

# COURSE Issue #52 - Q3 2021 Conditions

Quarterly Publication of the Michigan Golf Course Superintendents Association



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### **INSIDE THIS ISSUE:**

FEATURE: Steve Hammon, 2022 GCSAA Board Candidate

Industry Partner Profile: Don Botkin, PBI-Gordon Corp.

Assistant Superintendent Profile: Jon Cutler, Buck's Run Golf Club

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Introducing the unrivaled insect control of Tetrino<sup>™</sup>, the one insecticide solution that does the work of many by controlling not only white grub and annual bluegrass weevil but also a wide range of other turf-damaging pests. With flexible application timing, it even allows you to take a preventive or early curative approach to your pest management. Up your game with the new broad-spectrum control and fast-acting flexibility of Tetrino.

Learn how Tetrino can up your game against white grub and ABW at es.bayer.us/Tetrino



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# **FEATURE** SUPERINTENDENT

Spring Lake Country Club

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# Contents

- 4 MiGCSA Board of Directors
- **5** President's Perspective
- 6 Feature: Steve goes national
- 13 Architect's Angle; The Synergistic Impact of Improved Tee / Bunker / Fairway Limit Line Relationships
- **20** The Wrench
- 23 2021 Northern Fundraiser

- **24** Superintendent Drew Paxton
- 29 Industry Profile Don Botkin
- **34** MTF Message
- **40** The Wee One Foundation Fundraiser
- **45** From National
- **48** Assistant Superintendent Jon Cutler
- **54** Call From Campus
- **57** Association Update



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Erwin McKone is a Michigan native, growing up in Flint, Michigan was introduced to turf at Genesee Valley Meadows. Erwin earned a Bachelor of Science in Biology at the University of Michigan and was a Research Assistant for Bruce Branham at the University of Illinois. Erwin served as Chief Operating Officer and Director of Golf Operations at Briar Ridge Country Club prior to joining the Turf Ventures team in 2016.

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Erwin H. McKone, CGCS 219-688-0089 erwin@chicagolandturf.com

# President's PERSPECTIVE

hen I last left you, it was full steam ahead for all of us in the golf business. Here in Livonia that has not changed. As of the 3rd week of July the City of Livonia has pushed through over 75,000 rounds of golf. Really, the only thing that has changed is the weather. Rain, heat, humidity, and more rain has been the theme of June and July. I feel very lucky to have our rain totals stay just under double digits over the last month and a half. Others have been nowhere near as lucky. Extensive flooding and major storm damage have occurred all over the state. Mother Nature has once again reminded us that she is in charge and can unfortunately be very cruel. I hope all of you have weathered these storms and know that the MiGCSA is always here to help in any way we can.

Onto more positive things. I again had the privilege this year to volunteer my time on the Rocket Mortgage Classic Agronomy team. This was my third go around and it was fantastic to have a full volunteer staff and fans back on site to work and enjoy the tournament. Of course, Mother Nature had to rear her head at the worst possible time. Flooding rains prior to and during the tournament presented Jake Mendoza and his staff a daunting task of keeping the course playable. They all came through it with flying colors. The calmness and patience the entire staff showed throughout the week was incredible. It was awesome to be a part of it. I highly recommend to all that haven't volunteered for an event, make a little time to do so. Michigan now has multiple yearly tournaments that can always use the help. I also need to thank our industry partners when it comes to their sponsorships of the Agronomy teams. With their support volunteers are provided uniforms and food throughout the tournament.

Serving as President so far this year has been very rewarding. I've been able to get away from work and attend as many events as possible. None of this would be possible without my team here in Livonia. My crew at Fox Creek, along with Ryan Maxwell and Chris Gilson (Superintendent and Assistant Superintendent at Whispering Willows) and Thomas Jones (Superintendent at Idyl Wyld) provide the support that allows me to step away and confidently attend these events. I know this is something that all of us do not have and I do my best to not take it for granted.

By the time this is published and read by all of you, I hope everyone has made it past the dog days of summer without too much more difficulties. We will all be onto our seasonal hurdle. Our already thin crews will be thinner, as the kids return to school. Just another obstacle we all face and always push through. Hopefully, Mother Nature will be kind and give us a beautiful fall. It's personally my favorite time of year. Fall golf, football tailgates and Oktoberfest are tops on my lists. Hope I've seen or will see many of you at our MiGCSA events. Remember to support those who support you.

Sincerely, **Douglas Ware**GCS City of Livonia

MiGCSA President

DOUG WARE

# Steve goes National

Why is Michigan's own Steve Hammon running for the GCSAA board? Pat Jones decided to find out.



# **Special Report**



**FROM PAT JONES** 

am old as dirt and I have been watching GCSAA board members and presidents come and go for 35 years. When I find out a friend is running I often try to talk them out of it or at least challenge their assumptions. They may not understand the commitment involved (which is substantial). They might think it's a way to advance their career (though it's often not). Or, in some

cases, they may be doing it for exactly the right reason which is giving something back.

I did not try to talk Steve Hammon out of running when I spoke to him recently. I've known him forever so I didn't doubt his commitment. But I did want to find out why he was running, what he hoped to accomplish and why, when he could easily rest on his laurels a little, he's decided to go national. Here's our interview...

# How on earth have you stayed happily in the same job for 25 years?

From my first interview at Traverse City, I could just tell that the members and the people here were very friendly and very genuine. It's been like that ever since. I have stayed here because of the members.

To be a super anywhere for 25 years always raises eyebrows but it's the membership. Period. Two-thirds of them live nearby. Most are year-round. They are largely just hard-working families who love northern Michigan.





# Who's been instrumental for you during your time at Traverse City?

Eric Guttenberg has been my green committee chair for 23 of my 25 years and that speaks volumes. Diane VanderVeen has been our GM for the past five years and we really work well together.

And there's my first assistant Dan Spoor who was literally there 25 years ago when I walked in. When Jon Lamb left last year he stepped up and has done an amazing job as first assistant. He's the real expert on our club.

# You have been involved with the Michigan chapters for a quarter of a century, what's been most rewarding?

When I first started we had a smaller northern chapter and that helped me get my feet on the ground. I worked to grow that group and, in turn, my network of friends and fellow members really grew at the same time. That got me started.

Then obviously creating the new state chapter. The achievement of everyone involved with that – and we







had expert help from all over the state – was just terrific. The merger was amazing at the time and a big relief to get done. Now we're seeing remarkable growth as a result. I'm just really proud of Michigan and the chapter for doing it.

# Do you think many more chapters will follow suit?

I know John Fulling has already worked with some states looking at it and there are more new state chapters in the works. The biggest question we faced here and the one every state organization has to consider is whether the local chapters would lose what made them special. That local flavor is so important. We made sure the social part of it remained. The state chapter concept isn't a fit for everyone but the states that have the right leaders in place and can effectively present the merger for their members will move forward.



# What's the fundament benefit of merging the locals?

The amount of people who are able to give back their time these days -- whether it's for school, sports, church or the chapter -- is shrinking. Supers have less staff and less money so it's hard to commit more time

for all the chapter business stuff. Plus there's no need for duplicate websites, directories and other redundant stuff. And the convenience for industry partners to just have one contact and one place to provide financial support is great. Our partners love it.

# You still get excited talking about this.

My passion has always been communicating and building relationships. The state chapter unified everyone because of communications and we continue to grow and succeed because we try to overcommunicate and make sure everyone knows exactly what we're doing.

