR EXPECTATIONS FROM THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION?** To have networking events and golfing events, get us going to courses to get some ideas and education in the industry as well.



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. In my spare time I like to spend time with my wife and kid.
2. I love winter! I love to ice fish and snowmobile.
3. Worked in baseball for 3 years: West Michigan Whitecaps & Arkansas Travelers.
4. Hit a hole-in-one last summer at the Black Bear.
5. I am an Ohio State fan! Go Bucks!!

15 **WHAT IS THE EASIEST PART OF THE JOB?** Coming to work every day is the easiest part. It is harder to go to a job you don't like. I like getting up in the morning, waking up to the sunrise, being outside, enjoying life and enjoying work.

16 **WHERE DO YOU SEE YOURSELF IN 10 YEARS?** Hopefully I will be a superintendent at a golf course in Michigan. If I get to pick, probably in Northern Michigan, though I would have to convince my wife to move from where we live now.

17 **HOW WOULD YOU LIKE TO BE REMEMBERED IN THE FUTURE?** As a good guy to work for, a hard worker and someone who takes pride in their work.

18 **WHO HAS INFLUENCED YOU THE MOST ABOUT TURFGRASS MANAGEMENT?** My current boss, Jesse Shaver got me started with everything in the turfgrass world. He has helped me learn how to run a golf course day-to-day. He is a great guy to work for. We both have kids and he understands family life, too.

19 **WHAT IS THE MOST VALUABLE THING YOU HAVE LEARNED?** Attention to detail is the big one. I know some members don't notice a lot of it, but the details are important, from the tee marker placements, the bench placements, and every little thing.

20 **HOW DO YOU RATE THE IMPORTANCE OF AN ASSISTANT SUPERINTENDENT'S ROLE?** I rate it very high. The super is in meetings and not here every day. We have to take care of greens, and make sure things get done effectively and properly.

21 **WHAT IS YOUR OPINION OF THE MECHANIC?** Very important: Without him we don't get much done. He makes sure everything is good to go, and is a big part of what we do in the winter when we go through all the equipment. I think the mechanic is really another assistant superintendent, and is very important to course operation. Ours (Sam Holysz) has taught me a lot, too.

22 **WHAT IS YOUR BIGGEST PET PEEVE CONCERNING GOLF COURSE ETIQUETTE?** When members park a cart on a tee box or next to a green it bothers me. We have some cart paths and still people park two yards off the green. It is their course, but it sets a bad example for their guests and anybody who sees it. It's not good for the course.

23 **WHAT ARE YOUR OPINIONS OF GREEN SPEEDS AND THE GAME OF GOLF TODAY?** I think they are important, but people have to understand each course is going to be different. They are also over-rated in some aspects. If the green is rolling true and smooth that should be good. We try to keep ours between 10.5 and 12 all year and bump them up for events. Members will want them faster, so you make them a little faster and then right away they think they are too fast.



24 **IF YOU COULD CHANGE ANYTHING ABOUT GOLF COURSE MANAGEMENT, WHAT WOULD IT BE?** Don't know if it is really a management thing, but it would be nice to have a true winter where it snows and stays. You don't want the melt and re-freeze. We've had to clean up leaves by the clubhouse in the last few weeks. I would just like winter to settle in so that we could focus on getting other stuff done and be ready for the season.

25 **DESCRIBE YOUR RECYCLING PROGRAM?** We take care of bottles and cans, and take them back in the winter for recycling. We also recycle cardboard boxes.

26 **AWAY FROM GOLF, WHAT IS YOUR FAVORITE SPORT?** College basketball and I'm actually an Ohio State fan. It seemed when I was growing up everybody liked Michigan. I decided to go with Ohio State. I can root for Michigan State. I worked on a Gus Macker during college at CMU.

27 **WHAT TYPE OF HOBBIES DO YOU HAVE AWAY FROM GOLF?** I like to fish in the summer and the winter, and I like to hang out with our son. I also like to snowmobile.

28 **DO YOU HAVE A FAVORITE GOLF COURSE?** Probably my favorite course that I have played is the only course where I made a hole-in-one - Black Bear in Vanderbilt.

29 **DO YOU HAVE A BUCKET LIST COURSE?** Whistling Straits in Wisconsin; I just want to play it.

