



Turf Times

Monthly
Update
January 1996
Vol. 25, No. 1

The newsletter from the Northern Michigan Turf Managers Association

President's Message . . . by Mark Wildeman

Education has always been the trademark of the NMTMA. In the coming months, opportunities to improve our education, image and knowledge of our profession abounds. The MTF turf conference is an excellent way to start the new year off. Followed by the GCSAA conference in Orlando, and GCSAA/NMTMA sponsored seminars back in northern Michigan in February. During March we have the GAM seminars; and the NMTMA mini-conference in April has always been a great way to kick off the growing season.

Motivation, proper training and communication are important dimensions in achieving quality in our professional lives. These educational opportunities provide us the avenue to reach that point. Take advantage of them.

The board of directors has been busy sorting out the new GCSAA affiliation requirements. Please contact any board member if you need clarification, and watch the Turf Times for more information on this issue. We will be voting on this at the conference in April. Educational

sessions and meeting dates are being wrapped up for the season, and we are looking for meeting dates for the '97 season. The first NMTMA winter party will be in February and it plans to be a family oriented event. Show your support by attending.

Finally, this *Turf Times* issue is the last one to be edited by Mike Morris. The *Turf Times* is now being edited and formatted by the NMTMA publications committee. When you see Mike, take the time to thank him, because he has done an outstanding job for the association. His time, effort, and commitment is an excellent example for all of us. Mike, your professionalism is to be commended.

Notice of NMTMA Bylaws Vote: GCSAA Affiliation

At the March 12 GAM seminar in Grayling, there will be a discussion about the GCSAA Chapter Affiliation requirements (see articles in this newsletter and the November issue of *Turf Times*). And at the April 8 MSU Mini-Conference, the NMTMA membership will vote on whether or not to be affiliated with the GCSAA. The NMTMA is currently an affiliated chapter of the GCSAA.

Here are some key points about the affiliate requirements that will affect your membership in the NMTMA.

- In 1977 Class A or B Superintendents joining the NMTMA will be required to be members of the GCSAA.

- Class A or B Superintendents who are members of the NMTMA prior to instated affiliation requirements in 1997, will be "grandfathered in" and will not be required to join the GCSAA or pay dues to the GCSAA.

There are many other facets of the new affiliation requirements, and many reasons for the proposed changes. Importantly, you will vote April 8 on the NMTMA affiliation with the GCSAA.

If you would like to express your thoughts on this issue, please put them in writing and send them to:

Jon Maddern, CGCS, 9400 Rouse Road, Atlanta, MI 49709

NMTMA Meetings Calendar:

Jan. 96 - Oct. 96

NMTMA Board of Directors Meeting Dates, at Holiday Inn in Grayling are as follows:

Jan. 31, 96; Mar. 6, 96; Apr. 3, 96

NMTMA Golf and Meeting Sites for '96

March 12	GAM Mtg., Grayling
April 8	MSU Mini Conf., Grayling
May	Marquette Trails
June	The Loon, Gaylord (MTF Fund Raiser)
July	To be Announced
August	The Rose, LeRoy
September	Treetops, Gaylord (NMTMA Fund Raiser)
October	To be Announced

Winter "Cabin Fever" Party, Feb. 24
Grand Traverse Resort

GCSAA/NMTMA Seminar

Feb. 21 & 22, 96 . . . Human Resource Management
and Drainage Systems, Gaylord
(See Information Inside)

From the Out-Going Editor...

In 1990 *Turf Times* came on the scene with a new look and format for the NMTMA newsletter. It offered association news, meeting announcements, GCSAA news, articles on the environment turf and tree care, vendor information, and classified advertisements to turf managers across the state.

As it has evolved, the newsletter "fits" the Northern Michigan group pretty well. It is current, professional, understated, and fun—attributes which characterize the group of individuals it serves.

The growth and popularity of golf in Northern Michigan is due to large part to the excellent turfgrass managers in the Northern Michigan Turf Managers Association. As a group we have raised the standards of turf management in Northern Michigan; we have sponsored some great fund raising events; and we have stood up for golf and the environment.

We have a lot of fun at our golf outings and social events. We help each other by keeping in touch, and offering sound advice which comes from experience. All of this adds up to a very promising future for our association.

It has been a pleasure serving as editor of *Turf Times* and being associated with such a great group of individuals. Here's to continued growth and improvement as an association of turfgrass professionals.

Yours truly,

Michael Morris
Golf Course Superintendent
Crystal Downs Country Club

Mark Your Calendars: NMTMA Spring Programs Set

The NMTMA/GAM annual seminar will be held on March 12 at the Grayling Holiday Inn. As always this seminar will include speakers from the industry, as well as from the GAM, and the USGA. Note: There will also be a discussion of the new GCSAA affiliation requirements at this meeting.

The NMTMA/MSU Mini-Conference will be held on April 8 at the Grayling Holiday Inn. This conference will feature guest speakers from Michigan State University. Note: There will be an NMTMA Bylaws vote at this meeting regarding affiliation with the GCSAA.

Watch future newsletters for details. Plan to attend and stay abreast of all the latest information.

NMTMA "Cabin Fever" Winter Party, Feb. 24, Grand Traverse Resort

Bring your family to Grand Traverse Resort for a day filled with winter fun.

Festivities will begin at noon, with lunch available at the warming house (hot dogs, brats, hot chocolate, etc.), and dinner at 6:30. Overnight accommodations will be available.