# Speaking of that, I handed you a GCI Social Media Award a few years ago for your Twitter and blog efforts. How can other supers copy what you do?

What's benefitted me the most is keeping things short. I'm not a writer so I keep it short and to the point. I used short little blurbs and learned a lot from other folks. Most of my posts are sharing successful events, shop ideas, equipment tips, etc.

First of all, write it once, look at it twice, write it again and don't push send until you're alone and you know it's correct. If it sounds a little hokey, delete and go back to step one and make it right. You need to have a positive message so I cringe when I hear other supers saying negative things about members and golfers on social media. My philosophy is if your mom likes it your members will like it.

# It can be daunting for folks who aren't comfortable writing but you overcame that...

When I first got on Twitter it was a struggle but gradually members started following. Our world is kind of in the shadows so you have to shine some light on it. You need to market yourself and your team to show the members, the board members and guests what we do.

Members who don't know me get to learn about us through the blog. It opens the door for them. My blog has made open communication easier and they feel comfortable approaching me. Keep it short, to the point and a couple of pictures.

# How cool was it when you found out you were the Golf Association of Michigan's Superintendent Award of Merit winner last year in mid-pandemic?

It's very humbling to have other supers and the members of the board single you out. When I see the names on the award, I don't feel like I deserve to be on that list. It's a great honor and it makes me feel a little proud and a little more confident about what I'm doing.

# When did the thought of running for the GCSAA board become real?

It had never been a serious thought to run for the national board. I was always too focused on what we had in front of us here in Michigan. But it hit me this spring. I've had 25 years at my course and Sue and I both realized our kids are mostly out the door. I see having more time in my future. Sometimes when there's time available people do less. That's not me.

I also talked quite a lot with my club board and many GCSAA past presidents and leaders. The more I learned, the more interested I became. Having full support from my club and my family solidified it.

# So why are you running?

I'm really energized by the idea of having six or seven years of building new





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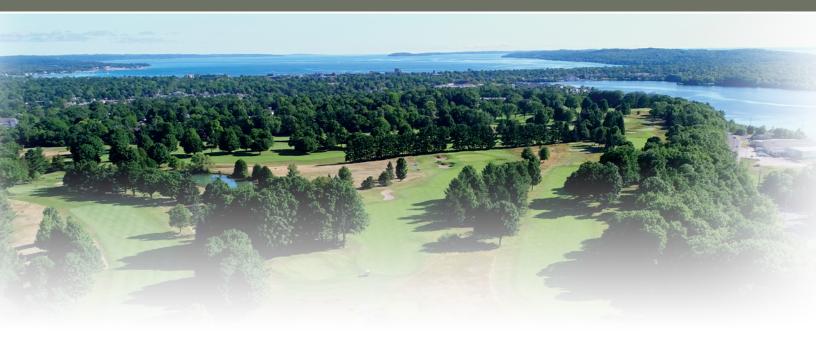
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relationships and working with the best people in the industry to grow our profession and the game. For me, that's just as good as it gets.

# What's the hardest part about committing to this?

You have to be ready to get outside your comfort zone. For example you need to decide if you really want to stand up with 2,000 people watching at the Golf Industry Show on the John Deere stage with Rhett Evans and Lauren Thompson from Golf Channel during a live show. (Laughs.) You have to consider if you're comfortable talking on TV and speaking on behalf of all your colleagues at meetings around the globe? Do you want to possibly be president and do all that stuff?

# It's not for the faint of heart. What big issue do you think you'll try to focus on?

I think chapter mergers are going to continue to happen or at least be proposed and I think I can be a pretty solid resource for those groups.

# What is Steve's burning gripe about the national that's driving you crazy and you want to fix?

There isn't one! I'm not a guy with an agenda. I just want to step in, serve where they need me to serve - maybe on some of the less popular committees - and see where I can help.

# What do you think GCSAA has done well in recent times?

I've been really happy to see GCSAA offer health care and dental insurance. And things like the hurricane relief program and other grants to members in need have also been a bia win.

The BMP program has been huge and GCSAA has also been very effective helping with environmental concerns on a state-bystate level. When our state wanted to limit phosphorous our state chapter was ready. We went to Lansing. We had our facts in order and we already had a statewide stewardship program in place. Having the resources of GCSAA in your pocket during something like that is critical.

I serve on the national grassroots ambassadors program and that's helped me be more effective when we go to Lansing. To walk the hallways and meet with your representatives and senators it's been hugely successful to build awareness of what we do here and. obviously, in DC during National Golf Day.

# What else gets you excited about this potential next chapter in your life?

Golf has always been part of my life and my family's life. We were members at a club in lowa and in Grand Rapids, my dad was a rules official for the Michigan PGA, my brother and I both played college golf and recently I've been coaching high school golf. The game means the world to me. Whatever programs are out there to grow the game, from the First Tee on down, I want to make sure we continue to fund them and develop new programs to give boys and girls the chance to start early and play golf. So many other sports go away as they get older but this is a lifelong game.

Honestly the business of golf and an urge to grow the game is just in my blood. It is natural to me.

# **Final thoughts:**

# What should people know about you and why you're doing this?

I'm a down-to-earth superintendent. I'm a person who builds a team at work that's like family and I try to treat them like family. I try to be good team-builder whether it's daily operations or the renovation team we put together a few years ago or it's a group launching a state chapter. I think that might be the most important skill I can bring along to the board. Man I'm excited just thinking about it!





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# The Synergistic Impact of Improved Tee / Bunker / Fairway Limit Line Relationships

BY RAYMOND HEARN, ASGCA

he great game of golf has been a bright spot during the pandemic, allowing many to enjoy something in a social setting, refresh minds, relax and exercise in beautiful surrounds while other activities were shut down.

As a result, the game enjoyed a surge in both participants and rounds and that put a renewed emphasis on what Raymond Hearn Golf Course Designs believes – the golf courses are and remain a club's number one asset.

In the past, many public and private clubs lost site of the importance of that number one asset. Clubhouses, pools, tennis courts, etc. are all important to private and some public clubs but a well-maintained course that is fun and strategic to play will serve as the main attraction and source of satisfaction for new members (private) or new players (public).

That means keeping a golf course relevant is of great importance, and our firm believes the golf course design principles of shot value, strategy, playability, and memorability are paramount in order to achieve maximum golfer satisfaction.

Great golf course architecture melted down to the most basic elements is about strategic angles and play options.

Many board and committee members we meet with often agree with this assessment but portray their club's potential with a defeatist attitude. I often hear comments indicating a course is too tight or the fairways too narrow to implement more strategic play angles and thus options for golfers. Also, another significant negative take is that creating more angles and options sound great but it is not affordable.

Our firm stresses not to despair because there are multiple ways to overcome negative road blocks and create increased shot value, strategy and playability on a golf course, as well as achieve these goals at modest costs.

How can a golf course architect achieve this when there is limited acreage, narrow golf holes and a limited budget?

### Here is how:

- There is an infinite array of increased shot value, strategy and playability possibilities that can help improve strategy by simply repositioning bunkers and adjusting fairway grassing limit lines.
- 2. These improvements can be phased in over a number of years to help the club afford the changes. Ideally two to three years is a good completion goal, but we have worked with clubs that try to achieve one or two goals a year over multiple years. It also serves to show members and potential new members that the club is trying to improve and limits the disruption to the fall months so a club can sod as much as is affordable (minus the greens of course) an reopen holes quickly in the spring.
- Obviously repositioning tees can also dramatically add to increased shot value, strategies, and playability but that in itself is another lengthy discussion.