30 **WHAT IS THE FAVORITE CLUB IN YOUR BAG?** A 7-iron: I hit it only 150 yards, but I also use it for chipping and bump-and-run shots.

31 **WHO IS THE GREATEST INFLUENCE IN YOUR PERSONAL LIFE?** My dad, Randy: He supported me throughout high school and college while I was taking a while to figure out what I wanted to do. In high school I played three sports for four years, and he was always supportive of it. Then during college he understood when I was making changes.

32 **DO YOU HAVE A FAVORITE FOOD OR RESTAURANT?** My favorite restaurant is Cugino's in Grand Ledge, even though my favorite food is rice. I know that's weird. I like rice, any kind of rice, but my favorite restaurant is Italian.

33 **WHAT VEHICLE WOULD YOU DRIVE IF YOU HAD A MONEY TREE GROWING IN YOUR YARD?** A Ford F-150 truck, and I wish I had a money tree in the yard.

34 **WHAT IS YOUR DREAM SCRAMBLE TEAM?** Me, of course, then probably Jordan Spieth because he is in my generation of golfers and is a down-to-earth guy. John Daly would be there for the entertainment, and then my dad. It would be two young guys and two older guys having fun.



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Course Conditions

Winter 2017-18

By Shane Conroy

Even in the winter months, the golf course management industry is constantly moving. Over the past handful of months, GCSAA and the industry have been increasing our advocacy reach, and introducing initiatives to advance the profession.

GCSAA's Government Affairs team continues to be the industry leader in advocacy. One major addition to the Government Affairs team included the conception of the GCSAA Political Action Committee (GCSAAPAC) in late 2017. The goal of the GCSAAPAC is to support advocacy efforts on behalf of the nearly 18,000 GCSAA members. Helping to advance GCSAA's Priority Issue Agenda, the GCSAAPAC will allocate money to Congressional leaders who support the industries' causes.

The Grassroots Ambassador program continues to progress and number of influential relationships have been formed. Michigan more than doubled the number of ambassadors in 2017, with Collin Romanick, Ron Betz, Tim Jenkins, Kyle Barton, William Connolly and John Fulling, CGCS joining the ranks. The state currently has 11 of the 16 ambassador positions filled; kudos to the work these individuals have done on our behalf. January 1st kicked off the GCSAA Advocacy Network. This offers GCSAA members who are not Ambassadors the opportunity to support the association's larger grassroots army.

National Golf Day is taking place April 24-25, 2018. To celebrate last year's 10th Anniversary of National Golf Day, a community service project was setup, which took place at the National Mall. A similar event will take place again this year, along with a Congressional reception which is scheduled at the Capitol Visitor Center. In 2017 over 110 Congressional offices were visited on behalf of golf, with more to take place this April.

GCSAA cannot continue to evolve and advance without the work of the men and women who serve on committees and task groups. Throughout last year, GCSAA's task

groups were focused on increasing value to assistants, equipment managers and students. The Assistant Superintendent Task Group has had an exciting year. The newly established Assistant Superintendent Certificate Series has just launched. The four certificates which will be available include: Principles of Golf Course Agronomy, Business, Communication/Leadership, and Environmental Management. The Agronomic and Business exams are currently being offered, with Communication/Leadership, and Environmental Management available further down-the-line this year. These certificates will allow assistant superintendents to effectively market their skills and expertise as they advance in their career.

Following the theme of the Assistant Superintendent Task Group, the Equipment Manager Task Group helped launch two new certificates in 2017: Metalworking & Fabrication, and Fundamentals of Turfgrass Operations. With the addition of these two certificates, there are now a total of eight certificates available in the equipment manager series. The task group has now begun to focus on a new Certified Golf Course Equipment Manager designation.

The Student Task Group also had a prolific 2017. Creating a free student web membership has seen an influx of turfgrass students throughout the country sign up for GCSAA membership. Allowing these students to take advantage of all the GCSAA website has to offer will give them a great leg-up as they begin their career. This will also assist them as they begin to look for full-time positions post-graduation. The task group also created an innovative marketing piece highlighting the golf course management profession. The piece is aimed at high school students and parents explaining the benefits of our great industry.

