



COURSE

Conditions

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Quarterly Publication of the Michigan Golf Course Superintendents Association



FEATURE SUPERINTENDENT

2020 MiGCSA President

Rob Steger, CGCS
Saginaw Country Club

INSIDE THIS ISSUE:

Feature: Rebuilding the Bunkers at
Edgewood Country Club

Industry Partner: Matthew Weber,
BASF, Sales Specialist

Blaine Burch, Assistant Superintendent at
Kalamazoo Country Club



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President's PERSPECTIVE

A world without bunker rakes. If there is one positive thing the global pandemic has done for us, it has showed us what is important in life (and golf). Instead of worrying about where the next baseball practice was my family turned our thoughts to having enough food in the pantry/freezer to sustain us for a couple weeks if necessary. The daily texts from my incredible wife about who needed a ride to what practice ended and we focused on our family. I would be lying if I didn't say this wasn't refreshing. The only issue is, I don't think we were made to sit. Soon we began and finished projects started around the house and I found myself getting up earlier and earlier for work trying to formulate a plan that made our small staff as efficient as possible. My Twitter feed was filled with pictures of pool noodles in cups and discussions about how to make golf safe. The beauty of our profession and the game of golf is that they both allow social distancing. I've never seen players so happy to be on a golf course, especially a golf course that was not, and is still not up to our normal standards. Putting on slow greens with a smile, just happy to have the sun on their faces. Let's hope this mentality stays when the world gets back to normal.

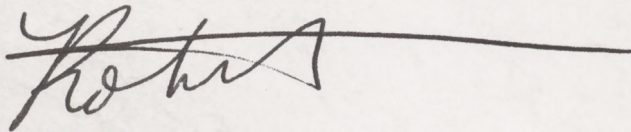
It wouldn't be right to not thank our Executive Director Adam Ikamas for all the hard work he put in on our behalf. I had the pleasure of talking to Adam almost daily during the shut-down, discussing the ever-changing regulations outlined in each Executive Order. As you all know what we could do seemed to change by the day and sometimes by the hour; carts, no carts, then carts again. The relationship the MiGCSA has with the Michigan Golf Alliance has helped golf have a voice in Lansing. The MiGCSA Board of Directors has also been incredibly dedicated, answering emails promptly and taking time to have Zoom meetings to tackle decisions that needed to be made on behalf of the Association. Making decisions when you have all the facts in front of you is easy, making decisions based on rules that have not been made yet is much more difficult.

I've heard stories from around the State about how golf has fed healthcare workers or made sure laid off staff had food on the table and money to pay bills. The MiGCSA was able to raise \$3,860 for members who needed financial assistance due to Covid-19 hardships (thank you Gene Davis for the incredible



idea). We have made three \$500 payments, if you know someone who needs assistance please encourage them to apply. I hope that the philanthropic work that golf does for the community will someday change the narrative that golf is somehow the 'bad guy' and golf will be recognized for the 'good guy' that it is.

I did hear my first complaint about the length of the rough last week, so maybe things are starting to get back to 'normal'; if the bunker rakes (and ball washers) never leave the barn, I would be ok with that.



Rob Steger, CGCS

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Rebuilding the Bunkers at Edgewood Country Club

BY BRIAN HILFINGER, GOLF COURSE SUPERINTENDENT, EDGEWOOD C.C.

Edgewood Country Club was established in 1928 and became member owned in 1970. The course has updated and changed throughout the years however, the bunkers had not been touched since the 1990's, with the exception of additional sand added as necessary. Easily the weakest feature on the course, the membership voted overwhelmingly to restore and rebuild the bunkers in the fall of 2018 with the project slated to begin in the fall of 2019.





Over time the original contours had expanded or shrunk, pea stone filled drainage trenches had lost their infiltration capacity, and rocks had migrated into the actual profile. The old bunkers were a labor expense vacuum, requiring large amounts of man hours to keep them even relatively acceptable. Surprisingly though, only a few actually had water holding issues. This could be due to some functionality in the 20-year-old drainage but more likely, benefiting from a naturally well-draining site. As the contours of the bunkers changed over the years, so did the enter/exit points for maintenance. Namely, they receded leaving only one spot for machines to access, resulting in pronounced and unsightly wear patterns.

We contracted Midwest Construction out of Commerce, Michigan to perform the restoration. Utilizing a master plan by Bruce Matthews (and some on-site consulting), we broke ground September 23rd and were able to complete the project by the first week in December. The steps of the process are as follows:

1. Paint out new contours
2. Remove existing sand, drainage lines and 4" of the subgrade
3. Install new subgrade (clean clay source) and compact
4. Paint and install drainage lines
5. Install Best 535 Sand and compact





Almost all of the bunkers followed these guidelines with the exception of four fairway bunkers. These were all constructed from scratch. As the game and grass lines evolved, the originals became obsolete. So, the new position was selected due to distance off the tee and proximity to the existing fairway line, bringing in the risk-reward factor. Existing bunkers that were just “restored” were also brought back into play as well but already had sufficient yardage from the tee.

While not quite the scale of project that I’ve experienced in the past, this was a much needed, affordable undertaking that checks another box in Edgewood’s effort to update infrastructure. Member feedback for the short amount of time they were allowed to play was very positive, specifically in regards to aesthetics and consistency in playability. If anyone is looking to perform a similar operation at their course, please contact me. I’d be more than willing to share any information that I gained during the process.



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The landscape spaces in between and alongside golf holes

BY A. JOHN HARVEY, ASGCA, ASLA

One of the largest land uses found on a golf course is the area between golf holes are commonly comprised of grasslands, dunes, woodlands, fields, meadows, wetlands, open water, rock outcroppings and other notable landscape features. These areas can often be under appreciated by golfers, course managers and course owners. Depending upon a myriad of factors related to the specifics of each property's physical characteristics, course design style, maintenance parameters and recognized ecological diversity, this landscape can often be treated as an afterthought and consciously or subconsciously placed low on the priority list from a maintenance perspective. At times, very little attention is paid to these areas of the golf landscape if at all. In the worst cases, these spaces are sometimes treated as orphan lands.

According to Greg Stacey, Senior Manager of Market Research & Data with the Golf Course Superintendents Association of America, the median acreage of an 18-hole golf course in the US is comprised of 150 +/- acres, where of that acreage, 95 acres are maintained turfgrass. Therefore, the average net balance of 55 acres generally consists of:

- 2.4 acres of Bunkers
- 2.2 acres of Buildings
- 2.4 acres of Parking Lots
- 6.4 acres of Water Features
- 15.6 acres of Cart Paths, Maintenance Facility & Misc.
- 26 acres of Natural Areas

By taking a closer look at these figures, with approximately 26 acres of Natural Areas, there's about 39% of an average golf course that may have property that's under-utilized and perhaps underappreciated or understood. In 2015, the average percentage of turfgrass on a US public and private golf course averaged about 81% of irrigated coverage, or

approximately 121.5 acres on a 150 acre cool season or warm season turfgrass course.

While much of the game of golf is focused from tee, fairway to green, a typical piece of land that hosts a course layout has unused or "wasted" slivers of land that can have significant aesthetic, environmental and ecological value that should not be overlooked.

It is often documented that the forested edge of a field or golf corridor is the most ecologically diverse transition area on a golf course. The sensitive or keen observer certainly can attest to this account by the visual recognition of a wide variety of plants, animals and insects species that are present and traverse or inhabit these connective spaces. As a golf architect, like my superintendents, my favorite time of the day on a golf course is early in the morning at about daybreak where much of the birdlife and animals wake up and can be seen and appreciated.

Much of the game today is focused on pace of play, ready golf and making the game great again, all of which I agree with and support 100 percent. However, part of the experience for me as a golfer, designer and as a person who appreciates nature is to embrace these "left over spaces" on the course's property and understand how they can be incorporated into the "experience" of the game and help nurture their potential for all to enjoy, appreciate and learn from. As golf course superintendents, you are stewards of the landscape of golf and environment period. There's no question that the traditional greenswards of golf require priority management within the budget, but how can we embrace these areas and nurture them along when Mother Nature needs a little assistance?

Throughout my career, I've found that the most successful superintendents are quite often the ones who actively involve their memberships, committees and stakeholders and encourage them to engage in



helpful dialogue and in the end, provide a civil forum for the exchange of ideas, education and appreciation of what is involved with course maintenance and enjoyment of the property.

When I fly into airports around our country, I often notice golf courses and parklands. If it wasn't for these greenspaces, few vestiges of greenery would exist in major metropolitan areas. They help make up literally "the lungs of the city". So how can we actively be the guardians of these pieces of the golf landscape for golfers, creatures and critters to enjoy and thrive? As more suburban areas become built up, fewer and fewer open spaces are available, so how can we provide a management program that addresses underutilized and perhaps low functioning wildlife areas on the golf course?

Development of a Vision

The creation of a "Vision Statement" is the first step in this process. It will help guide the incorporation of these neighboring spaces alongside the golf holes, more fully into the golf course experience.

- Establishment of a vision for the golf course to be prepared by the aforementioned parties and perhaps in concert with the eyes and ears of your golf architect. There are other industry professionals that may also lend some value to the team as needed. They include arborists, wildlife biologists, consulting agronomists, USGA Green Section member and native plant material specialists. While involvement of these professionals isn't absolutely necessary, adding their skillset to the team can complement and be beneficial to the overall outcome.

- The next step would be to conduct an inventory of the spaces of land in between the golf holes and along the perimeter of the parcel and identify the current plant materials types such as woody, wetlands, also the land's hydrology, water features, soils types, current maintenance practices (if any), grasses, wildlife value, cover, species habitat desirability, food sources and catalog native and invasive species as potential criterion. Documenting animals present through visual signs and game trail cams may also be helpful.

Implementation of Plan

After establishment of the vision and review and cataloging of existing conditions, figure out a plan with interested parties that considers and evaluates the landscape value that exists at the present time and how with the concept for enhancement of these spaces can be created, enhanced and cultured with budget dollars available or specifically allocated to support the new vision initiative over the next 3-5 years. Here are a few tactics that can be considered for incorporation into your plan of action.

- If your natural areas have invasive plant species, establishment of a tolerance threshold can be a significant part of the program depending upon the site, origin of plant materials, species and plan of action developed. Be proactive in developing strategies on minimizing and reducing their presence and influence on the surrounding plant communities.
- Part of the beauty and charm of a particular golf course deals not only with the design strategy of the layout and inherent course aesthetics, but the ancillary charm of the surrounding landscape or

Picture of Hole #10 at North Jersey CC, Photo by Dave Dudones, CGCS

within the natural landscape of the course. As an example, if trees and low growing understory trees and shrubs block views to a rock outcropping, significant stately tree or other feature of the property like a waterfall or distant views. Reclaim the experience by selective clearing/thinning of the vegetative material obstructing the pleasant views. Remember, trees adjacent to irrigation and fertilized turfgrass play corridors typically grow faster than standing alone in nature, even so, their enhanced growth often goes unnoticed.