We are not underestimating the importance of green remodeling, renovation or restoration but adjusting the tee / bunker / fairway limit line relationships with select tree removal on your course can be a "homerun" in the eyes of the membership and a source for more angles and options for play as slight or as dramatic as they may be.

Here are some recent projects that clearly demonstrate the powerful combination of bunker and fairway adjustments.

Boyne Resorts Moor Golf Course Hole 14 Improvements. Harbor Springs, MI.



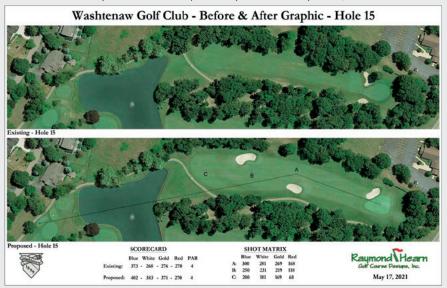
Washtenaw Golf Club (1899). Ypsilanti, MI. Designed by English GCA & Golf Professional W. H. Way.



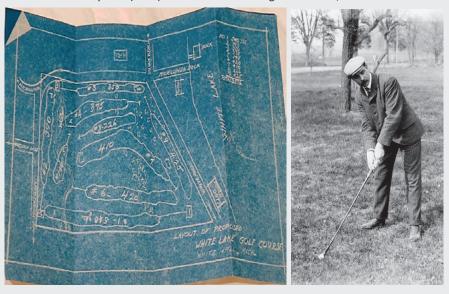
1930 Aerial of Existing Green 11 Shape with Bunkers at Washtenaw Country Club.



Washtenaw Country Club Hole 15 Proposed Improvements. Ypsilanti, MI.



White Lake Country Club (1916) A Tom Bendelow Design. Whitehall, MI.

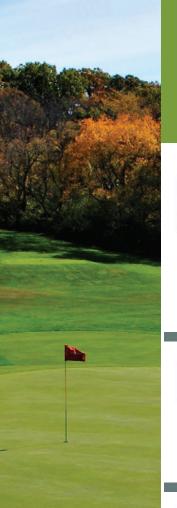


Original Tom Bendelow Green and Bunker Location for 1920 Aerial Photo taken from a Small Plane.









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# Donald Ross Memorial BOYNE HIGHLANDS Harbor Springs, Michigan

Finally Driving Ranges that assimilate fairway and bunker relations are also becoming very popular. It creates an enjoyable simulation of practicing on actual golf holes. New Driving Range at the Water Edge Golf Club. Fremont, MI.



The author, Raymond Hearn is a member of the American Society of Golf Course Architects. His office is located in Holland, MI. For details on his company, see his web site at <a href="https://www.rhgd.com">www.rhgd.com</a> or contact Ray at <a href="mailto:ray@rhgd.com">ray@rhgd.com</a>.

Boyne Resorts Donald Ross Memorial Hole 1 (Donald Ross – Seminole GC Hole #6) Harbor Springs, MI



Boyne Resort - Donald Ross Memorial Course - Hole 1 - Existing



Boyne Resort - Donald Ross Memorial Course - Hole 1 - Proposed

Midlothian Country Club (1898) A Hebert Tweedie Design. Hole 1 Restoration. Midlothian, IL 1914 US Open Site – Champion Walter Hagen





Waters Edge Golf Course (Ramshorn Country Club) Hole #17 Improvements. Fremont, MI.



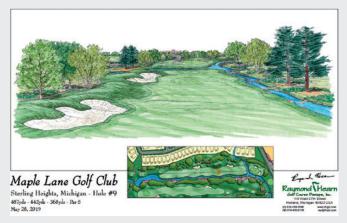
Metedeconk National Golf Club Hole #1 Improvements. Jackson, NJ.



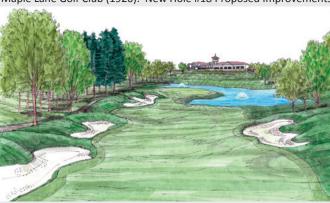
Adjusted bunker, approach, and fescue rough limit lines at Metedeconk National GC Hole #27.



Maple Lane Golf Club (1926). New Hole #9 Proposed Improvements. Sterling Heights, MI.



Maple Lane Golf Club (1926). New Hole #18 Proposed Improvements.



Savannah Country Club Hole #18 improvements options involving adjusted fairway limit lines and bunkers. Donald Ross 1927. Savannah, GA.



Par 3 practice holes are also becoming very popular at private, resort and public golf courses. Here is a peek at the new Boyne Highlands New Par 3 Course. Harbor Springs, MI.





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# THE WRENCH

BY BEN BEARD, AMERICAN DUNES GOLF CLUB

s I stroll through my photo albums searching for an idea for the "Wrench" article, there seems to be several recurring characters in my photos. It's not a mechanic with ever changing facial hair and a funny look on his face, rather it is a set of young boys eager to learn and with a passion to do whatever dad is doing. Ted and Frank may sound like the names of a couple of old retired gentlemen looking to help part-time, but in fact they are my 3 and 1 year old sons.

During my job interview I was asked if I involve my family in my work life, do I bring my sons to the course and show them what I do? Without hesitation I replied YES! The superintendent (Joe VerDuin) smiled and glanced at a picture of him and his son sitting on a tractor at the golf course. I knew right away that we shared the same passion for fatherhood as we did for turf. Also I felt great

pleasure knowing that the club was hundred percent supportive of me being a father first and Equipment Manager second. Not only do my boys get to witness the construction of a Jack Nicklaus designed golf course but they also get to see their dad in a career that he loves and is extremely passionate about. Plus they get to operate excavators and go on tractor rides which alone is every little boy's dream! Now when my boys are with me at work it's not all fun and games, they are expected to be productive. Teddy has been known to push me out of the way when installing a water pump and saying "Dad, I got this." Just the other day when my wife stopped by with donuts for the crew Franky knew that the shop floor needed to be swept, after taste testing the donuts of course. Now it may seem like I'm taking advantage of free labor but I truly believe that I am helping instill values that will help them be successful later in life while spending quality time together. At times it may get frustrating, like when you are removing axle bearings from a Kubota and see your 1 year old covered in gear lube or when you can't find your \%" wrench after your 3 year old "helps" you adjust reels. But it is all worth it when you get to see the joy on their face after working with dad.

Now having a couple of rambunctious children running around the shop may seem a little counter productive.



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 the MiGCSA at info@migcsa.org. Is your Equipment Manager an MiGCSA Member? They can be for only \$25 a year.

but all you need to do is keep them occupied. Over the past several years I have come across a few tips to keeping your toddler content in the shop. I try to involve them as much as possible with the intent of giving them as much knowledge as they can absorb, but we all know that the attention span of a toddler is shorter than the greens' heights. One of my go to solutions is to give them a handful of ½" nuts and bolts, then have them screw the nuts on and off. If we are out on the course. I hand them a rake and let them go to town in a bunker. But the absolute best thing I found was that the noise of a reel grinder is the perfect pitch to put them to sleep!