As always, if I can help with anything, please don't hesitate to reach out. Cheers to a great 2018!

Shane Conroy



The MSU Turf Club won the John Deere Spirit Award again for the 3rd time in 4 years taking home \$1,000, they also placed 8th in the Turf Bowl.



The Michigan-Tennessee Gathering was another big hit in 2018.

The MiGCSA at GIS

By Adam Ikamas, CGCS

At the 2018 Golf Industry Show our very own Past President John R. Fulling, CGCS was elected as the Secretary/Treasurer of the GCSAA which will put him on track to be President of the GCSAA in 2020. Congratulations John! We look forward to your vision on a national and global level with the GCSAA.



On Wednesday evening more than 200 Golf Industry Show attendees came by the Michigan gathering including many from the Tennessee chapter. I often get some funny looks when I tell people we paired up with the TGCSA as it seems an unlikely pairing. This came from last year as the TGCSA had a change in their management and needed a place to get together at GIS. We had a good relationship with Shelia Finney the previous Executive Director of the TGCSA who went to work for GCSAA and she had put us in touch with Melissa Martin the new ED in Tennessee and our board approved a joint gathering in Orlando. It went so well the Board approved this for future GIS gatherings. After all we all see each other here in Michigan all the time so why not meet some folks from other parts of the country at "The National" and it provides us the ability to reserve some larger spaces and the TGCSA bought everyone a drink this year! Already some good friends have been made between memberships and we plan to continue this partnership in 2019 in San Diego.

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Off Course

Ettawageshik Family



The winter of 2008-09 was the first year I found myself laid off with a long Northern Michigan winter ahead of me. I'd always wanted to learn to ice skate, so I thought, "why not build my own rink?" I'd had childhood friends

that used to build rinks and thought it would be fun. The first version started with the method of freezing layers of water with a hose, and freezing it directly on the ground. This didn't work fast enough, so I bought a tarp and that did the

trick. I called my wife, Amy (a former figure skater), and our kids outside to check it out. I skated on the rink a few times but none of my family joined me. I don't think the size of my first rink impressed anyone; that first version was only 10 X 20 ft.

The next year, I bought a larger tarp, built some wood boards around the rink, and doubled it in size. Amy and kids tried it out and had a blast. I bought hockey sticks, pucks, equipment, and several different sizes of skates, and we all began to play hockey. Being outside made the winter pass more quickly, and everyone was having fun while getting more exercise.

By the next winter, the rink had tripled in size and began to attract the attention of the neighbor kids, who came over to skate, along with our extended family. No one needed to bring skates - we had picked up several pairs at thrift shops all over town and acquired at least two in every size from toddler to adult. One thing that was missing was a place to get ready, so I built a warming hut. Regular "skating parties" started up. The rink began to take on a semi-permanent place in our yard each December - March.

Skating at night was the most fun, so next year I strung up Christmas lights



Our Old Rink



Sticks and skates organized and ready to go!