- Reduce wall-to-wall mowing of out of play areas if currently part of course maintenance regimen. Depending on soil types, existing soil seed bank, irrigation, fertility, insect and weed pressure, these areas can be reestablished with grasses and wildflowers that encourage pollinators, birdlife while nurturing, food, cover and habitat for these beneficial inhabitants.
- Reduce irrigation - low or no spray zones upon establishment. Much of the plan of action for various identified location on the property will depend upon soils and moisture holding capacity. If some areas are targeted for spraying with a non-selective herbicide, tilling and replanting with grasses or wildflowers, once these vegetative areas are established, back off watering.
- Depending on management plan and location, spot spray and/or cut down woody plants and broadleaf weeds or otherwise undesirable vegetation from designated zone of treatment area to encourage the desirable vegetation to flourish. The links-style vegetation look of fine fescue and bluestem is often sought after, but it takes good planning, plenty of patience, the right growing conditions and proper cultural practices to help make it flourish.



Image of #14 Ballyowen GC - Hamburg, NJ (Fescue & Bluestem mounding creates a great a great amphitheater for golf - Designed by Rulewich & Harvey)

- Where cart paths on the course are routed alongside these slivers of land, sometimes they can serve as a divider of play maintained play areas on the fairway side and a transition into rough, high rough and other vegetative patterns like trees, wetlands and wildflower areas on the opposite side of play.
- The removal of widow-makers or dead, perhaps dying hazard trees is good arboricultural practice. However, where trees exist that presently are, or could become habitat for cavity nesting bird species and mammals, perhaps more of a delicate and judicious approach to their full scale removal makes sense. There's no question, that a "safety first" approach should be followed when evaluating removing and keeping snags and hollow cavity trees, but if they are out of "normal" play corridor, consider leaving these trees and monitoring their inhabitants as part of the sustainable initiative. These vertical tree skeletal structures can also be used by raptors for roosting and hunting perches.



Trees and Snags for nesting
NWF.org - Pileated Woodpecker



Snags - The Raccoon Wildlife
Tree wdfw.wa.gov

- If your club has an active group of people who are interested in the environment on the property, consider getting involved with BioBlitz. BioBlitz is a free species-counting competition designed to showcase the environmental value of the natural habitats found on your golf course. Participants that may include golfers, youth groups and other members of the community who gather at your course to identify plant and animal species located on your property. Contact Kat Findlay, Environmental Program Specialist, at kat@auduboninternational.org to sign up to receive information on the program. Also visit <https://auduboninternational.org/BioBlitz>.



- Stormwater Management – with the amount of impervious pavement on the property from cart paths, clubhouse, parking areas and the maintenance facility, are there areas to capture and collect some of this runoff to be used as ecologically beneficial biofilters and bio-retention areas to help “polish” and clean the water for beneficial reuse on the course to supplement irrigation? Today, there are permeable pavement materials available for cart paths that support groundwater recharge instead of point discharge of stormwater from sheet flow. Urban runoff from adjoining properties may also be a consideration for incorporation into a water management system.



Saratoga National GC – Hole #15, SNGC Image
(designed by Rulewich & Harvey)

This strategic pond guarding the greensite of this par 3 is part of a lagoon system that was designed to provide strategy, esthetics and function of biologically polishing the stormwater runoff entering the property from upstream that contains sediments and leachates from the neighboring landfill and urban runoff.

often found in forested habitat near water, which are insect rich areas. The mosquito-rich and forest-edged environment along golf holes are similar to what bats prefer in the wild, says wildlife ecologist Kevina Vulinec of Delaware State University. Because local bat populations are threatened by habitat destruction and the fatal pandemic, White-nose syndrome, she says, golf courses can provide an important refuge. The feeding rate of bats can help tame the summer insect issues quite commonly experienced by your golfers, especially if you’re on a property that includes wetlands and other water features that are breeding grounds for mosquitoes.

- Quite often part of a management strategy can be to attract bluebirds to the property. Not only are they beautiful, but their song is a wonderful sound to enjoy on the golf course. More than half of an eastern bluebird’s diet consists of beetles, crickets, grasshoppers, and caterpillars. When the weather is cooler and insects are scarce, it’ll also eat fruits and berries. They make good partners in keeping insects in check.



Bluebird House - Photo by Jeremy Woodhouse - Radius Images



Image of Typical wood bat house

- Including attracting bats as part of your ecology program. There are 9 (nine) species of bats found in Michigan. Bats feed on a variety of moths, flies, beetles and other insect like mosquitoes. When feeding under normal conditions they can capture 600 to 1,000 mosquito-sized insects per hour. Bats are most

When a diverse ecosystem is present on your property, depending upon location, various raptors including bald eagles can become frequent visitors as well.

- If your program includes creation and cultivation of plant material for food, cover and habitat preferred by monarch butterflies and other pollinators, consider doing some research into Audubon International’s Monarchs in the Rough program. This Program is offering free native milkweed and wildflower seed to golf course superintendents in 28 states (including Michigan) to help facilitate the creation of on-course oasis for monarch butterflies. This program can be a great resource for assisting

clubs with guidance and support for attracting these wonderful butterflies.



Monarch butterfly on swamp milkweed in Michigan.
Photo by Jim Hudgins/USFWS.

Summary

As golf course superintendents, you're curators of the landscape of golf and stewards of the environment. Not only are the greens, tees, fairways and roughs important for the enjoyment of the golfing experience, but the environmental value and benefit of the surrounding pieces land and connective spaces

are arguably important as well. Since a large percentage of golf courses can contain these "left-over" spaces, they should not be overlooked. By actively charting a vision and seeking to involve interested stakeholders at your facilities, you can establish a program to help enhance, create and establish more diversified ecological systems of the land adjacent to the play corridors. In the end, your golfers and community can become close allies in fostering an enriched appreciation for wildlife and the landscape found on a golf course, while initiating positive steps to enhance these spaces for wildlife.

Sources cited in the preparation of this article and for assistance with documentation of a plan for your golf course:

- 1) Environmental Institute for Golf (EIFG) www.eifg.org
- 2) The United States Golf Foundation (USGA) www.usga.org
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- 4) Findlay, Kat. "Help save the monarch butterfly with free seed for your golf course." Audubon International, September 27, 2019
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ROB Steger, CGCS

Rob Steger, CGCS,

43, has been the superintendent at Saginaw Country Club for 12 years. He holds a Bachelor of Science degree in Turfgrass Management from Michigan State University. He and his wife of 15 years, Adrienne, have five children: Kellen 14, Enza 12, Chase 10, Everett 7, and Reid 2. Rob Steger, CGCS was voted to be the next President of the MiGCSA at the Annual Meeting in East Lansing.



1 WHEN DID YOU DECIDE YOU WANTED GOLF TO BE YOUR CAREER? I was studying Electrical Engineering at UM-Dearborn and working on a golf course for a summer job (Green Oaks in Ypsilanti). I worked with one of my best friends. We would carpool and after finishing our work for the day, we would play a minimum of 18 holes. My Dad noticed how happy I was that summer and asked if superintendents made a decent living. He then went on to explain that he did a job he hated for 33 years and wished that he could have chosen a career that he enjoyed. After that conversation, I investigated superintendent salaries and decided I was going to transfer to Michigan State.

2 WHAT ARE SOME OF THE COURSES YOU HAVE WORKED AT? At Green Oaks in Ypsilanti I worked for Norm Brown. Green Oaks was a public course built on sand with fast greens. Norm was by far the most laid-back superintendent I ever worked for. I had keys to the shop on my third day. We always wanted to get a lot done for Norm because we liked him so much. At Dearborn Hills, I worked for Steve Sonoga, CGCS. Steve started to teach me about how to take care of a golf course. He was also pretty patient with a young kid who didn't always make it to work on time. He decided every time I was late I would take the boat out until lunch and dig purple loosestrife off the islands we had in our ponds. It was awful, stinky work on a hot day. At the end of that season, I learned to get to work on time and the purple





loosestrife was gone from the property. At TPC of Michigan, I worked for John Kulka. At that time, we hosted the Ford Senior Players Championship. I learned that working on a golf course wasn't always easy. Along with picking up a lot of agronomy skills at TPC, it taught me mental toughness and how to push through fatigue or anything else to get the job done. My first summer there was the hardest summer of my life, but I kept coming back for more. I spent seven years there before leaving for my first head superintendent position. That was at Bird Creek in Port Austin. I remember going to that interview to gain more interviewing experience. I wasn't sure if I was interested in the job but by the end of the interview I wanted to work for the people interviewing me. I wanted the opportunity to show them how good their course could be. Then it was on to Saginaw Country

Club. I have been at SCC for 12 years. The membership at SCC was welcoming to both me and my family from the start. The Club has been supportive of everything we have tried to do since I arrived. I have a really strong staff at SCC. They make my job easier every day. I'll never forget the phone call offering me the position here; it still brings a smile to my face whenever I think about it.

been amazing when it comes to allowing me to do what I need to do to provide for our family. With an incredible staff the job has gotten easier, but we are always looking for new things to make the golf course better or satisfy another goal of the membership.

3 HOW HAS YOUR JOB AT YOUR CURRENT COURSE PROGRESSED? I think the first three years at a new position are probably the most challenging but they can be the most rewarding if done right. I remember being at work a lot. It takes time to create the culture and work environment that leads to great results. Until everyone begins to work toward the same goals and objectives, it is hard to not be there. My wife has always

4 WHAT ARE YOUR EXPECTATIONS OF THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION? To continue to support our membership through education, advocacy and leadership on all issues facing superintendents and their staff members.

5 WHAT IS YOUR EXPERIENCE WITH THE MICHIGAN TURFGRASS FOUNDATION? I became a Founders Society member in 2019 and I have many friends that are on the MTF Board. I really



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. I owned a screen printing and embroidery business with a couple of longtime friends.
2. I've been hit by a boat, which led to some days in the hospital as a kid.
3. My nickname growing up was Buddha, the nickname was originally given to me by a grade school basketball coach after James "Buddha" Edwards. There are people I went to HS with who still probably don't know my real name.
4. I missed a 3' putt on 18 to shoot 69, that was a very long time ago.
5. I've had kids born in 3 different cities.

like the idea of the MiGCSA and the MTF working together to help the MTF support turf research.

6 DO YOU FEEL LIKE YOU HAVE GIVEN BACK TO GOLF? I've always had a problem with keeping ideas to myself. Several years ago, I took exception to a move the GCSAA was making regarding a speaker at GIS. Phil Owen was on the MiGCSA Board at the time. He gave me a call and listened to my concerns and ran them up the flagpole so to speak. I have always respected Phil and the job he did at Warwick Hills, and the fact that he took time out of his schedule to listen meant a lot to me. When Phil's term ran out, he called to ask if I had any interest in being a part of the MiGCSA BOD. Knowing that he had stuck his neck out for me, it was impossible to say no. I like to think that I have matured since those days, but I still tend to speak my mind. I have learned much more about what the GCSAA does on our behalf, and I am proud of our profession and association. I don't feel that I have given much back to be honest; my involvement with our Association has given me more than I have given it. The chance to take a member's call or email and try and help them solve an issue gives me a sense of accomplishment the same way solving something on the golf course does. I think everyone in this business is a servant-leader at heart. We all sleep better when we know we did something to make someone else's day a little better.

7 DO YOU HAVE HOBBIES OR SPECIAL INTERESTS AWAY FROM THE GAME? If I am not at the golf course, I am probably at one of my kids' practices or games. Between baseball, soccer, football, volleyball, basketball, and cross-country life is always busy.