It's nothing new to say that good help is hard to find these days, hell some days it is hard to just find help. It seems like with every new generation there seems to be a loss of drive and determination that is needed to succeed in this blue collar industry, that may require you to appear white collar at times. No matter if you're a Superintendent, Irrigation Technician, or Equipment Manager it is becoming more and more difficult to find the next group of individuals to pass the torch to. The question is, how do we get the next generation into our profession that will have the same pride and passion that most of us do? I truly believe it all starts at home!





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he 2021 Northern Fundraiser at Arcadia Bluffs was the largest event the MiGCSA has ever hosted. With 120 players on Sunday for a windy firm and fast round on the South Course and 200 playing the Bluffs on a much more benign day on Monday. Thank you to every single attendee and especially to our fundraiser sponsors, hole sponsors and industry partners for making this event possible. Remember to contact your representative from any of our partners in 2022 for early tee time registration. Also new for 2022 will be a change in format for the Sunday round to a 4:00 shotgun to accommodate more attendees. There are also plans to make this Sunday evening round the 2022 Wee One Fundraiser which will include beverages and dinner on the course with a short reception after golf. More information on this as we get closer to the 2022 event calendar, but plan on the first Monday in June 6/6/22 for the Bluffs with the South Course on the Sunday before 6/5/2022.

Thank you to Host MiGCSA members Jim Bluck, CGCS, Director of Agronomy, Matt Morley, Bluffs Course Superintendent, Cody Kuhn, South Course Superintendent, Zach Redman Assistant Superintendent & Duane Conrad, Equipment Technician.

Also special thanks to PGA Professionals Bill Shriver, COO, Zack Chapin, Vice President of Operations, Chris Sivier, Director of Golf, Aric Zuberbier, Bluffs Course & Dustin Darling, South Course, Director of Food & Beverage Cameron Cosby, Becky Andrews, Groups Coordinator & Ketty Zamora Director of Lodge Operations.

Finally, a very special thank you to Mr. Richard Postma, owner of Arcadia Bluffs, for his support of this event and of our industry!

The winning scramble team of Tim Suter, Kim Derr, Mike Bibler & Jimmy Venton shot 59, second place was Brett Roberts, Brian Roberts, Todd Genske & Casey Swan with a scorecard playoff score of 60 over the third-place team of Rob Pylar, Terry Poley, Andy Gilroy & Nick Johnson.

Closest to the pin #2 - Jake Green

Closest to the pin #6 - Marc Chappell

Longest drive #8 - Kevin McVay

Closest to the pin #13 - Joe Rebone

Skins \$90 each

**Eagle 3 on #1** - Brett Roberts, Brian Roberts,

Todd Genske & Casey Swan

**Birdie 2 on #13** – Tim Suter, Kim Derr, Mike Bibler

& Jimmy Venton

**Eagle 3 on #15** - Ron Dahlin, Don Underwood,

Doug Wentworth & Jeff Bodziak

Birdie 3 on #16 - Tim Suter, Kim Derr, Mike Bibler

& Jimmy Venton

**50/50 winner** – Evan Herman



# **Drew Paxton**

was drawn to golf course maintenance because he figured the job would include free golf.



# DREW Paxton

BY GREG JOHNSON

"I started when I was 18, working at the Oaks Golf Course outside of Madison (Wis.)," he said. "The big draw was being able to play free golf. I was already an early riser, and I could get up, work 5:30 to 2 in the afternoon and then have the rest of the day. Most of the time I was back at the golf course, at least two or three days, playing."

Paxton, the superintendent at Spring Lake Country Club, still likes to play, but he and his wife Abi have two sons, James, 5, and Oliver, 3, and the job at a classic West Michigan golf course and family lists first in time allotted.

"I might find time to play once a month now during the season," he said. "The long hours and the grind of always being up early is probably the hardest part of the job we do.

There aren't too many short days."

The easiest part of the job: "Watching the sunrise on the golf course," he said. "It never gets old."

Finding he liked being outside better than inside put the brakes on his first major in college at the University of Wisconsin -Milwaukee. It was architecture. Paxton then changed to history thinking he could teach and get outside to coach lacrosse. Finally, he talked to his boss at Fire Ridge Golf Club and the turf program at the University of Wisconsin in Madison ended up being his career maker.

"It moved fast after that," he said. "I got an internship in Lake Geneva (Wis.) at Geneva National, and my next internship was in Colorado at Denver Country Club, and then I









was hired as a second assistant at Olympia Fields near Chicago."

Paxton spent nine seasons at the highly regarded Olympia Fields, moving from second assistant to first, and then the course superintendent of the North course.

"It was a good job, great place, but my wife and I started talking about finding the best place for a family," he said. "I heard about the job at Spring Lake. I heard it was a good job, and a sales rep I knew that worked in this area gave me some insight so I applied."

Now that he has been at Spring Lake since February of 2020, Paxton is sure they made the right move. "I feel so lucky to have this job, the people are fantastic, the area of the state we are in is great for the family and my parents are happy we are now in Grand Haven," he said. "In 10 years I hope I'm still here at Spring Lake, the family is settled in and we have put down roots. We found the perfect time to make a move with neither boy in school and we found the perfect place."

In his second summer at Spring Lake Paxton, like all superintendents, finds the lack of interested laborers his biggest problem, but he is especially pleased with his assistants, Derek Koster and Sean McGorisk, and his mechanic Jim Apsey.

"I think assistants are really important because they run the

day-to-day operations, they are always in communication and they maneuver the staff to get what needs to be done that day accomplished," he said. "Right up there is the mechanic, too, and we have a fantastic one. Jim used to be a super as well, so he understands what we are doing and why. He sets up the equipment and he is great about bouncing ideas off of each other."

Paxton finds past experience and his turfgrass education help greatly with the job, but he thinks he calls on the skills he learned as an assistant high school lacrosse coach maybe the most.

"It really helped me in my transition from assistant to being a superintendent," he said. "I coached at the same high





- 1. Played and coached lacrosse
- 2. Visited New Zealand in 2015
- 3. Studied Architecture in college before switching to turf
- 4. Enjoys trivia games
- 5. Played basketball on the Indiana Pacers court

school I went to (West High in Madison) and I learned how to deal with different personalities, and how some people are motivated differently. It's the same in golf. Not everybody is motivated the same way, and you need to get to know your crew members. The relationships you build with them are everything."

He hopes to build relationships with more Michigan superintendents down the road and get involved with the state association and other groups and events.

"Everybody has been very welcoming, and that is par for our industry because usually people are willing to help," he said. "Everybody here has been that and more. They helped us get settled in a strange year (2020) and it seems like any time I have a question there are people more than willing to help."

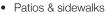




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# Don Botkin, has been with PBI-Gordon Corp. for two years covering Michigan, Ohio and Kentucky in his travels. A native of Pennsylvania, he went to college at West Chester University of Pennsylvania. He is the father of two sons, Jack, who is 23, and Noah, who is 21.



# DON Botkin

- How DID YOU GET INVOLVED IN THE GOLF BUSINESS? My first job was working with a lawn care company J.C. Ehrlich for eight years, then I moved to Ohio and worked for Lebanon Turf and then Bayer where the last six years I worked on the turf side of the business. After that, I worked with Valent and then came to PBI-Gordon.
- WHO WAS YOUR GREATEST INFLUENCE IN PERSONAL LIFE? It was my dad (Don, Sr.) who is deceased. He provided me number one with my education, but also taught me to work hard and that hard work pays off. I've always wanted to complete the job to the best of my ability. That's what he taught me.
- WHO WAS YOUR GREATEST INFLUENCE IN YOUR PROFESSIONAL LIFE? Jim Geyer, my former manager at J.C. Ehrlich. He helped me better understand how to manage people, and to look at the bigger picture when working in a company with other people.
- WHAT DO YOU BELIEVE ARE THE BIGGEST ISSUES FACING SUPERINTENDENTS TODAY? Labor is a big issue. I see less and less students at turf schools and less and less entering the market. At some point there could not be enough assistants and superintendents if it keeps going like this.