Shoveling the rink with the "warming hut" in the background

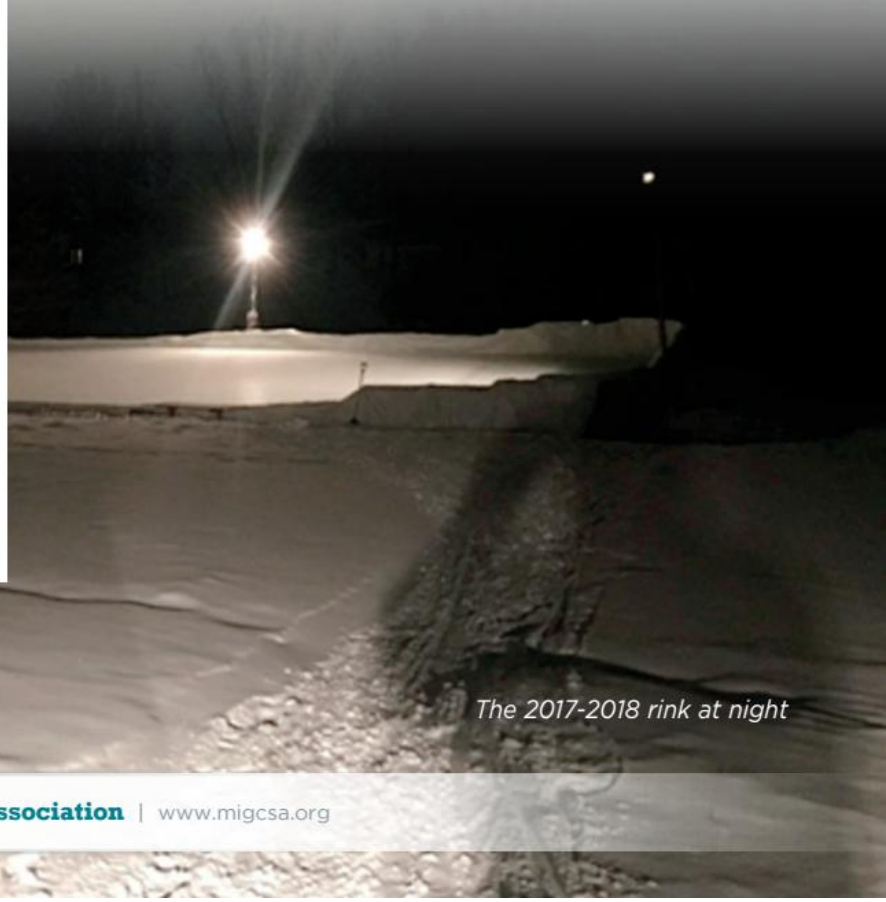


Josie (5yrs) using the "Home-Boni" to make the ice smooth again

on the trees surrounding the rink, giving night skating a festive feel. I would often have a bonfire going near the ice. The little kids would skate pushing a chair or stroller, and since I had built a rubber path between the house and the swing set, the kids would go back and forth between the two, stopping at the fire to get warm. Inside, Amy had hot chocolate and snacks for everyone.

I still had some more plans for the rink - I wanted it to be more level. The rink was taking many days to fill up before it froze each winter, because the grade of the yard was uneven. In some spots it was a foot deep - in others, 3 feet. This uneven depth meant that rink took longer to fill and freeze, cutting our skating season shorter! Also, the boards on the deepest corner had a hard time containing the extra weight. So in the following summer of 2016, I had someone come level out the yard, creating a rise of earth at the (formerly deep) end. At that spot I built some skate-proof steps from the rink to the warming hut.

Regular maintenance is the most important part of having a home rink. Clearing the rink of snow is an obvious necessity but in order to get good ice for skating, resurfacing with a little water frequently is the key. After a little research online I constructed a "Home-boni". This simple pvc pipe device with a towel attached and hooked to your garden hose puts down a little water and smooths out imperfections, leaving a glassy smooth surface for the next skate.



The 2017-2018 rink at night

In the fall of 2017 we moved to a new house and the rink had to be completely retooled again. Our new home has an area that was much larger for a rink but needed a little leveling so that was completed before rink construction could start for the season. The new rink ended up being 45 x 90 and has higher end boards. It also came with an upgraded warming hut - a 1000 sq. ft. converted two car garage on the property with a bathroom and heat that serves as the new home base for the rink.