8 WHAT IS THE MOST CHALLENGING PART OF YOUR JOB? SCC is very flat and dealing with excess water is our biggest challenge.

9 WHAT IS THE MOST SATISFYING PART OF YOUR JOB? Watching a plan come together (like Hannibal from the A-Team). There is nothing more satisfying than creating a well thought out, highly efficient plan and having a big day at the golf course.

10 WHAT ARE THE BIGGEST ISSUES FACING GOLF? Lately Golf has been painted in a negative light by both politicians and the press. Golf seems to be the easy target. Somehow, we need to change the narrative. Golf does a lot for the community, and someday I hope golf gets the credit it deserves for being a leader in our communities.

11 WHO HAS INFLUENCED YOU THE MOST IN YOUR TURFGRASS CAREER? Probably John Kulka. John was an extremely demanding boss. He taught me how to push turf to the limit. I'll never forget standing next to Cal Roth while I was hand watering the 18th green as in intern during the Ford Senior Players Championship. Cal asked if that was dust stirring up behind John's cart as he drove down the middle of the 18th fairway. At that time, I wouldn't have had the guts to take a golf course to that level of firmness, but it sure was fun to work for someone who did.

12 WHAT IS THE MOST VALUABLE THING(S) YOU'VE LEARNED THAT YOU USE ALL THE TIME? Give the membership what they want, and you don't putt on roots. Playing conditions are #1. Growing healthy turf is easy if you aren't worried about conditions. Creating a great playing surface is easy if you don't care about



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healthy turf. In my mind, our job is to walk that line, giving the best conditions possible without killing turf.

13 HOW DO YOU RATE THE IMPORTANCE OF A SUPERINTENDENT IN A GOLF OPERATION? The Superintendent should be the most versatile employee at a golf course and the best problem solver. The nature of our job forces us to learn how to do many different things. We are all HR managers, plumbers, accountants, therapists, agronomists, equipment managers and politicians daily. When there is a difficult problem to solve, the superintendent is usually called upon.

14 WHAT IS YOUR OPINION OF THE ROLE OF AN ASSISTANT SUPERINTENDENT? The assistant superintendent is an extension of the superintendent. They must be on the same page about the goals and objectives of the day. I am extremely lucky to have Kevin Risch as our assistant superintendent. We have worked together since my time at Bird Creek. He is hard-working and smart, and I value his input when making

important decisions. Kevin and I feed off each other; some days I am the one with seemingly impossible goals for the day, other days Kevin wants to get 5 more things done than I had on the list.

15 WHAT IS YOUR OPINION OF THE ROLE OF THE GOLF COURSE EQUIPMENT MANAGER? Our equipment manager is second to none. Aaron Kirsch has the same work ethic as Kevin. They call themselves the “gruesome twosome” when working on a project together. Aaron came to us from Gander Mountain where he was the gun department manager. He knew nothing about golf or maintaining golf equipment when he started here. In the interview process I saw that he could learn and that he was extremely smart and hard-working. We took a chance on him and got him the training he needed. Taking a chance on Aaron was one of my better decisions as a superintendent.

16 WHAT IS YOUR OPINION OF GOLFERS WALKING VERSUS RIDING IN A CART TO PLAY? There is no better way to see a golf course than walking but walking 18 holes isn't an option

for everyone. I understand the use of carts, but if I had a choice walking with a caddy is the way I prefer to play golf.

17 WHAT IS YOUR BIGGEST PET PEEVE IN GOLF COURSE ETIQUETTE? Probably golfers not paying attention to signage. In my experience, signs don't work. You must use physical barriers like roping.

18 WHAT OPINION DO YOU HAVE OF GREEN SPEEDS IN TODAY'S GAME? This will probably be an unpopular opinion, but I like playing on fast greens almost as much as I like producing fast greens. Per Dr. Nikolai's suggestion, we did a green speed survey when I started at SCC. It was a blind survey that he created with Mike Morris. It was very simple: golfers rated their satisfaction of the greens when they finished a round of golf while I recorded the speed twice a day (the recorded numbers were not shared with the golfers). I was then able to figure out the number that made the most people happy. I found that between 11.5'-12' made the most people happy. Our goal is to produce 11.5'-12' speeds every day. I think it is also important to point out that

firmness plays a huge roll in the perception of speed. When the greens are very firm and 11', I get more comments about how fast they are than when they are soft and 13'.

19 DO YOU HAVE A HUMOROUS OR INTERESTING STORY YOU CAN SHARE FROM YOUR CAREER? While at Green Oaks we had a night waterman. As I mentioned earlier, I was given the keys to the gate/shop on my third day, but nobody told

me we had a night waterman. I carpoled with a friend to Green Oaks every morning. Our job at was to have the greens mowed and bunkers raked before the golfers started each day. We had to start early because tee shots were usually in the air off number one before the sun was up. It was probably only our fifth or sixth day working when we noticed a set of headlights on the course. It freaked us out. We could see what looked to be a small truck driving around on

the golf course in the distance. We debated about calling the police. We were trying to remember Norm's number (this is before cell phones). That's when the truck started heading our way. We were trying to gather weapons as we hid behind the building. The gentleman pulled into the lot, got out of the truck and asked us who we were with a beer in his hand. The bed of the truck had about 18 empties rolling around.

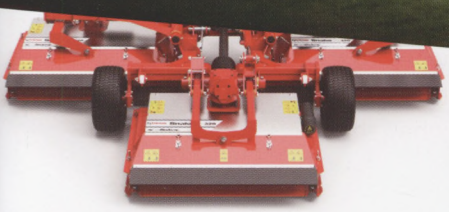
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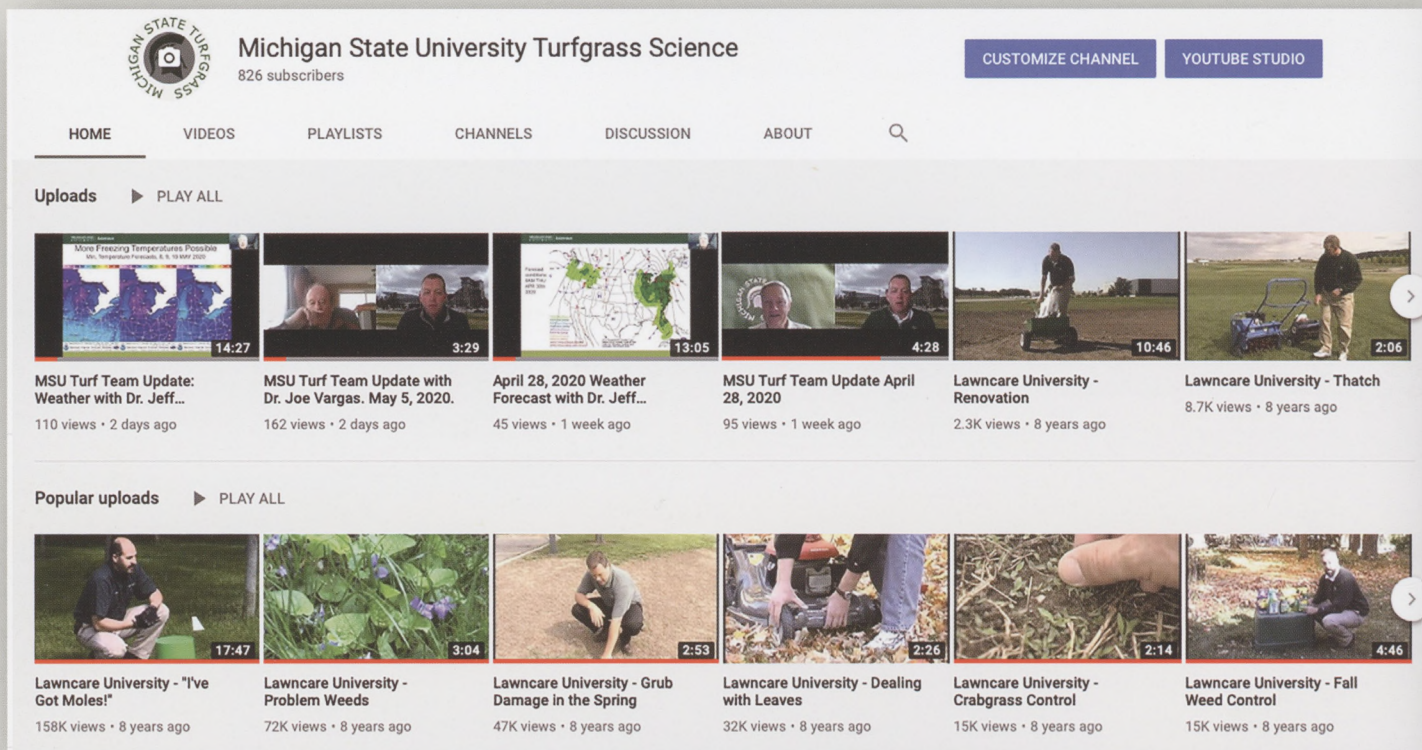


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Turf Team Activities during the Shutdown

BY KEVIN FRANK



The last couple months have challenged all of us both professionally and personally in dealing with the Covid-19 outbreak and stay at home orders. Classes at MSU went online on March 11, the stay at home order went into effect on March 24. Golf courses were closed for play but minimal maintenance continued. Professional lawn care applications stopped for over a month. All of us were affected and at MSU we have certainly had to adjust how we educate and communicate. We've adjusted to working at home and communicating via Zoom. We started Zoom webinars on April 7 and continued live webinars for 3 weeks before transitioning to shorter recorded video clips. The video clip updates

are posted on our YouTube channel, simply search for 'Michigan State University Turfgrass Science' channel on YouTube. We will continue to post video updates throughout the season. All of our written articles are published on the College of Agriculture and Natural Resources webpage https://www.canr.msu.edu/golf_courses/index.

Thanks to the direction of Dr. Trey Rogers and our Department IT specialist, Dominic Colosimo, a new turfgrass team website is now live, <https://www.canr.msu.edu/turfgrass/>. What started as a web site to house student class and homecoming float



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Michigan State University Turfgrass Science

pictures, past scholarships and the Cutter cup matches, is transforming into a complete turfgrass program webpage showcasing the program from both a historical and current perspective.

As of this writing research activities are slowly resuming at the Hancock Turfgrass Research Center. We were fortunate that during the shutdown we were able to continue minimal maintenance practices so that as research slowly resumed the turfgrass was in an

acceptable condition. The August 14 summer field day has been postponed. We are considering a couple options, moving the date to September or conducting a virtual field day. As soon as a decision is made, we will provide further information.

If you need any assistance with any turfgrass issues don't hesitate to reach out. We are currently limited in our ability to travel but we are hopeful that by the time you read this the situation has improved.