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- WHAT ARE YOUR EXPECTATIONS WHEN WORKING WITH THE MICHIGAN GOLF **COURSE SUPERINTENDENTS ASSOCIATION?** I plan to attend meetings and get more involved. I think they are doing a good job of networking and sharing information.
- WHAT IS YOUR BEST ADVICE TO DECISION MAKERS WHEN **DOING BUSINESS?** They should communicate properly and show empathy. When I deal with customers on the distribution side communication is key. You have to communicate effectively. You are selling product, but just listen to what they have to say and then show empathy if somebody is having a bad day. You have to understand what things they are going through on a daily basis.
- WHAT IS THE MOST REWARDING PART OF BEING IN AN INDUSTRY **SUPPORT ROLE?** I like meeting new people. Like at the Michigan State (University) Turf Day the other day. I met a lot of new people who work in the industry.

- WHAT IS YOUR BEST SUCCESS STORY? I think not having a turfarass degree, instead having a degree in communications and minor in marketing and still being able to understand the golf industry. I went from lawncare to fertilizer and turf and learned more and more at each job. Now I understand how grass and trees grow and had some great mentors who helped me understand.
- WHAT DO YOU ENJOY THE MOST **ABOUT YOUR POSITION? I like** dealing with distribution and working with superintendents. My territory is Michigan, Ohio and Kentucky and as a salesman I'm on the road constantly. If you don't like to drive, you wouldn't want this job, and I enjoy seeing and meeting the distributors.
- DO YOU HAVE SOME TRAVEL **TIPS?** Yes, stay in the same hotels, at least the ones you like. and be a patient driver. You have to like to travel. That is what we do.

- **HOW MANY DAYS OF THE YEAR ARE YOU ON THE ROAD? 100** with 50 to 100 nights a year on the road.
- DO YOU HAVE A FUNNY STORY YOU CAN SHARE FROM THE ROAD? I've forgotten socks on a trip, so then you have to go to a store without socks and buy some socks. We all forget things I guess. Sometimes I pack too quickly.
- WHAT DO YOU CONSIDER THE **BEST PRODUCT YOU OFFER AND** WHY? Union fungicide. It's a great two-way product for brown patch anthracnose and pythium.
- WHAT IS YOUR FAVORITE ITEM **TO SELL/DEMONSTRATE?** Vexis Granular Herbicide for sedge control. Great product.
- WHAT IS YOUR FAVORITE GOLF **COURSE TO PLAY?** Bandon Dunes is just a great golf course. It's on the coast of Oregon. I played with customers and everything about it was a great experience.
- IF YOU HAD A DIFFERENT PROFESSION. WHAT WOULD IT **BE?** I think I would be a teacher. Because I've managed people, I think I could do it, and I just think teaching is a great profession. Helping mentor young individuals and helping them towards what they want to do in life would be rewarding.
- DO YOU HAVE A FAVORITE **GOLFER AND WHY?** I like Tiger Woods because of his persistence.
- DO YOU HAVE A NICKNAME AND IS THERE A STORY BEHIND IT? My family calls me Bear because when I was 2-years-old my onesie was tan. My Dad said I looked like a bear. Only my family calls me that.





- WHAT ARE YOUR HOBBIES OR ACTIVITIES AWAY FROM GOLF? I like working out, staying active, riding my bike and enjoy spending time with my two dogs.
- WHAT DO YOU ENJOY DOING OUTSIDE OF WORK? Believe it or not, traveling. I just enjoy going places.
- IF YOU COULD TRAVEL TO ANY TIME IN GOLF WHEN WOULD IT BE AND WHY? I would want to see Bobby Jones play live. It's because he stayed an amateur, and he also developed Augusta National. I would like to see that beautiful golf swing in person.
- HOW MANY CONFERENCES AND EDUCATIONAL EVENTS DO YOU ATTEND PER YEAR? I attend five.
- WHICH ONE IS THE BEST TURF CARE PROFESSIONALS CAN ATTEND? The OTF conference.

- HOW MANY ROUNDS OF GOLF DO YOU PLAY IN A YEAR? About 20. I'm a 15-handicap and I enjoy playing with customers and others.
- How Do You THINK THE INDUSTRY WILL BE DIFFERENT IN 10 YEARS? It will have labor issues, especially if universities keep cancelling or cutting back turf programs. Where will superintendents and assistants come from?
- ARE THERE ANY NEW PRODUCTS ON THE HORIZON? Yes, but I cannot say.



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# A Message From

BY CAREY MITCHELSON, MTF EXECUTIVE DIRECTOR



Why is it a simple sentence, so easily understandable and accordingly having so much common sense... not used more often. Especially when future outcomes can affect so many.

Those 12 words strung together could be gospel for many of us who wake up in the morning and know that there will be unknown problems that will be facing them during the rest of their hectic day. Planning for the future is never as easy and we all struggle trying to do the right thing... a great deal of the time its just the best guess we can put together in the time allowed.

Trying to predict the future of anything can be a hard lesson learned and when dealing with finances the right or wrong decision is left in the eye of the beholder.

The Michigan Turfgrass Foundation believes President Lincoln and his words have merit. Pursuant to those thoughts ...The Board of Directors have put into motion a plan to create a component at MSU that commits to the present. reflects an image, thanks an icon and most importantly allows certainty to MSU



Turf Program at MSU for future generations. The MTF and MSU have set their sights on providing an Endowed Chair position for the MSU Turf Program and it will be in the name of Dr. Joe Vargas.

The MTF understands its responsibility to support the MSU Turf Program and has done so since 1956 when it became one of the earliest and now most influential Turf Foundations in the world. The list of items contributed and the legacy of the people who have been involved at MSU and on boards of the MTF is vast. Each of those who have taken a role in the Foundation understand the decision process and always proceeded with the best interest of the MSU Turf Program in mind.

At the May 20, 2021 Board meeting of the Board of Directors, discussion was held on the best use of the finances and how they may be used to help the Turf Program not only for now, or near future ....but into perpetuity. The concept of an Endowed Chair position had been put on the agenda and

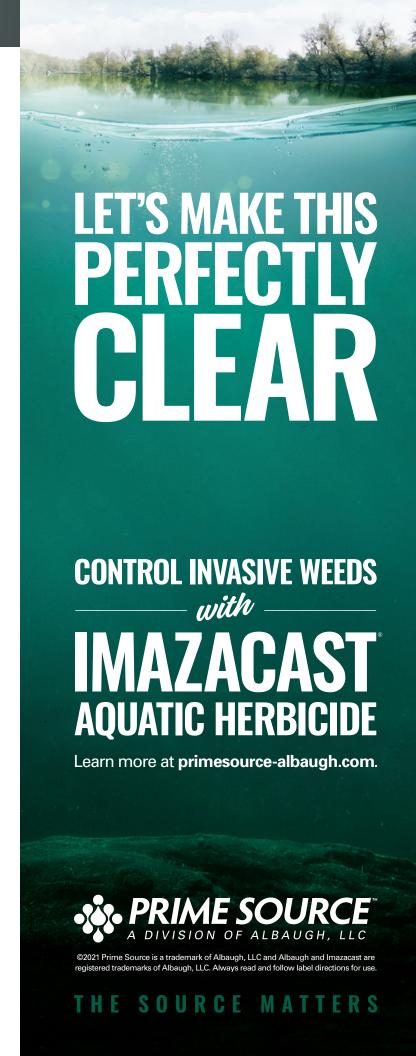
"The most reliable way to predict the future is to create it."