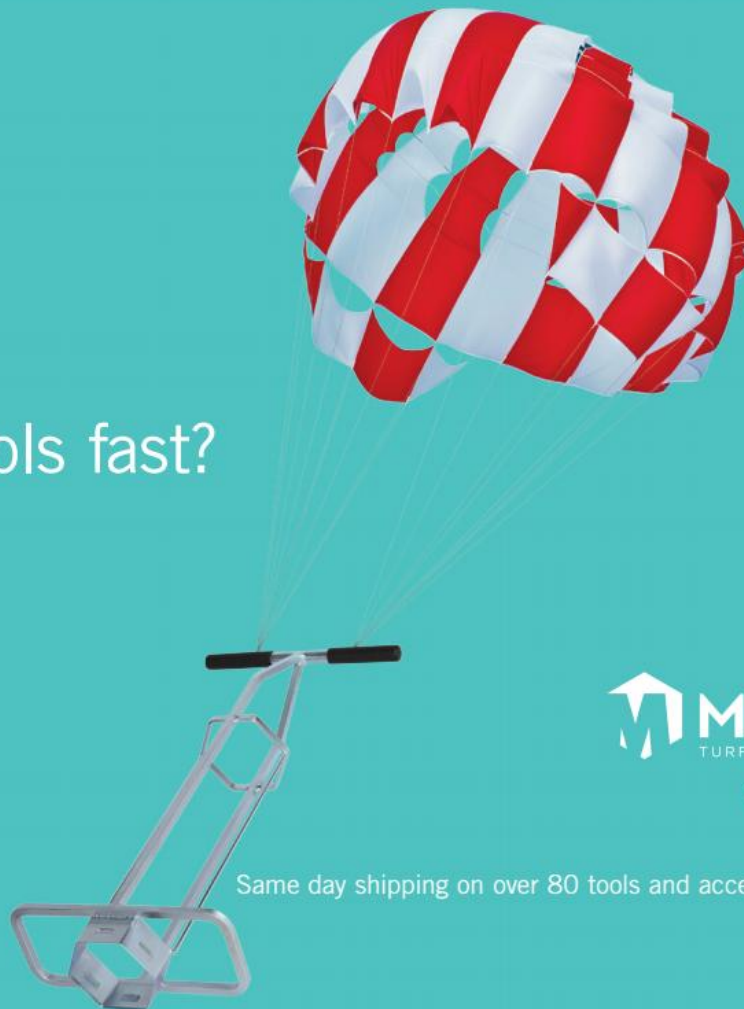
As I write this, we've just completed our first skate on the new ice of 2017-18, and looking forward to another great season (our 10th!) on the ice. Maintenance of the rink is somewhat labor intensive but it's worth it for all the family fun. I urge anyone who wants to try a home rink to give it a shot - it's worth it for the entertainment it provides all winter long.



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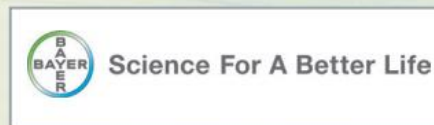
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2017 MiGCSA Golf Industry Show Scholarship Winner — **KIRBY KELTNER**

Kirby Keltner of Bird Creek Golf Club won the 2017 MiGCSA Golf Industry Show Scholarship. The funds for this scholarship came from the sales of the MI Turf T shirt sales. Kirby was one of three who entered the random drawing. Look forward to details about this scholarship again in 2018.

If you are like me, you hate to travel. It's all a lot of hurry up and wait, cram yourself into this or that seat along with a couple hundred other strangers, stale air, and long uncomfortable days. This is what I was faced with in my effort to get to the Golf Industry Show this year. Honestly, it was virtually the only thing I didn't like about my experience with the show so I suppose you could say my time there was excellent. The classes I was able to attend were all informative and, at least to me, new information. The networking I was able to do exceeded my expectations simply because you can make contacts all over the world and learn from one another. Then to top it all off is one of the best trade shows that I have ever attended with vendors from all over the world providing solutions to any and every challenge we face. Who in their right mind wouldn't be willing to jump at the chance to go no matter how bad traveling was?

For the few of you who know me, I am not one for many words. I prefer to sit and listen, occasionally chipping in a thought here and there when I feel it is valuable and examining the ideas around me. This can cause me no shortage of challenge in an industry where ideas are a form of currency and the culmination of research and evaluations are what propel us upward. Unfortunately, I have not had much opportunity to force myself to communicate with others given my remote location in the Thumb. This trip was valuable in many ways such as presenting new ideas and research but it also provided the opportunity to talk to those around me about the information being provided. Not only that, but I found that once I began contributing to the conversation, my understanding and retention of the subject increased. While my classes and the trade show were valuable, this was one of the pivotal points during my trip that helped me retain the information from my classes, and piece it together with the information from other classes.

I learned that not only does open discussion benefit the industry, but it also helps you develop a deeper understanding of what we do. There were thousands of people participating in the education conference and not one of us operates the same way. I was never a fan of talking

to those outside my region, but this conference has opened my eyes to a new way of thinking. I spoke with Superintendents from all over the world about different challenges they face and came away with more out of the box ideas on how to tackle my own problems and difficulties.