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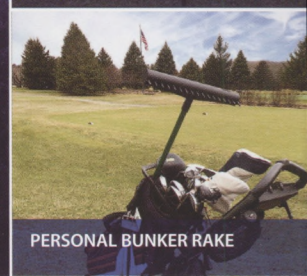
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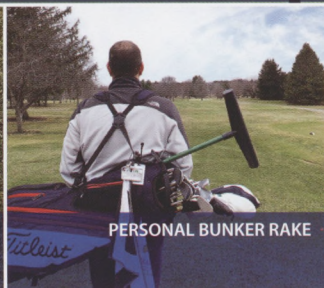
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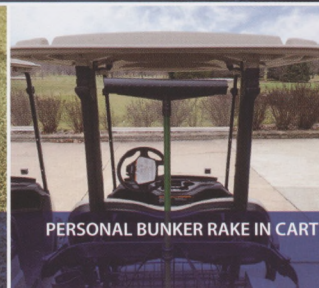
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BY SHANE CONROY AND GCSAA STAFF

Communication is necessary

What a few months it has been. During this time communication has been difficult, however that does not mean it is any less important. Whether in a professional setting, with your significant other or with friends, an open line of communication usually leads to increased success. Technology has afforded us new avenues to communicate 'face-to-face' and across multiple platforms. Communicating with the proper individuals and entities both on and off the golf course is essential. As golf courses across the Michigan have had to adjust practices, it is critical those who are involved with your facility are all working and communicating together.

- **Management/legal teams**

Due to the current situation, in person meetings have been challenging. How are you communicating and ensuring everyone is well versed on your agronomic practices and the practices of the facility? What are the expectations of you and the golf course from the owners, GM or boards as you adjust practices or work with limited staff? Connect with your management teams to ensure all are on the same page and there are no question marks on your role and expectations during this uncertain time. Communicating with superiors is essential to ensure a successful season.

- **State and local authorities**

In many parts of the country, enforcement of the executive orders has been at the local level. It's paramount the appropriate authorities know about your operations as you remain open for play. As executive orders begin to ease restrictions, please be sure to connect with local authorities to know their interpretation of the orders and to educate them on your practices.

- **Michigan GCSA**

I can't stress this enough, if you have questions or concerns, please touch base with MiGCSA leaders. Whether it is Adam Ikamas, CGCS, President Rob Steger, CGCS or a board member, these individuals are on the front lines and will have the most up-to-date information from across the state. Chapter leaders are a great resource and I commend each of them as this has been a particularly demanding time, especially for executive directors and presidents.

- **MSU/Vendors**

Michigan State University professors have been an excellent resource and have done a great job communicating and connecting with superintendents throughout the state utilizing Zoom meetings. Additionally, vendors have written some informative pieces during this time and continue to offer resources for superintendents and their staff. Be sure to utilize their resources as they are made available for you.

- **Staff**

Ensure staff are familiar in their roles and responsibilities. This includes staff who are currently working at the golf course, as well as those who may have been furloughed or laid off, as well as the seasonal staff who may have not yet started. I've heard great stories from superintendents who are using this time to develop deeper bonds and relationships with staff members who are still working. There are also countless instances of superintendents cooking out for crews (with proper social distancing requirements of course), ordering takeout, or providing crews with food from the clubhouse. We know this is a stressful time as you try to maintain the golf course with limited resources, as it is for the crew members who are trying to do the same. Superintendents are not only prioritizing their staff's physical health, but also focusing on their mental health and helping their staff where they can.

- **Golfers**

Golfers also must play their role while at the golf course. It is important golfers are well-versed on the proper social distancing requirements at your facility and know how to proceed as they arrive on property, during their round and once their round is completed. Be sure to work with clubhouse and proshop staff as you collaborate on golfing procedures and golfers are well-informed.

- **Media**

I know not everyone has had media requests during this time, however, as state executive orders have been announced, we have seen increased local media coverage on certain aspects of our game. If you do receive a media request, please feel free to reach out to your local chapter and GCSAA. Resources are available to help you navigate and prepare for these requests should you receive one.

- **Develop a Plan**

Ultimately, this is what it is all about. Once you have communicated with the appropriate parties and determined which course of action you and your team are going to take, it is important to develop the appropriate plan. Once your plan is developed, it's important to communicate it with all involved. As executive orders ease restrictions on golf, ensure everyone is aware of your specific facility processes

and know their roles moving forward. GCSAA has created a BACK2GOLF toolkit to help you prepare your course, facility, and crew during this time.

- **Get Involved**

Local affiliated GCSAA chapters and chapter leaders have been at the forefront of how COVID-19 has affected the golf industry. If you would like to be part of your local chapter, please reach out to your chapter executive director or board. GCSAA grassroots ambassadors have also been instrumental in communicating the value of golf to state and federal lawmakers.

I commend each superintendent as you have continued to represent the industry at the highest professional level and ensured your staff members remain safe in these challenging times.



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Matthew Weber

Matt Weber has been working with BASF since January as a sales specialist whose territory includes Michigan. He lives in Aurora, Ohio, just outside of Cleveland. He is 43 and a 2000 graduate of Ohio State University in turf science management. Matt and his wife Jennifer have a daughter, Addison, who is 5.



- 1 HOW DID YOU GET INVOLVED IN THE GOLF BUSINESS?** A friend from high school talked me into spending the summer working on a golf course grow in. After high school I attended Ohio University. That spring when they started maintenance of the campus golf course and I just wanted to be out there. I was undecided on a major at the time, so I started looking at going to school for turf. I looked at Penn State and then at Ohio State and I decided to stick with the in-state tuition.
- 2 WHO WAS YOUR GREATEST INFLUENCE IN PERSONAL LIFE?** My dad has been the greatest influence in my life, in everything from teaching me to enjoy the outdoors and having an appreciation for building relationships. He was a teacher, so there is a lot of that rolled into it because he was a great teacher. He passed away this past August. It has been tough not to be able to share this success with him.
- 3 WHO WAS YOUR GREATEST INFLUENCE IN YOUR PROFESSIONAL LIFE?** I have a few. Todd Voss was the first superintendent I worked for at Fox Meadows near my hometown. He's now at Double Eagle near Columbus. I was just a high school kid and he told me working on a golf course could be a career and that I could go to school for it. Then there's Chad Mark, a college roommate of mine. He convinced me to do an internship with him at Sand Ridge where we worked for John Zimmers. Chad became a superintendent at Kirtland Country Club while I was working in Colorado, I moved back and worked for him in 2010. He's now at Muirfield. He has been a professional colleague and mentor, but also a really good friend, like a brother who pushed me when I needed it most. He helped direct me to recognize the skills I had that would make a good salesman. Lastly, there are a bunch of guys I have worked with over the years, too many to name, but a great peer group that I can still bounce stuff off of when I have problems, questions, ideas. Having been able to build a peer group like that is my favorite part of this industry.
- 4 WHAT DO YOU BELIEVE ARE THE BIGGEST ISSUES FACING SUPERINTENDENTS TODAY?** We all know there is a labor issue, but I also think there is an issue for guys to find a greater balance in their lives. In part because of labor shortages, guys put so much time into having to care for a living, breathing thing. I think they need to step back and give themselves a little more



time away from it. In Northern Ohio and in Michigan guys are in short seasons, these labor issues require them to work long days to get the golf course right. That leads to not much time to take care of themselves and their families.

5 WHAT ARE YOUR EXPECTATIONS WHEN WORKING WITH THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION?

I don't have a lot of experience with the organization, but when I started meeting them in January I noticed everyone is very open and friendly. I have felt very welcomed to what feels like a tight-knit community. I want to be part of something like that, maintain relationships between BASF and them. I like the way the group here encourages that.

6 WHAT IS YOUR BEST ADVICE TO DECISION MAKERS WHEN DOING BUSINESS? The biggest thing I would tell them is to think about who is going to be there for you when you need it most. I look at myself as a resource with experience, not just somebody

pushing a product. They should feel they can trust what you tell them, and they shouldn't always make the decision based on price, but who will be there for them with ideas and answers when they have a real problem or emergency.

7 WHAT IS THE MOST REWARDING PART OF BEING IN AN INDUSTRY SUPPORT ROLE?

I guess it is that I can go out and see what everybody else is doing and relay that to customers in conversations. That's not just about my products either. It could be on golf course bunker drainage or maintenance. I can ask a guy if he has tried it this way because I saw a guy who did it that way, things like that. Guys get stuck in certain ways of doing things over the course of their career. My experience, what I've seen at other facilities, helps sometimes.

8 WHAT IS YOUR BEST SUCCESS STORY? It is where I am at right now. Ten years ago, I never imagined being a salesperson. I thought my role in the industry was to be a superintendent, and I've found it is to go out and help superintendents. The skills I've learned is my best success story. I'm best at helping the guys as opposed to being the one growing grass.

9 WHAT DO YOU ENJOY THE MOST ABOUT YOUR POSITION? I enjoy the freedom of deciding where my time is spent, and how best to spend my time. I enjoy seeing certain courses and helping guys find solutions.

10 DO YOU HAVE SOME TRAVEL TIPS? Pack for anything. Pack light but be prepared for any conditions. The states where I work are all in that wait five minutes and the weather will change area so I carry work boots, rain gear, my Carhartts in case I have to get dirty helping someone, and I always take a spare change of clothes



even on a day trip. The work is outside.

11 HOW MANY DAYS OF THE YEAR ARE YOU ON THE ROAD? About 250.

12 WHO HAS THE NICEST SHOP YOU CALL ON AND WHY? The Country Club in Cleveland. It is something. It has red brick walls in the storage barn. It is amazing with a great membership. It's an incredible facility that has everything.

13 DO YOU HAVE A FUNNY STORY YOU CAN SHARE FROM YOUR TIME IN COLORADO? I worked in Colorado on a course where a bunch of Denver Broncos played. Kyle Orton (quarterback of the Broncos at the time) lived on the course. We were working on a drainage problem one day with a team of guys, and we had to pretty much stand aside when groups came through. Well, this group comes through with Kyle Orton, Josh McDaniels (head coach of the Broncos at that time), Josh McDaniels' brother and Brandon Stokely (wide receiver at the time). We are by a tee, like nine of us, and Orton, a great player, hits a big drive. Then McDaniels

hits one out there about 250, and finally Stokely gets up there and hits one right into the water and then his second into a massive fairway bunker. We are kind of captive there and I'm the last one to judge a golfer's game, but McDaniels leans over and asks me what I think of Stokely's shot. I used to be a Browns fans, so it is hard for me to be around Broncos anyway, so I say "if he can't do it in front of nine of us, then how is he going to do in front of 60,000 people on Sunday?" Those guys laugh but I can tell by Stokely's face he is not happy with what I said. We go back to work, and then suddenly we hear a scream from down the fairway. I look up and Stokely has hit that shot out of the bunker and holed it. He is holding his arms up and looking back at me screaming "What do you think of that?"

14 WHAT DO YOU CONSIDER THE BEST PRODUCT YOU OFFER AND WHY? Right now, I'm going to go with some of our newer fungicides, Maxtima and Navicon. They are a little bit

longer lasting fungicides and allow for more infrequent application. In these times of labor shortage, and obviously we are in a minimal situation right now, those products allow a superintendent to get the most bang for the buck through labor and chemical costs. We have some better fungicides that are more expensive, but these last a little longer and are great tools for superintendents right now.

15 WHAT IS YOUR FAVORITE GOLF COURSE TO PLAY? In sales now I have more opportunity to play, but I don't play a lot. When I was an assistant superintendent I didn't want to play very often. I guess I do have a favorite course that I have played - The Heritage Golf Collection in Hilton Head.

16 IF YOU HAD A DIFFERENT PROFESSION, WHAT WOULD IT BE? I would probably be a teacher like the rest of my family. I'm the only one in my family who is not an educator.