Abraham Lincoln

discussions began. The goal would require a large-scale effort as an Endowed Chair Position at Michigan State University is not an easy task. It was determined the need was there and it would be named on behalf of one of our finest and well-respected Turf Team members, Dr. Joe Vargas.

The formal announcement of this plan transpired at the LaFontaine Graduate Assistantship Golf Outing On June 23, 2021. The announcement coincided with Dr. Vargas informing those in attendance know that he would be retiring in 2 years from his position at Michigan State University. Joe's leadership during his 50 plus vears is well known. His position in Turf and how he has represented MSU is a legacy that will certainly stand on its own. However, the timing is right for the Foundation to provide a lasting moment to his standards and cement the future of the MSU Turf Program for future generations. This initiative has been in the development stages for months and is keenly supported by Plant, Soils and Microbial Sciences Chair Dr. Brian Horgan. Dr. Horgan is an alum of the MSU Turf Program and has a keen sense of how important this Endowed Chair position will be for the future of the Turf Program that he has been a part of and now serves as its leader within the University.

At the tip of the spear – not surprisingly – is Gordie LaFontaine. His long history with the Foundation and the successes he has provided are well documented. His vision has placed the MTF as an important partner with MSU and this new venture may be the most important.



### Joe Vargas announces retirement

at LaFontaine Outing

Gordie LaFontaine informs attendees initiative to provide Endowed Chair in Vargas name.

Many of you reading this are either a part of the MSU Turf Program and if not, understand the importance of that program and how it impacts many of us in the industry and in Michigan.

So the guestion is..."Why is an Endowed Position so important?" and "Why now?"

The MTF has been working with MSU to organize this effort and they have already assembled a team to help with a blueprint for planning and organize what questions and solutions need to be addressed. Some of those are listed here.

### What does an Endowed **Faculty Position provide?**

As the MTF and MSU work together to provide this position the language and documents required will be significant. MSU is excited of the possibilities the Endowed chair for the Turf Program and early assessment have already been developed. The MSU stated importance is below.



### Why is it needed?

Funding an Endowed position will ensure the Turf Program at MSU will exist despite the ups and downs of any economy or unforeseen issues that may occur over time. It places tremendous importance to the University, and it is reflection of the Turf Industry and its commitment to the Turf Program.

### How is it funded?

The MTF will provide significant funding to promote the initiative. It will form a committee to seek advice and opportunities from other sources. More information on the process and how to be involved will be available soon.

### How much funding will be required?

Final financial figures are being coordinated. Early estimates have been stated to be 4 to 5 million dollars. Operational funding of an Endowed Position on an annual basis is the goal and calculating those needed values is a part of the process.

#### Is this attainable?

The MTF believes its is. It will require coordinated efforts of individuals and industry partners who



### "MSU - THE IMPORTANCE OF ENDOWED FACULTY"

"The Joe Vargas Chair in Molecular and Turf Pathology will ensure that a strong and robust program is possible in perpetuity, and that MSU's land-grant tradition of linking research to our region's needs continues to advance the economic development, environmental stewardship, and improved quality of life in Michigan and around the world."



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4123 Vance Rd Traverse City, MI 49685 231.943.8343 support and believe in the MSU Turf Program and want it to continue and maintain its position as a significant part of the turf world.

### Is the importance of an Endowed Chair critical to the Turf Program?

MSU has had input to this issue already – to quote:

"MSU - What holds true for successful businesses holds true for universities: we live in a competitive world. In academia, we compete for the best students, we compete for funds to fuel our research programs, and we compete for the best faculty. Endowed positions offer a huge competitive advantage when recruiting faculty, as they are one of the most pivotal factors in deciding between offers as candidates consider their options."

### Additional Advantage Graduate Assistantship - Lends benefits as well

5 years ago the MTF developed the MTF Graduate Assistantship Fund. This Fund was a product of distributing available funding from the Founders Society Endowment and the LaFontaine Endowment to produce an invested fund that combines with the Rieke Endowment (now held by MSU) to provide for Graduate Assistantships on an annual basis for the Turf Team. When combined with an Endowed Chair position and funding for graduate assistantships – MSU can consider itself at a competitive advantage for talented individuals interested in turf research.

The MTF is currently engaging with individuals who have shown interest in participating at various levels and we appreciate their interest. This vision for the future of the Turf Program can be a reality and many of our supporters may be required to get this to the finish line.

Personally, I remember a moment that solidified my belief that "creating the future is the best way to predict it."

In 1979 I received a call requesting that I volunteer to help move soils at the future site of what is now the Hancock Turfgrass Research Center. While on site ...awkwardly and dangerously operating a payloader...I met many volunteers who where there for many reasons. But most would agree they wanted to not only help, but they also wanted to be a part of history. We may be there again.





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### Wee One Foundation

### **FUNDRAISER**

fter a one-year absence due to COVID-19, the Wee One Foundation fundraiser returned to Michigan May 24th at The Wyndgate, a beautiful private club in Rochester Hills. A field of 72 golfers turned out for the 2-best ball net event that was won by the team of Dave Creager, Scot Gardiner, Bryan Grill and Dave Pawluk with a score of 124. Close behind was the team of Chad Ball, Al Bathum, Jim Johnson and Steve Tedhams at 125. Third place was won by the team of Brett Boone, Joe Ettawageshik, Josh Tietsma and Micah Wise at 126. Closest-to-the pin prizes were won by Steve Rebhan (Hole #5), Randy Grewe (Hole #8), Terry Poley (Hole #14) and Tim Colosimo (Hole #16).

Since its inception in 2004, the Wee One Foundation has gifted more than \$1.75 million to individuals in the turf industry who have faced financial hardship due to medical conditions. The fundraising initiative in Michigan has raised nearly \$400,000 and the majority of these funds have gone to families and individuals within the state.

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The success of this year's Michigan event, which raised more than \$25,000 for the Foundation, is largely due to the generosity and support of the sponsoring companies, host club, and individual contributions from MiGCSA members that were matched by the association.

Many thanks go to the ownership and management team at The Wyndgate for their support and assistance in hosting the event, in particular:

General Managers: Joe Tignanelli and Kevin Muir Superintendents: Phil Hopper and Ron Betz

Assistant Superintendents: Doug Cook and Alex Wilson

Golf Professional: Rod Sowders

The date and location of the 2022 event will be forthcoming later this year.







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#### BY SHANE CONROY AND GCSAA STAFF

s summer is wrapping up, Mother Nature once again threw everything at you guys again this season. As days continue to grow shorter, I hope you and your teams are finding an appropriate work/life balance and making the most of this challenging season.

As you're busy on the course, I want to relay some of the advocacy areas GCSAA has been focusing on off the course.