This continued into the trade show where I had the opportunity to talk to vendors about the various services and solutions they provide. Each company tried to solve a particular problem in their own unique way. With the new ideas from a number of the classes I attended, I was able to see how I could use these different methods in combination to create a tailor made strategy to overcome the many obstacles that I face every season. The trade show isn't about just schmoozing and collecting all the free swag, which if you made an effort would be a considerable amount. It's about talking to problem solvers and engineers and learning from them. Taking the experience from individuals with a focused view of one problem, and creating a big picture for yourself, not unlike a puzzle.

We as professionals must be the jack of all trades. We are chemists, mechanics, plumbers, electricians, botanists, salesmen, politicians, and the list goes on. But we cannot tackle all of our problems alone. By using those around us with a specific focus, we can gain the information and knowledge needed to make the best decisions for our clubs. We didn't pick this profession because it was easy, but because we get to create something every day. We design our own form of art that often goes undervalued by those that get to enjoy it. However we press on, knowing that there is always room for improvement and the job is never done.

In conclusion, I realize I owe my newfound drive, to the MiGCSA in providing my funding to attend the show. When I left my quiet home tucked away in the Thumb of Michigan, I anticipated learning a few things at my classes, making a few new contacts, and checking out some of the new technology throughout the industry. What I came away with was a new understanding of my profession. I now have a drive to be more involved and connected to those around me, share ideas, and adopt new methods based on the latest research. It will take more effort, but I now see how much value it adds to my career and my club. I urge those of you who are on the fence about joining or donating to the Michigan chapter to think about how much your decision can help not only you, but those around you. Together we can continue to fund research and building a community of Superintendents, Assistants, and Technicians to build the sport of golf so the courses of today, might be here for years to come.



2018 MICHIGAN SKINS GAME IN SAN ANTONIO

Once again, the Michigan Skins Game headed back to the Lone Star State for some golf, fun and camaraderie in San Antonio. With friends from the East coast to the West coast and north of the border.

Would like to thank some of our Industry Partners for their help again this year. They include Derek Carroll from FIP who happened to get a Hole in One on Tuesday at the SilverHorn Golf Club! Also thank to Randy Pichan from Eagle Golf Construction, Dave Hermann from Hermann & Associates, Doug Middleton from Ocean Organics, Adam Garr from Syngenta and the MiGCSA for donating the ProV-1's for the contests.

The first course we played at was the Republic Golf Club. The staff at the Republic were once again very helpful in setting up this event. We had an excellent day for the 10 attendees on the first day with the weather reaching near 80 and lots of sun. Thank you to Doug Middleton from Ocean Organics for sponsoring the lunch and drinks that day for everyone. The two winners of the team low gross scores were - Matt Cielen (76), Doug Middleton (81), Eric Guinther (84) and Tony Bubenias (82), Chris Andrejicka (84), Dave Pawluk (80). The team of Matt, Doug and Eric posted a winning score of 157, while Tony, Chris and myself finished with a combined score of 162.

Skins won on the first day were by Doug Middleton, Tony Bubenias, Chris Andrejicka and Matt Cielen. I got closest to the pin, as did Bob King, and I also walked away with the longest drive. We finished up the day celebrating in the 19th hole for some drinks, lunch and handing out the prizes and skins money.

The next day we played Canyon Springs Golf Club; in what started out as a cool and windy morning, eventually settled in to a sunny day with temps in the mid 60's. Thank you to PGA Professional, Lyndol Watson, and Golf Course Superintendent, Scott Robinson, for allowing us to have the event - the golf course was in great shape. Also, special thanks to Director of Sales, Brenda Wills, for setting up the event and for working closely with Adam Garr from Syngenta - who provided us with lunch and drink tickets. Scot



Gardiner and John Fulling joined us to get to 12 players on Friday (John was the only player to brave the cool temperatures that morning by wearing shorts).

The format for the second day was a scramble. Everyone enjoyed the afternoon of golf, fun and terrific views on the course, especially the 100' waterfall behind the 18th green and the abundant wildlife on the course.

The winning team on the 2nd day was composed of Matt Cielen, Phil Owen, Ann Owen and their brother-in-law, Rolando Borrayo. They posted a crowd pleasing score of 136. 2nd place, with a score of 147, went to Bob King, Tony Bubenas, John Fulling and Dave Pawluk. Scott Gardiner, Doug Middleton, Chris Andrejicka and Eric Guinther finished 3rd after posting a score of 148.