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. I was the first American to work on the grounds crew at Wimbledon
2. I lived in Colorado for 10 years after graduating college.
3. One of my favorite sports is European Soccer. I am huge Manchester United fan.
4. Going to outdoor concerts is one of my favorite summer activities.
5. My favorite baseball team is the Atlanta Braves.



17 DO YOU HAVE A FAVORITE GOLFER AND WHY? Payne Stewart is it. I like the modern guys. Who can't like Tiger and what he has done for the industry? I like what Payne brought to the game. He was fun to watch. He had a great personality and he understood the impact of tradition in the game.

18 DO YOU HAVE A NICKNAME AND IS THERE A STORY BEHIND IT? With my last name I've had all forms, Webster, Webby, but the one that has stuck came from my buddy Chad from my days at Kirtland. When I show up at Muirfield one day, and as I walked up, he called me Webdog in front of the whole crew. That one has stuck and now they all use it.

19 HAVE YOU EVER HAD A HOLE IN ONE? No, I'm lucky if the ball is in the short stuff.

20 WHAT ARE YOUR HOBBIES OR ACTIVITIES AWAY FROM GOLF? My wife's parents were professional water skiers so boating is something I was introduced to through her. I never thought I would go boating being in the turf industry, but we have a boat, my wife is an unbelievable wake boarder and it's great way to spend summer weekends. I used to bird hunt in Colorado but don't do it much here. I also like to putz in the yard and spend time with my daughter.

21 IF YOU COULD TRAVEL TO ANY TIME IN GOLF WHEN WOULD IT BE AND WHY? When Jack (Nicklaus) was making his run and Arnie was still awesome. My grandfather, my mom's dad, was a Colonel in the Air Force. He took me for my first lessons. He was a great golfer. He gave me a book on Chi Chi. I remember when we would go over there for Sunday dinners, golf would be on television, Jack and Arnie, and it was great. I would love to see the conditions they were playing on then. I know golf courses, even since the 1980s and 90s, are now so much better maintained. I want to see what they were putting on back then.

22 WHO HAS THE BEST MAINTENANCE DEPARTMENT DOG? I think I had the best maintenance course dog - a German Shorthaired Pointer. She is a hunting dog, and I think a dog living on a golf course pretty much has its best life. Her name is Penny.

23 HOW MANY CONFERENCES AND EDUCATIONAL EVENTS DO YOU ATTEND PER YEAR? 15 to 20

24 HOW MANY ROUNDS OF GOLF DO YOU PLAY IN A YEAR? Maybe 10 to 12.

25 HOW DO YOU THINK THE INDUSTRY WILL BE DIFFERENT IN 10 YEARS? I think it is going to be data driven. It seems to be getting more technical. The art of golf maintenance is getting neglected to some degree. More data, automation, and robots will be around if we continue to have lack of labor in the industry. It's a little



concerning to me. I think there is an art of understanding nature and working with it as opposed to just number crunching. I don't want to see that lost.

26 ARE THERE ANY NEW PRODUCTS ON THE HORIZON? BASF, not that others don't have it, but they understand they have to help superintendents with chemicals that give them their best bang for the buck. BASF understands the diversity of products and that they have to have some products that last longer. I like that BASF cares about the industry.

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OAKLAND COUNTY SPORTSMEN'S CLUB PROMOTES MICHIGAN'S OUTDOOR SPORTING ACTIVITIES

BY DENNIS MCVETY, EQUIPMENT TECHNICIAN
AT MEADOWBROOK COUNTRY CLUB

Sitting on over 200 acres of land and lakes, Oakland County Sportsmen's Club has been promoting and preserving Michigan's outdoor sporting and recreational activities and traditions since 1943. The family friendly club prioritizes conservation, and works closely with local communities to sustain our environment through wildlife education programs and youth sporting instruction and weapons safety courses. The Sportsmen's Club offers a wide variety of activities and amenities to our membership, including multiple indoor and outdoor shooting ranges for archery and rifle, indoor pistol and .22 ranges, skeet and trap shotgun ranges, muzzleloader, fishing, and even a couple different racing associations. Adapting to the wants and needs of our members is also a top priority for the Sportsmen's Club. Recently, they have added modern pistol programs and leagues including the International Defense Pistol Association (IDPA) and Police Pistol Combat (PPC). Archery is another activity that the club has seen increased interest in, especially in the youth of the community thanks to movies and TV series like *The Hunger Games* (2012-2015). The Sportsmen's Club has placed a high priority on nurturing and growing this youth

participation, and the club has leagues available at all times of the year as well as instruction for all ages.

My family and I are all active participants in just about everything that could be considered Michigan outdoor sports. My wife, Janay, our two daughters Brianna and Meranda, my son-in-law Evan, and my grandkids Addilynn and Colton

(plus one more on the way!) all relish their time spent outdoors. Whether it's fishing, snowmobiling up north, hunting deer, turkey and bear, or simply camping out and cooking over the fire, there is always a way for us to spend quality time together and have a ton of fun while we're at it. The Oakland County Sportsmen's Club provides us with a great local spot to enjoy some of these activities, and I frequently utilize the club's facilities to keep my skills sharp, especially for hunting season. My family and I have plenty of great memories from our time spent at the club, and that's why I am always happy to give back and support the club however I can.

My volunteering at the club started out in archery and has grown steadily from there. I was a participant in the club's archery leagues going back to even before I joined the club, so when my oldest daughter was finally old enough to start archery herself, I began volunteering as a youth archery instructor. From there, my volunteering schedule began to grow. I wound up running a winter indoor National Field Archery Association (NFAA) archery league. Currently, I sit on the club's nominating committee, and in





the past I have been on the Junior Sportsmen's Day committee as well. I started helping out with other club events including the spaghetti dinner fundraiser, the hunter's banquet, the bow hunter's jamboree, D.R. Wilson's Banquet and Friday fish fries. Recently I became involved in some "coffee house" dances which are held at our club and directly benefit disabled children. The list goes on, and I am always happy to lend a hand when and where I am needed. However, one of my favorite events that I volunteer for is the club's Junior Sportsmen's Day.

Junior Sportsmen's Day is an annual event that the club started back in 2008 as a way to focus on increasing youth interest and participation in outdoor sporting. The event has grown and evolved each year as we at the club try to introduce as many outdoor sports and activities to the participants and their parents as we possibly can. At the start of the day, we split up into groups of about a dozen kids and we take them station

to station, showing them something new at each one. This is where I volunteer as a group leader. Activities that rotate in and out depending on the year include survival skills like geocaching, building a fire, compass reading, fishing and fly tying, and a variety of animal calls like turkey, duck, coyote and deer. We try to make these events as fun and as memorable as possible, with each kid in the group actively participating and taking home gifts (duck calls, backpacks, frisbees, squirt guns, etc.) to hopefully stoke their interest even further. We also have a core group of activities that are yearly staples, including .22 rifle shooting, a shotgun station, a muzzleloader / firestarter / tomahawk rotation area, and an archery station. Every participant has the chance to try all of these activities if they would like to and are taught about the safety required for each. Year after year, I am amazed by how much fun the kids in my group have while learning about and trying these new activities.



One Mile Shot

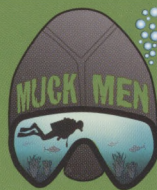


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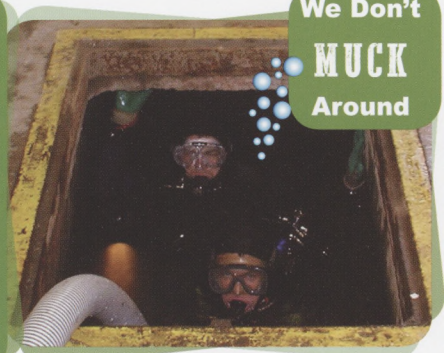


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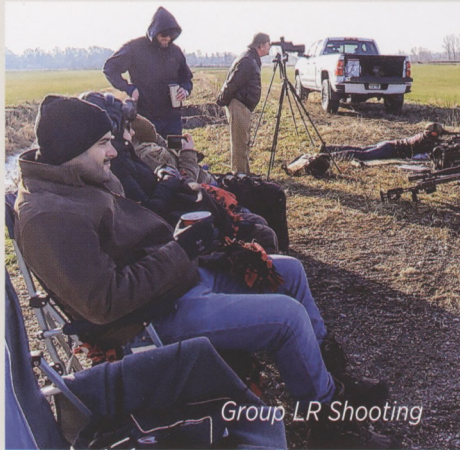
In my eyes, the real value of events like the Junior Sportsmen's Day lie in the lessons taken home, not just by the participants, but by their parents and the volunteers as well. Outdoor sporting goes beyond recreation alone. It can teach us and the next generation respect for our fellow sportsman or woman, and it gives us real appreciation for the environment that all of us Michiganders live in. If we want our state's forests, hills, lakes and dunes to survive and thrive in the future, passing our outdoor sporting traditions on to the next generation is crucial.

The Oakland County Sportsmen's Club provides us with a remarkable setting for this, and I am so proud of the work that we do to ensure our kids and grandkids can enjoy nature in Michigan just as I have my entire life.

For more information on the Oakland County Sportsmen's Club, go to ocsc.club or call (248) 623-0444.



Ben in truck shooting



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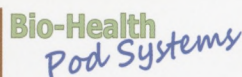
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BLAINE Burch

Blaine Burch

has been an assistant superintendent at Kalamazoo Country Club for six years. The 31-year-old Schoolcraft native holds a turfgrass management degree from Michigan State University. He and his wife Lia have twin daughters, Remi and Ellexi, who are 6.

1 HOW DID YOU BECOME INVOLVED IN THE GOLF BUSINESS? While I was growing up my dad worked nights and during the day he would play a lot of golf, almost every day. He got to know the golf pro at the course where he played (Olde Mille Golf Club in Schoolcraft) and was told that if he worked some on the course he could get free golf. He started cutting cups on weekends in exchange for free golf. Almost every Saturday and Sunday I would go with him, cut cups with him and then we would play golf. While doing that I became friends with Micheal Prior, the son of the golf pro and that led to my first job as a cart kid. I've been in the industry ever since.

2 WHAT WAS YOUR FAVORITE PART OF THAT FIRST JOB? To be honest, the free golf that came with it. I made some of my best friends working out there. There was always four of five us working

out there, and when we got a day to play we would play all day. Every single day I was out there dusk to dawn and some of my best memories of growing up are paying golf at Olde Mill with my friends.

3 WHAT ARE YOUR CURRENT RESPONSIBILITIES? Mainly managing the crew, giving guys job duties in the morning and training people. I spend a lot of time driving around making sure guys are doing the job the right way, doing what we want and then finding more jobs for us to do. It seems like I'm always answering questions and helping anybody. I guess hands-on supervisor is a good description. It comes down to details (Superintendent John Fulling) wants to see, and that I pride myself on providing.





4 ON THE JOB, WHAT PIECE OF EQUIPMENT WOULD YOU LIKE TO HAVE IN YOUR ARESENAL FOR GOLF COURSE MANAGEMENT?

We pretty much have everything we need to get through normal day-to-day operations. One of my favorite pieces of equipment we use at the club are our rollers. We have good rollers, but I would love to have a new Salsco roller. I absolutely love those Salsco.