Recently, House lawmakers, led by Rep. Henry Cuellar (D-TX-28), introduced bipartisan bill HR 3897. HR 3897 aims to enhance access to H-2B workers, which are



crucial to not only golf, but many seasonal industries across the country. GCSAA has blog post and action alert on the Advocacy Hub page of GCSAA.org which can be utilized to send a message to your members of congress in support of the Returning Worker Exemption. A



new one-pager is available for download when communicating with your members of congress.

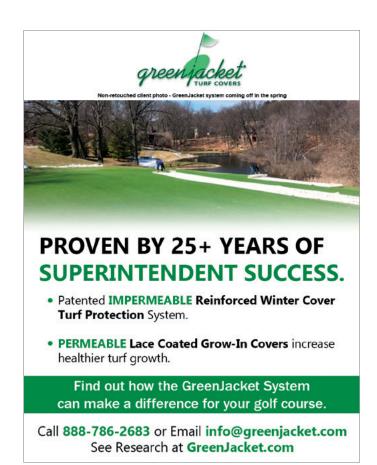
Additionally, the EPA and the Army Corps of Engineers (Corps) have revealed their intention to alter the 2020 Navigable Waters Protection Rule (NWPR). Since taking office, it seemed likely the new administration would address this issue in some way. This announcement is the first official declaration that the NWPR will be "remanded" back to the agencies – meaning they will attempt to replace it their own rule. The final rule will be shaped by future discussions, and until then the NWPR law is still in effect across the country.

Furthermore, a new FIFRA bill was launched last year that would overhaul the Federal Insecticide Fungicide, and Rodenticide Act (FIFRA). The GCSAA government affairs team has yet to see bill text, but they have had two meetings with staff from Sen. Booker's office who are indicating they will be lead author in the Senate this year. Once the GA team has seen the bill, more information will be shared. There is a one-pager discussing this bill in greater detail available for download on GCSAA.org.

Finally, switching gears, the Golf Industry Show has a new name, the GCSAA Conference and Tradeshow. "The GCSAA Conference and Trade Show rebranding is not about changes to the event but is based on the strength of the GCSAA brand," says GCSAA CEO Rhett Evans. "As GCSAA's brand recognition has grown over the years, it makes sense to have our premier event share in that. Along with our partners, we'll still feature opportunities for collaboration and team building

among superintendents, architects, builders and more."

The new name will debut at the 2022 GCSAA Conference and Trade Show, February 5-10 in San Diego and is part of a strategic effort to bring all GCSAA entities under the association name. The announcement comes on the heels of the rebranding of the association's philanthropic organization to the GCSAA Foundation in May. Registration for the 2022 GCSAA Conference and Trade Show opens on November 2.





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Jon Cutler, who is in his second season as the assistant superintendent at Buck's Run Golf Club, was studying remote sensing and satellite imagery at Central he decided he would rather cattle farm.



## Cutler

BY GREG JOHNSON

Then his career path took another turn, though not as dramatic.

"Our family belonged to Mount Pleasant Country Club and I played there quite often when the superintendent at the time, Jim Priebe, approached me about working at the course," he said. "I think he figured a farm kid might fit."

He fit and working in turfgrass fit.

Cutler, whose family's farm is near Beal City, close to Buck's Run and Mount Pleasant, worked at Mount Pleasant Country Club and had a stint as a superintendent at The Pines at

Lake Isabella before moving over to Buck's Run for an assistant's position. He will also finish an on-line turf degree through Penn State University in December.

"I liked farming and then once I got into this, I liked it," he said. "I started learning and I think I was a quick learner because it's a lot like farming, only more precise. You are mowing with a triplex instead of a big disc, things like that to start. The great thing is that I love being outdoors."

He also does a lot more than mow grass for a living.

"When people ask what you do and you tell them you are an assistant superintendent,







they will say 'so all you do is mow grass?' and sometimes I will just play along and laugh, but I usually let them know it is more than just mowing. I think people would be amazed if they found out all that goes into it, the spraying, hand-watering, mechanical issues, all those things.

At Buck's Run he helps with all those things but primarily runs the maintenance crew, sprays fairways, performs some of handwatering and works with Craig McKinley, the superintendent, in collaboration on ideas and daily planning.

"I think assistant supers are pretty important because we

can take part of the pressure off the super's back so he can focus on budgeting, chemicals, those things," he said. "We deal with the crew and take away the stress that can come from dealing with employees."

Grandpa Charlie Cutler, still farming at age 84, has been a great personal influence and taught him about work ethic.

"Work is before play, then then go have fun," he said.

He said the best part of his job is being outside most of the time, and the hardest part is making sure employees are staying on task and doing it in a timely manner. "I think the most valuable thing I've learned is that stuff is going to happen and you just have to go with it," he said. "Stuff is going to break down and you have to deal with it. You can make big plans and then not have the time to get them finished. You adapt and make it work."

Cutler said this year has been an especially tough year to find employees.

"Even last year we worked with skeleton crews," he said. "It's hard on me, on my boss and the people we do have. I find I have to pick up the slack quite often because we don't have new kids to mow tees and greens.







### THINGS MOST PEOPLE DON'T KNOW ABOUT ME:

- 1. I don't like ice cream.
- 2. I was born and raised in the Mount Pleasant area and have been her all my life.
- 3. I was a farmer who didn't go to school for turfgrass.
- 4. I went to Alaska once to shoot ducks.
- 5. Bailey, my dog, is my best friend.

We have to jump in between play on the course, and that's not easy because the amount of play at Buck's Run is astronomical."

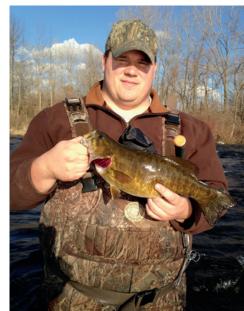
Cutler makes it work, though his chances to play golf are much fewer than ever. Still, he carries a 13-handicap and finds the game enjoyable. His dream foursome: Bill Murray, Chris Farley and Phil Mickelson. His bucket list golf courses: Augusta National and Whistling Straits. His favorite golf club is his 8-iron because he generally hits it well.











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"It's all about having fun for me when I play so having Murray and Farley around would make it fun," he said. "And I just like Phil. It was great when he won the PGA this year."

As a golfer and an assistant superintendent, Cutler said he likes fast greens.

"I personally love to play them, but I also know you can't get them too fast or it slows down pace of play," he said. "At Buck's Run we keep them around 11 (Stimpmeter) on a daily basis. They are fast, but not too fast."

When he is not working or golfing, Cutler is an avid water fowl hunter and also likes to go fishing.

His usual companion, even at work, is Bailey, a 2 ½-year-old yellow Labrador.

"We also have some property and Bailey and I will take hikes, go for relaxing walks through the woods," he said. "Craig has a lab, too. Gunner, he's a chocolate lab. They are the king and queen of Buck's Run."











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### **CALL FROM CAMPUS**



### Field Day, Conference, and Turf School

BY KEVIN W. FRANK



he Michigan State Turfgrass Field Day was held on August 11 at the Hancock Turfgrass Research Center. Following the virtual field day in 2020 I must admit I was very unsure of how many attendees would return for an in- person field day in 2021. Much to my surprise over 400 attendees representing golf, lawn care, athletic fields, schools, grounds, sod, and suppliers showed up.