Chris Andrejicka and Scott Gardiner each won closest to the pin while Eric Guinther took home the longest drive. All in all it was a great showing by everyone who participated in the San Antonio event.

Over the next few months I am going to work with Adam and try to set up next year's Michigan Skins game. Our goal is to get it on the web site sooner to allow for everyone to participate.

Everyone have a great season and if you would like to hear more about the Michigan Skins game just send me an email dpawluk@stjohnsgc.com and I will be glad to give you more information.

Dave Pawluk, CGCS



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The 2017 Holiday Parties

In all more than 150 members, family and friends attended the Detroit, Western, Mid and Northern Holiday parties this December. Along with this attendance more than 100 toys were donated to the Toys for Tots program to help a bunch of kids have a better Christmas and \$170 to the Red Kettle Campaign. Thank you to all who attended and especially those who made a donation.



The second year for the Northern party at Buffalo Wild Wings in Traverse City hosted by Past President Steve Hammon.



A surprise retirement gift for Phil Owen, CGCS from Warrwick Hills who hung up his handwatering hose this year.



A nice group celebrated at The Lodge at Keego Harbor for the Detroit party.



Back to a new and old location at the Blue Moose formerly the Cascade Sports Bar hosted the Western party.



Who are they?

Just returning from the 2018 golf industry Show in San Antonio and seeing so many social media posts on this event got me thinking about the GCSAA and more locally the Michigan Chapter of the GCSAA, the Michigan Golf Course Superintendents Association. I often hear about what **they** are doing, either right or wrong when it pertains to the GCSAA or to the MiGCSA. So, I want to dig into that word a little more, **they**.

Often when someone speaks about the GCSAA especially, and I am sure it happens more than I hear about pertaining to the MiGCSA members or non-members like to talk about what **they** should be doing or what **they** did was wrong or even sometimes what **they** did right. As if it was some sort of entity that sends down edicts and rules from on high with no consideration of the outcome or effects. I refer to these as complaint grenade's, someone throws out a bunch of reasons things are wrong with no advice on how to fix them and walks away usually without enough knowledge of why these decisions were made. Complaint grenade's do nothing but damage and in no way push positive change. Brace yourself as I am about to pull back the curtain on **them**, the deep dark conspiracy will be revealed!

When you talk about what **they** are doing at GCSAA or with the MiGCSA either good or bad you are talking about your fellow Superintendents who have decided to try to make our profession better by utilizing our power as a group. **They** are people who take the extra time out of their schedules that are just as busy as anyone else's to try to enact positive change and in the case of the MiGCSA "to provide value to our members through programs and services that enhance and promote our profession." Or in the GCSAA case "GCSAA is dedicated to serving its members, advancing their profession and enhancing the enjoyment, growth and vitality of the game of golf." These are the mission statements of

both organizations and are used for every decision **they** make.

Both organizations are run by your fellow members not by some calculating staff that only cares about the bottom line or their paycheck. These are run by you and are done so for your benefit. Does every decision always lead to the desired outcome? No. Does every decision made have a goal of overall benefit to the membership in mind? Yes. Do these decisions sometimes have unintended negative consequences? Sure. Are all these decisions based on the hope for the best outcome for you, and **them**, as a member? Every time.

It is no different than your own maintenance operations, when a golfer or member questions why **they** did that. It is not some person behind the curtain, or "back in the barn" trying to do something that will negatively impact them as a member, as we know it is you, the Superintendent or Assistant or Equipment Manager or anyone on the crew trying to make decisions that are best for the golf course and therefore best for that member.

So, I ask you that the next time you have a complaint or praise for something **they** did remember you have a voice, you are the reason these groups exist, you can change them as you see fit by getting involved. Don't stand on the sidelines and toss complaint grenade's and walk away. Contact your fellow Superintendents who serve on these Board's and Committees and express your views. But also listen to the reasons these decisions were made. You may be surprised that these actions were not decided by a coin flip but rather exhaustive research, debate and work to try to ensure the best outcome for all of us. If you are still not satisfied run for the board, holster your complaint grenade and as Mahatma Gandhi said, "Be the change that you wish to see in the world."

Adam Ikamas, CGCS
MiGCSA Executive Director

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