5 WHAT IS THE OLDEST PIECE OF EQUIPMENT STILL BEING UTILIZED IN YOUR FLEET?

We have an old Jacobsen tractor from the 1970s. It is the best. It fires up every time and has one of the smoothest running engines. We pull a lot of things with it.

6 WHO ON YOUR CREW MAKES YOU LAUGH THE MOST?

Our superintendent John (Fulling). He always seems to know

exactly what to say and when to say it to get the whole crew laughing. He can be serious and is serious, but he is also a funny guy with great timing with the things he says.

7 IF YOU HAD A MULLIGAN ON A DIFFERENT CAREER CHOICE, WHAT WOULD IT BE?

As weird as it might sound, I think I would be a handy man. I've always thought if I were doing something else I would have my own business. I do dabble in a lot things and have learned how to fix things and do things on the job forever. I like doing things with my hands, fixing and building. I enjoy it.

8 IF YOU COULD CHANGE ANY GOLF HOLE ON YOUR COURSE WITHOUT REPERCUSSION, WHICH ONE WOULD IT BE?

That has to be hole 11. It needs a complete rehaul, which has been done three or four times. It needs draining bad and a few

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

I have to say aerification. You have to remove organic matter and get air to the grass. Aerification gets me exciting and we are fortunate to have a good membership who understands it has to be done. We're really careful when we do it.

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

I want them to keep doing what they've been doing - raise money for research and help provide scholarships. That is huge nowadays because the cost of school has become so expensive. I like that they keep everybody together network-wise with their seminars, classes, golf tournaments. I think they are helping keep the industry strong and thriving and that is sweet.

11 HOW HAVE YOU GIVEN BACK TO YOUR PROFESSION?

I feel I have, a little. I've sent five guys through the turf program since I've been out and I take pride in that. I know there are other guys who have done more, but I like helping to show my passion and love for the job and then see guys go on and become assistants. It is really rewarding. We have to keep people interested in doing these jobs at a golf course, share the passion and knowledge to help the game in the future.





12 WHAT ARE THE BIGGEST ISSUES FACING ASSISTANT SUPERINTENDENTS TODAY? For me, finding crew members that are willing to get hands dirty, and to come out and work. I would love to find more guys to make up a crew and have the ability to pay them enough so they come back every year and enjoy the job.

13 WHAT IS THE MOST DIFFICULT PART OF THE JOB? Definitely crew management because most days you are dealing with 10 to 30 guys doing 25 things on 150 acres. The hard part of it is being everywhere at once. During a given day I might be needed at five places at any given time. It is difficult to get to all those places on the course and get the ball rolling or answer questions so the job is done the right way.

14 WHAT IS THE FAVORITE PART OF THE JOB? For most guys like us, it is showing up and being outdoors, being outside. We get to work outside every day and I know I have friends who are wishing they could be on a golf course. It's just nice to be able to enjoy being outside in a beautiful place.

15 WHERE DO YOU SEE YOURSELF IN 10 YEARS? I see myself working on golf courses in this area. My friends and family are all in area and I would rather not move away from them.

16 HOW WOULD YOU LIKE TO BE REMEMBERED IN THE FUTURE? Being remembered as a good boss or a good role model I think. I had my dad and grandfather, and I've always strived to be like them.

17 WHO HAS INFLUENCED YOU THE MOST ABOUT TURFGRASS MANAGEMENT? Our superintendent, John Fulling, has taught me so much. I will probably forget half of it, but I hope I don't. He has dedicated his life to the industry, served the industry in so many ways. He works hard and is passionate and dedicated to the industry. It's an honor to work for him.

18 WHAT IS THE MOST VALUABLE THING YOU HAVE LEARNED? I would have to say patience for sure. I try to be patient and try to explain things. Just because I know exactly what to do, when I explain it to somebody they might not always understand. It takes patience to get the message right sometimes.

19 HOW DO YOU RATE THE IMPORTANCE OF AN ASSISTANT SUPERINTENDENT'S ROLE? I think assistant superintendents are very important, and really every single crew member is as important as the next guy. We all have jobs to do, and it takes everybody to get it done. If you don't have everybody on board then things never get done.

20 WHAT IS YOUR OPINION OF THE MECHANIC? I stick with the everybody being equal in importance, but obviously if the machines are not going the job is not getting done. A golf course in a lot of ways is only as good as the mechanic. If a machine is not running or cutting correctly, the golf course will reflect it.

21 WHAT IS YOUR BIGGEST PET PEEVE CONCERNING GOLF COURSE ETIQUETTE? The biggest one is people not repairing ball marks. It is easy, simple to do, but we have to spend 10 minutes as a crew on every hole most days repairing ball marks. It is frustrating. If people would fix ball marks the right way, it would make it a lot easier for everybody.

22 WHAT ARE YOUR OPINIONS OF GREEN SPEEDS AND THE GAME OF GOLF TODAY? Green speeds are a huge thing. I think all golfers look at green speeds and as a golfer I love greens being as fast as they can be. For the industry though, it is really important golfers see that green speeds have to match your golf course. Our course was built in 1909 when fast green speeds were a 7 or so. Now, if we get them rolling past 12 or 13

with our undulations it makes them impossible for most golfers. You have to find the right speed for the members at your course, and for your course the way it is designed.

23 IF YOU COULD CHANGE ANYTHING ABOUT GOLF COURSE MANAGEMENT, WHAT WOULD IT BE? It would have to be in budget or having the budget to have more guys on staff. It seems like there is always a lot to do, and not enough people to do it.

24 AWAY FROM GOLF, WHAT IS YOUR FAVORITE SPORT? Football. I played it growing up, and I know I went to Michigan State, but I grew up a Michigan fan. When they go head-to-head I have to go with the Wolverines.

25 WHAT TYPE OF HOBBIES DO YOU HAVE AWAY FROM GOLF? My hobby is mainly ice fishing. With where we are in Michigan, we have a relaxed winter schedule and I love to go out on the ice, zone out and fish. It is my therapy I guess and I never get enough.

26 DO YOU HAVE A FAVORITE GOLF COURSE? Cave Valley Golf Club in Owings Mills, Maryland. I worked there three years after school before moving back home. It is like Augusta (National) every single day in condition. I enjoyed every minute working there. It was awesome what they do there.

27 DO YOU HAVE A BUCKET LIST COURSE? The one I absolutely have to play is Augusta. Just to be



5

THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. I started working on a golf course when I was 14 and I have never stopped.
2. I love to hunt and fish. I am an avid ice fisherman, and am on the ice every chance I get during my working off season.
3. For the past 5 years I have helped Custer Greens Golf Course get back up and running, after it was abandoned for a year.
4. My best round of golf I have ever shot was a -7 on 9 holes. I was unable to finish my round due to leagues on the back nine.
5. I love restoring old putters. I will take old, rusty Scotty Camerons and make them look new again.

able to walk in the footsteps of the best golfers in the world would be phenomenal. The history alone is enough to want to play it.

28 **WHAT IS THE FAVORITE CLUB IN YOUR BAG?** Always my putter. There is nothing better than hearing that ball hit the bottom of the cup for birdie or eagle. It can't be duplicated. The feeling is awesome.

29 **WHAT IS YOUR BEST ROUND OF GOLF?** I once played nine holes and was 7-under with just 11 putts. I couldn't miss and it was phenomenal. It was an easy golf course, very easy, and I had two eagles and three birdies. The last hole was 330 yards and I drove the green and made the 30-footer for eagle. I lost it there. I'll never forget that.

30 **WHO IS THE GREATEST INFLUENCE IN YOUR PERSONAL LIFE?** That has to be my mom and grandpa. They taught me I can do anything I set my mind to and to not be afraid to try. My grandpa could fix anything in the world. My mom and grandpa always encouraged me to jump in and learn how to do it. It has served me well and on most days on my job.

31 **DO YOU HAVE A FAVORITE FOOD OR RESTAURANT?** My favorite food is tacos. I love to make my own tacos and I've been known to eat 12 in one setting. If I can't make my own then I go to Taco Bob's. They are local places in the Kalamazoo area.

32 **WHAT VEHICLE WOULD YOU DRIVE IF YOU HAD A MONEY TREE GROWING IN YOUR YARD?** I could make you a list of classic cars, but I would probably go with the 1970 Chevy Chevelle SS 454.

33 **WHAT IS YOUR DREAM SCRAMBLE TEAM?** It would have to be Tiger Woods, Ben Hogan, my dad and myself. Having my dad along to enjoy it with me would be awesome.



**KALAMAZOO
COUNTRY CLUB**



A Message From

BY CAREY MITCHELSON, MTF EXECUTIVE DIRECTOR

MTF Updates

This issue of Course Conditions usually allows the MTF to update everyone within the MiGCSA community of upcoming events and information related to the MSU Turf Team and current items of interest. At the time of this writing the usual topics of the season have been temporarily put aside until more information is available. The MTF will be reaching out with updates as changes allow.

The **Annual Tee Times 4 Turf Online Golf Auction** has been postponed until further notice. However, one constant remains the same - our sincere thanks to all of you who have offered their individual courses in behalf of Turf Research. Our TT4Turf Committee Chair - Scott Rettmann collected a significant number of courses by mid-March prior to the Michigan shut down per Executive Order. Scott put in extra ordinary efforts to make our auction successful and our hope is that by the time you receive this we will have already rescheduled the auction and his work to support research will be successful.

The **LaFontaine Golf Outing** is also on stand-by until more information is available regarding the possibility of hosting it this year. If there is a chance to host the event this upcoming season we will be reaching out with emails and social media.

Dr. Kevin Frank met (via Zoom) with the Board of Directors and reported on MSU constraints and schedules. His update can be found in this edition of Course Conditions as well. The MTF would like to thank Dr. Frank and the other Turf Team members for their efforts on hosting several web events during the shutdown in their effort to provide information on course maintenance issues related to restrictions.

The Green Industry in Michigan had several organizations serving in behalf of their members and all those who make their livings in the landscape and turf world. **The Michigan Nursery and Landscape Association (MNLA)** and the **Michigan Green Industry Association (MGIA)** most notably organized responses on behalf of Landscapers who sought clarifications on work related issues. For the golf environment the **Michigan Golf Alliance** served as the communication link for all of golf to the State of Michigan during the shutdown. The Golf Alliance is composed of six organizations representing the interests of various golf industries in the State of Michigan. They include the **Michigan Golf Course Superintendents Association, Michigan Section - PGA, the Golf Association of Michigan, the Michigan Golf Course Association, Michigan Chapter - CMAA and the Michigan Turfgrass**



“A problem is a chance for you to do your best.”

— Duke Ellington

The MTF hopes you are taking those chances at home and at work.

Foundation. Each organization served a purpose during discussions related to golf with the Governor's office and the impact related to the Pandemic. The MTF provided research information to the Alliance and is limited by its Non-Profit status in discussions that go beyond research information. However, the MTF's internal work with the Alliance was recognized as vital and the MTF was proud to be a part of the discussion. Each Alliance representative spent hours each day working on efforts on behalf of golf in the State of Michigan. With so much at stake many of the conversations relied on careful exchanges and thoughtful conclusions. During the process, each organization did its utmost to represent the industry they represented and stood together as a team.