The morning golf and lawn/athletic fields research tours were followed by a barbeque lunch. The afternoon finished up a full day of activities with in-depth diagnostic walks focused on diseases and weeds. In addition, a group led by Forest Akers golf course superintendent Ron Lewis and architect Paul Albanese guided a tour of the new Dean and Marilyn Look Golf Training Grounds. As Field Day wrapped up our attention has immediately transitioned to conference.

Mark your calendar as the **Michigan Turfgrass Conference** is scheduled to return to the Kellogg Center on the MSU campus. The conference dates are Jan. 5-7, 2022 (Wednesday through Thursday). The conference planning committee has been busy putting together the educational programming and the program will be



released shortly so keep an eye out for registration information coming soon.

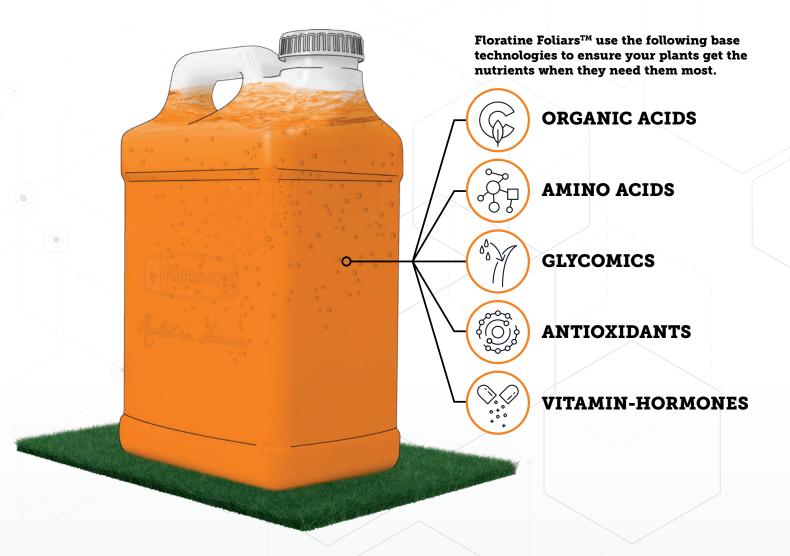
The 4-day **Turfgrass School** will be held at the Kellogg Center on campus December 13-16. The MSU Turf School is an intensive four-day course designed to teach the basics of turfgrass science as well as the practical techniques of managing turfgrass. The school will be "team taught" by MSU turfgrass faculty and staff. The curriculum is designed to deliver a wide range of turfgrass management topics including basic soils and soil management, turfgrass species identification, selection and physiology, turf establishment and renovation, fertilization, proper pesticide use, and environmental stewardship. A significant portion of the school will be dedicated weed, insect, and disease identification and management. The pest management section is delivered in lecture and laboratory settings with hands-on learning emphasized. This will provide an excellent opportunity for one-on-one interaction between participants and the MSU turfgrass faculty. For further information please contact me at frankk@msu.edu.



Nancy Dykema and Joe Vargas at Field Day



Nancy Dykema and Kennedy Ellis at Field Day



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### The Battle INSIDE

or the second time in two years, we have lost an MiGCSA Member to suicide. I struggled to find an appropriate opening to this article, but I think the blunt impact of that line is important. There is no way or reason to sugar cote it or dance around it. Both members were in the prime of their life, married with kids, no one at all expected it. I have found this is often the case. There are so many resources to help others who you may know, or suspect may be battling inside. The problem is when we have no idea. How do you help then?

As a former Superintendent I can remember the sometimes-hopeless feeling than can overtake you, especially this time of year. The weather has been awful, the amount of play has been great for revenue but another strike against your well being as the wear and tear along with the lack of space and employees to work has swirled up into a terrible tsunami of hardship. The last two years have flat out sucked. The daily grind, lack of sleep, lack of time with family and friends as the course is the priority and so much rests on your shoulders.

"It is just grass, what is the big deal? I have grass at home and my lawn looks great! Hey why have you not gotten to \_\_\_\_\_\_? You know I played last weekend at \_\_\_\_\_ and their greens were so good. Hey, I was here last night with my family and there were some hot spots out there, I was surprised

you were not out there. No there is no way we can afford that, you will have to make it work."

A battle in the trenches every day to sometimes achieve something close to perfection for a very small amount of time only to start again the next day. So much of the day to day is solving problems on and off the course. Superintendents are so good at just getting it done it all too often means it becomes your responsibility to take care of all the things no one else wants to do. All too often this job sucks.

But there are also the beautiful sunrises. Being outside in nature on a golf course every day. When you have that really good crew and the team is humming together to create the impossible. The time you can get out there in the evening with the kids, your spouse, golf course dog or any combination of family and friends. Watching the irrigation heads turn in the morning sunlight creating beautiful rainbows. The perfect roll out of a ball on a fresh cut green. The camaraderie of your fellow professionals who have the ability to instantly know your troubles, your pain and offer solutions, assistance or a sympathetic ear.

In the end it is just grass. It is just a job. You are more than where you work and what you do. It is ok to be disappointed when things are not going the way you want them to, but it is just as important to zoom out. Back away from the dry



areas, flooded dead grass or the bunkers with weeds growing in them and look at your life and those around you. It is just grass, it can be grown back. Take a day off, know you can trust your staff to keep everything going when you are not there. Stop in the morning while racing around the course to admire your work, take a few deep breaths while your radio and phone are off. If you are struggling, please reach out to someone to talk, a fellow member, family, friends, a hot line, call me on my cell 231-714-7365 but please do not let it go or push it down until later.

It is fall, the cooler weather is coming in. It is a great time to reflect on your expectations and your employers. Communicate a clear plan and expectations that match resources. You can not do more with less,

you can not carry the weight on your shoulders when you have half of the staff you used to have. Something has to give, please do not let it be you!

I send out a lot of obituaries please do not let this job get to the point of sending yours out. Be well and be happy, if you can't or struggle, please try something to start working towards those goals. It will not happen in a day, or even a month or a year but changing the course of a ship in the ocean by just one degree can get you to an entirely different destination.

Adam Ikamas, CGCS MiGCSA Executive Director





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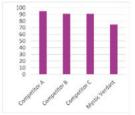
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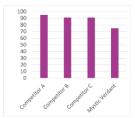
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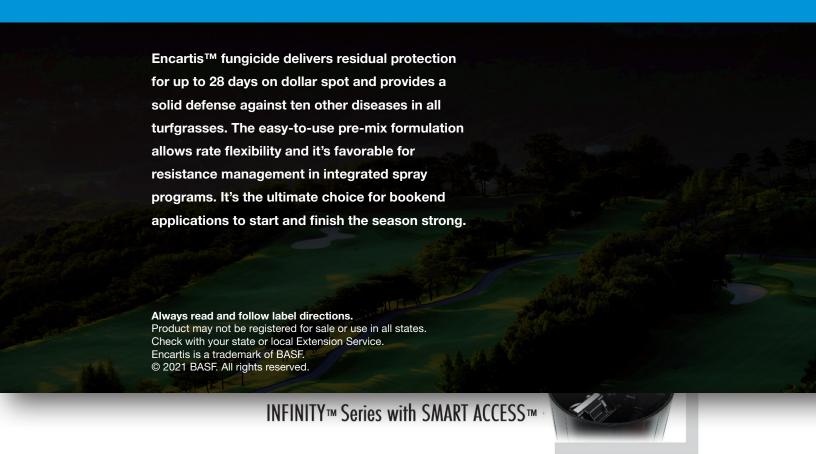
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