Prior to the shutdown MTF President Doug Johanningsmeier and MiGCSA President Rob Steger, CGCS continued a conversation that began during the MTF Turf Conference regarding a meeting between the Board Members of the two respective organizations. The premise was to discuss interactions, common ground and methods for each organization regarding how to better serve and inform members of each association. 20 Board members of the combined groups attended, and the exchange of information and ideas proved helpful for each group. As partners that benefit each organization it was decided that future meetings will be beneficial and planning for another meeting was agreed upon. The MTF thanks the MiGCSA Board of Directors for taking the time and initiative to share information and offer useful thoughts for both groups.

As we return to normal The MTF would also like to remind all that Membership renewals are still available, and we encourage those who have not yet renewed for this year to still do so. The MTF has been sending out reminders periodically and hope each of you can take a moment to continue to support the MSU Turf Team, research at MSU, Scholarships for students and various other items the Foundation takes on each year. Financially, the Foundation is considered one of

the strongest organizations supporting the College of Agriculture and Natural Resources and will be counted on when the corner is turned toward normalcy. Your support and consideration are greatly appreciated. The membership timeline was changed last year to allow for a more useful "Anniversary Date" rather than the "Annual Date" that has been used for previous membership renewals. Previous Annual Dates were always due October 1 and ran until September 30. Members who delayed payments until the summer were then again invoiced beginning in September. The new "Anniversary Date" system will allow your membership to be renewed annually on the date of your choice, or the date that payment is made. If there is a specific date you would like to renew, please contact us at miturfgrass@gmail.com and we will invoice you with the date you request, or if you simply renew- the date you renew on will be the anniversary date to renew each year.

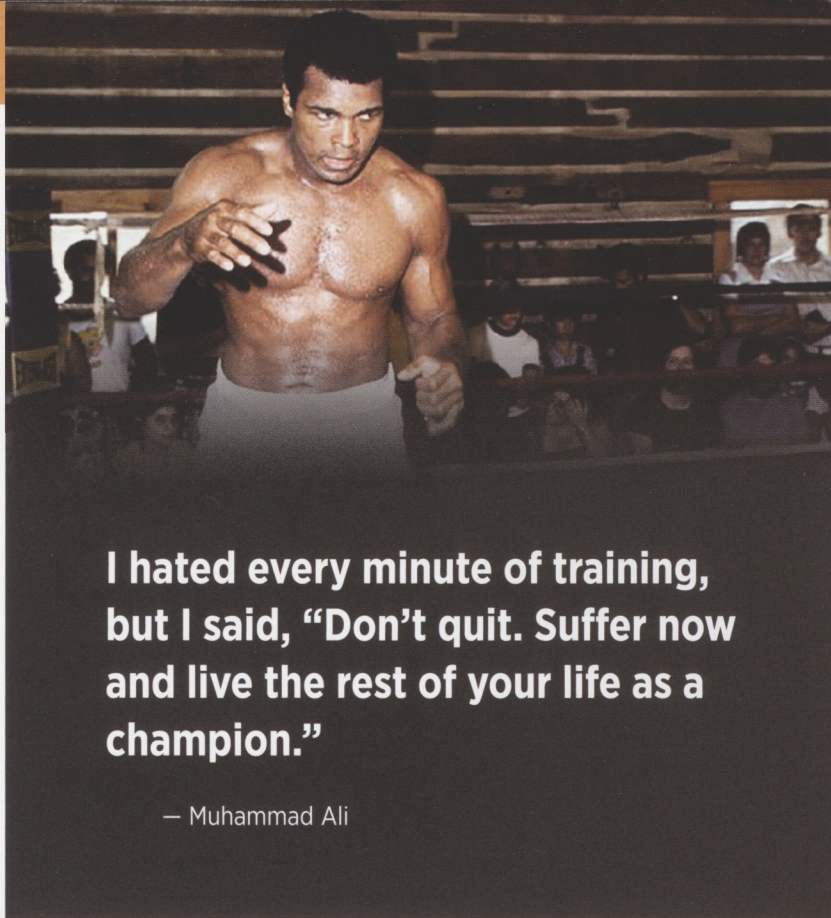
Finally, this spring the MTF was scheduled to recommence our interaction with many of the courses and clubs that supported Turf Research directly as a Golf Course or Club. One of the largest support groups in the past were individual courses that showed their appreciation for the research and the Turf Program at MSU. The courses that now contribute have been reduced to a handful that make the bulk of the donations.

Our initiative for clubs to contribute is called "20 for 2020" and the goal was to have 20 clubs sign on in 2020 to be part of the list of those supporting research at MSU. The MTF enlisted the Golf Association of Michigan (GAM) to help with the kickoff of the research support drive. The GAM coordinated the "20 for 2020" campaign in their Membership Issue that went out in May and scheduled the MTF to introduce the campaign at the GAM Annual Meeting in May. Cancellation of the annual meeting certainly slowed the initiative; however our website is accepting those clubs who wish to contribute online. There are various levels of contributions available and a donation can

also be made to fit a specific request. Those interested can visit the MTF website and click on "Opportunities for Giving" pull down screen appears - click "Golf Course Research-Support" and follow the prompts. Payments can be made online or an invoice can be produced for payment later.

The MTF hopes to have new clubs as well as clubs that participated in the past to sign on for the "20 for 2020" research support.

As we put this past spring behind, lets plan for better days ahead!



I hated every minute of training, but I said, "Don't quit. Suffer now and live the rest of your life as a champion."

— Muhammad Ali

the date you request, or if you simply renew the date

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The Fog of **COVID-19** and Golf in Michigan

On March 10, 2020, the Michigan Department of Health and Human Services identified the first two presumptive-positive cases of COVID-19 in Michigan. On that same day, Governor Whitmer issued Executive Order 2020-4. This order declared a state of emergency across the state of Michigan.

For golf it all started on Monday March 16th, 2020 with Executive Order 2020-09 which was interpreted to close golf across the state. Quickly that was reversed with an answer on the Q&A page **“Golf courses are allowed to stay open for play. Indoor facilities like clubhouses or restaurants must close for on-premises consumption, but may continue to offer food and beverage through walk-up service and other means expressly permitted by the Executive Order.”** This was a confusing time, but little did we know what was still to come.

9:30 am March 22nd – The first online meeting of the Michigan Golf Alliance. This group is comprised of The Golf Association of Michigan, The Michigan Golf Course Association, Michigan Section of the PGA, Michigan Golf Course Superintendents’ Association, and the Greater Michigan Chapter, CMAA from here on out I will refer to this group as the MGA. We did not know that this meeting would not end for weeks...

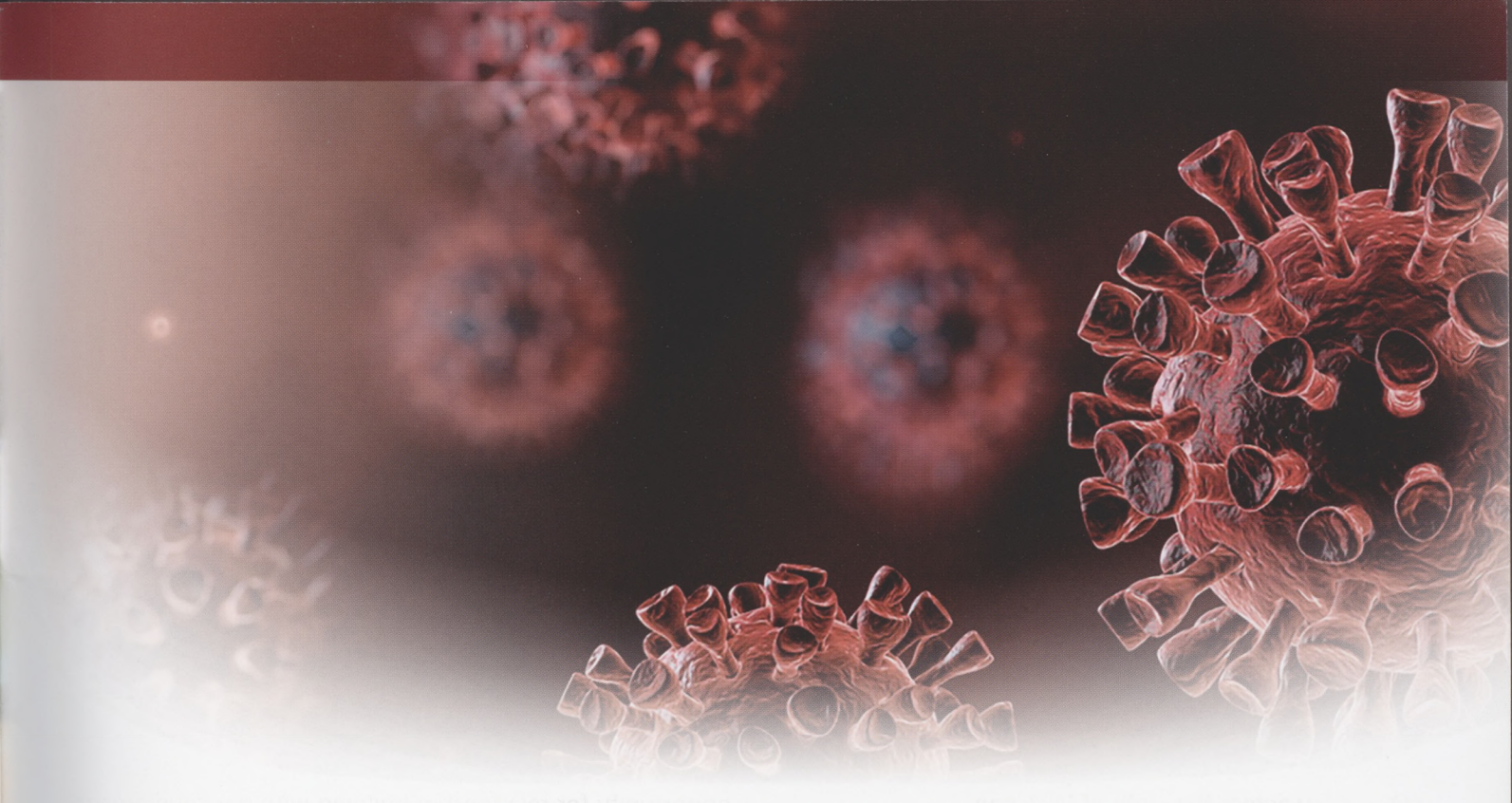
March 26th, EO 2020-21 Q&A – “Q: Are golf courses allowed to stay open? A: No. While EO 2020-21 contemplates outdoor activity, opening a golf course to the public does not fall under the designation of critical infrastructure. Consequently, a golf course may not designate employees as critical infrastructure employees and authorize them come to work.” This is when it really hit the fan, especially for our members. Thankfully we

never ended our Go To Meeting started on the 22nd, we would just mute our mic and shut off video so we could log into the MGA hotline at any time day or night as we had new information. There were more than a few after the kids were in bed chats. This actually led to an opportunity for relationship building with my counterparts in the Alliance that will last far longer than COVID-19, silver linings right.

March 27th – *“necessary to conduct minimum basic operations”*. This phrase in section 4b of EO 2020-21 allowed golf course maintenance to continue, for most. We still had reports of inconsistent enforcement from local authorities. With multiple requests (begging) for clarification from the Governor’s office on this we advised our members to meet with their local authorities and work with them to formulate a plan to maintain and do it safely. This varied from city to county and course but overall was met with much success, until we were told to stop telling our members to do this by the Governor’s office. Our speculation is there was a flood of calls from law enforcement that initiated this request to stop.

April 2nd through April 8th – Average daytime temperatures in the low to mid 60’s. Golf operations range from closed with no maintenance to open with food and carts.

April 7th 8:00 pm – Attorney General Dana Nessel tweets: **“I just can’t hear about one more black health care worker, police officer or bus driver die while getting a barrage of complaints from white folks outraged because they can’t go golfing.”** This seemed to be an unnecessary comparison but one that has been used many times in the past and will be done again to



juxtapose golf vs. (fill in the blank). Something like this was expected especially as the news was filled with images of golfers out playing while course were supposed to be closed. This was an unfortunate distraction, the golf alliance persisted privately advocating for Michigan's \$4.2 Billion dollar Golf Industry that is proud to employ 60,000+ Michiganders with \$1.4 Billion in wages & more than \$120 Million to charity while providing 127,500 acres of professionally managed greenspace & wetlands. It was unfortunate that a small number of golfers and golf media used this tweet as a way to promote their presence online by calling out the MGA for not directly responding. They did this with no actual facts or information from us, or even any attempt to get that information. The real issue was they had no risk of repercussions for being wrong while we have a 4.2 Billion dollar industry and hundreds of members we are trying to protect and represent. That was irresponsible and another unnecessary distraction for us and the general golfing public while trying to work with the Governor on actual realistic solutions.

April 13th, EO 202-42 Q&A – “Q: Are golf courses allowed to stay open? A: No. While EO 2020-42 contemplates outdoor activity, opening a golf course to the public does not fall under the designation of critical infrastructure. Consequently, a golf course may not designate employees as critical infrastructure workers and authorize them come to work for that purpose.

Golf courses may designate workers whose in-person presence is strictly necessary to conduct minimum basic operations, such as ensuring security. Minimum basic operations do not include serving the public. Under the order, all work must be carried out remotely to the greatest extent possible, and any in-person work that is permitted must be done in accordance with the mitigation measures required under section 10 of the order. Well that finally cleared up the maintenance we were all doing already. With snow in the forecast the pressure to be open for facilities was decreasing, but we all knew it would not be for long.

April 24th, EO 2020-59 – The Governor was set to do a press conference at 11:00 to introduce this new EO. That morning the MGA had multiple reports that golf was going to be opened but we did not know when. At 10:30 I received a call from the Governors office to tell me golf is open would be announced in 30 minutes with no carts, 30 minutes is not much time but at least we were on the list! Finally, with weather in the 70's in the forecast golf was open, sort of. This order along with others had a reoccurring theme that was geared towards golfers playing and not the actual business of golf. Most of the people who are members in the associations represented by the MGA did want to do the right thing but there were some glaring holes in these orders that just did not make sense for the golf business.



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“7a. Individuals may leave their home or place of residence, and travel as necessary:

(1) To engage in outdoor recreational activity, consistent with remaining at least six feet from people from outside the individual’s household. Outdoor recreational activity includes walking, hiking, running, cycling, boating, golfing, or other similar activity, as well as any comparable activity for those with limited mobility.”

April 27th, EO Q&A page – “Q: Are golf courses allowed to be open? A: Yes, subject to strict conditions as required by this order and Executive Order 2020-43, governing places of public accommodation. Tee times must be scheduled and payments must be made in advance, online or by phone. Tee times must be spaced to avoid multiple foursomes from clustering or gathering at any stage of the course, and players must remain six feet from one another at all times. Maintenance workers and groundskeepers can come to work to maintain the safety and sanitation of the course, but neither the course nor its workers may provide goods, supplies, equipment, or services to golfers on premises. Accordingly, caddies, starters, and golf carts may not be provided, and clubhouses, pro shops, driving ranges, and miniature golf courses must remain closed. The order, however, does not prohibit a golf course from arranging for an accommodation for a golfer with a disability who requires one under state or federal law; confirmation of and arrangements for any such necessary accommodation must be carried out with the course in advance, online or by phone. Food and beverage may be sold for takeout, but may not otherwise be served to golfers. Under the order, all work must be carried out remotely to the greatest extent possible, and any in-person work that is permitted must be done in accordance with the mitigation measures required under section 11 of the order—including the heightened social-distancing rules required under section 11(h).”

May 8th, EO 2020-77 – “Golf carts are permitted with social distancing. Work primarily performed outdoors by individuals such as starters, caddies and golf cart staff is permitted. Golf shops may be open for curbside pickup. Food and beverage services may be provided to golfers excluding alcohol (LARA link). Food and beverage may not be served for dine-in.”

May13th EO 2020-77 Q&A - Q: Are golf courses allowed to be open? A: Yes, subject to specific conditions as required by this order and Executive Order 2020-69, governing places of public accommodation. Tee times must be scheduled and payments must be made, online or by phone. Tee times must be spaced to avoid multiple foursomes from clustering or gathering at any stage of the course, and players must remain six feet from one another at all times. Workers at golf courses who perform work that is traditionally and primarily performed outdoors, including groundskeepers and workers who prepare and provide golf carts and other equipment for safe and sanitary use, are permitted for in-person work as needed. Clubhouses and pro shops must remain closed, and food and beverage may be sold for takeout. Nothing in the order prohibits a golf course from arranging for an accommodation for a golfer with a disability who requires one under state or federal law; confirmation of and arrangements for any such necessary accommodation must be carried out with the course in advance, online or by phone. Under the order, all work must be carried out remotely to the greatest extent possible, and any in-person work that is permitted must be done in accordance with the mitigation measures and heightened social-distancing rules required under section 11(i).

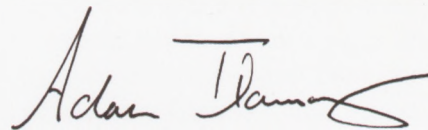
Every EO had its issues with golf that lead to one or more of the MGA Executives in the barrel being asked questions we did not have answers to. Early on it was all of us when golf was closed then rapidly re opened. Then it was my turn as maintenance was in question. During this time, I was able to accurately measure the amount of confusion by how many times my phone died in a day. This was mainly phone calls and text but there was certainly a strain on the battery trying to keep Disney+ streaming for my 7 and 3-year-old who have been home since March 13th. If screen time is as bad as everyone says my two girls are in for some real trouble. My wife works in the benefits department for Spectrum Health a huge hospital and healthcare company and the largest employer in Grand Rapids, she has her temporary office set up in our basement and has been thoroughly busy during his time to add more challenges to our day to day.



In my 9 years of doing this job there has never been a time that has been more stressful and the pressure for information instantly can be overwhelming. The responsibility to our members, their family's safety and livelihood was, and still is, ever present and front of mind. As stressful as it would get or as frustrating as it was I always felt it was important to step back, take a breath and remember how fortunate we are to be in an industry that has a high probability of not just surviving this pandemic but to actually grow from, and out of it. The huge amount of support from our community with the members in need fundraiser was a shining example of the deep care and respect we have for one another. The always present ability for Golf Course Superintendents to adapt and lead in times of confusion and challenge. The intrinsic value of the Superintendent that was exposed when only essential employees were allowed to go to work, the decision on who was first on that list was very evident very quickly. I hope this is remembered as we get back to whatever normal we are heading into as all too often the work of our members goes unnoticed or as expected.

I personally appreciate all the calls, text and email thanking me for what we are doing during this time. As I often said in response to those messages it goes well beyond me. As with all things MiGCSA I happen to be in a seat that puts me in front but so much happens that allows me to sit in that seat and try hard to represent our members every day. First off, the steadfast support from our industry partners, these amazing people and companies have never wavered in their financial support of your chapter, without them none of this is possible. It may sound like a cliché at this point but there has never been a more important time to support those who support you. Our President Rob Steger, CGCS has

been an amazing leader for me and our board during this time. Neither of us knew what he was getting into in January when he became our 12th President, I could not have asked for more from him, please when you think about thanking me thank Rob instead. The entire MiGCSA Board of Directors has been so involved in decisions after thoughtful and thorough discussions via email, text and online meetings. Again, I will direct so much credit to Vice President Doug Ware, Secretary/Treasurer, Ryan Moore, Past President Jeff Sweet, CGCS, Jesse Shaver, Doug Hoeh, Scott Pulaski, Gene Davis, Jeff Hopkins, Adam Garr, Jared Milner, John Tuckerman, Assistant Liaison Tim Matty & Equipment Manager Liaison Ben Beard. I promise you these guys are doing their absolute best to represent every member. Please feel free to give them a call and let them know they are appreciated if you feel so obliged. Finally thank you to every single member in our chapter. From paying your membership dues to the simple act of opening an email from us and everything in between, this is all for you, by you and only sustains because of you.



Adam Ikamas, CGCS

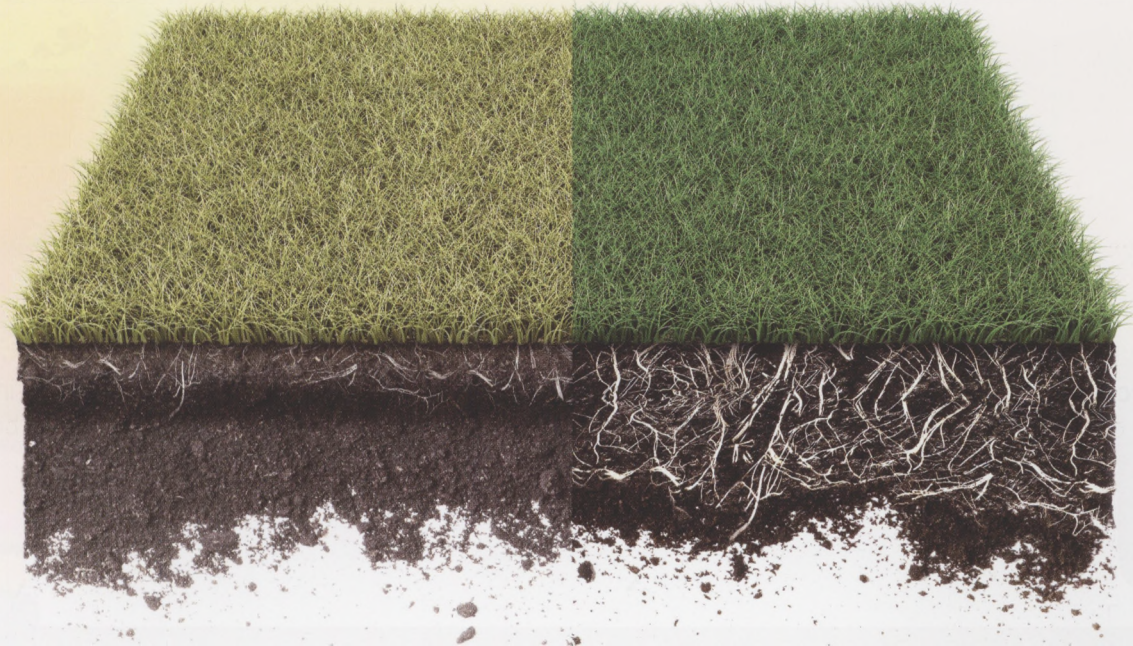
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