Activities will include: sledding, cross country skiing, ice skating, sleigh rides, and other games and prizes!

Watch your mailbox for an invitation with all the details coming soon. See you there!

A Superintendent Wife's Top Ten List

Barbara B. Beall, who is married to Glens Falls (NY) Country Club superintendent Chris Frielinghaus, submitted the following Top 10 list, in the spirit of David Letterman. Behold! The Top 10 things she has observed being married to a superintendent:

10. He is the only person in the family who gets undressed outside the house at the end of a work day!
9. My husband has really strange tan lines.
8. He never listens to what I have to say when he gets home, but he listens to every word Jenneta Jones says on The Weather Channel.
7. All his co-workers look like the cast from *Caddyshak*.
6. When he wakes up at 3 a.m., it's not to see his girlfriend, but to make sure the irrigation system turned on.
5. All the post-it note pads say "Pro-Lawn" on them.
4. My husband has a spot of black grease on every piece of clothing he owns.
3. We have the ugliest lawn in the neighborhood.
2. When he talks in his sleep, or, for that matter, when he is awake, he states, "Ah, the smell of Dursban."
1. When he helps vacuum, he always stripes our carpet in a checkerboard pattern.

—Credit Golf Course News
Central Ohio GCSA News Dec. 1995

Standards/Bylaws Committee proposes amendments

The Standards/Bylaws Committee of the Golf Course Superintendents Association of America (GCSAA) conducted its annual meeting on Oct. 8 at the association's headquarters in Lawrence, Kan. The committee recommended that the GCSAA board of directors plan 12 bylaws changes on the ballot of the annual meeting. One of those changes will also require an amendment to the articles of incorporation.

The bylaws amendments recommended are:

- Permit a special meeting of the board of directors to be conducted by a telephone conference call.
- Remove the bylaws language that suggests GCSAA would not indemnify a GCSAA director for simple negligence.
- Provide the proper procedures in the event of the dissolution of the association, including provision for the distribution of assets in accordance with state and federal laws.
- Allow a member of the board to waive the 10-day written notice of a board meeting.
- Identify the generic rights and privileges of membership in GCSAA.
- Provide for enforcement of the Board of Directors Code of Ethics.
- Require all chapters to execute an affiliation agreement and establish disciplinary procedures for violations of the affiliation agreement and code of ethics.
- Modify the procedures to be followed in amending the bylaws.
- Remove Class C members' voting privileges.
- Require all Class A and B membership applicants that reside in the United States, except Alaska residents, to be members of an affiliated chapter, beginning July 1, 1997.
- Permit voting delegates and proxies to vote on issues relating directly to the modification of annual dues. This change would also require an amendment to the article of incorporation.

Voting on the proposed changes will take place on Feb. 10, 1996, during GCSAA's International Golf

Course Conference and Show to be held in Orlando, Fla. A two-thirds majority vote is required for adoption.

Members of the Standards/Bylaws Committee are: Chairman Joseph G. Baidy, CGCS, Acacia Country Club, Lyndhurst, Ohio; William Neal Baker, CGCS, Riviera Country Club, Pacific Palisades, Calif; Charles H. Cross Jr., the Meadowbrook Club, Jericho, N.Y.; B. Russell Dooce, CGCS, Grand Waikapu Resort, Golf & Spa, Inc., Wailuku, Hawaii; Michael Kurt Fabrizio, CGCS, Sapphire Lakes Country Club, Sapphire, N.C.; Paul E. Mechling, CGCS, Toledo, Ohio; Robert V. Mitchell, The Greenbrier, White Sulphur Springs, W. Va.; Kenneth A. Sakai, CGCS, Nitto America Company, Los Angeles, Calif.

Since 1926, GCSAA has been the leading professional association for the men and women who manage and maintain golf facilities in the United States and worldwide. From its headquarters in Lawrence, Kan., the association provides education, information and representation to nearly 15,000 individual members from more than 50 countries. GCSAA's mission is to serve its members, advance their profession, and enrich the quality of golf and its environment.

Classifieds

FOR SALE: Jacobsen 7-gang Blitzers, \$3500. Call Dan at 616/275-5999.

FOR SALE: 1984 John Deere 410B Loader/Backhoe 2WD. Call Mat 616/267-5769.

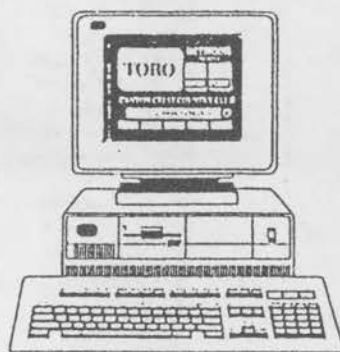
FOR SALE: 1992 Cushman GA-60 Fairway Aerifier. Only 122 hours on it. In excellent shape. Asking \$13,000.00 or best reasonable offer. Call Jon Madern at 517-785-4683.

FOR SALE: Ferguson TD30 Tractor, \$2,000; 2" aluminum aboveground irrigation pipe with sprinklers (2 acres), make offer; 100 hp 3 phase Berkley Pump, \$4,000. Contact Scott at 616-535-2506.

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There's Always Room For Managerial Improvement

You may think that you are doing everything you can to make your business or maintenance department the most efficient it can be.

But you're probably not.

Managing effectively—especially for those of us without degrees in business administration—is a never ending learning experience. So, as we begin a new growing season, a review of the expert tips offered in a long list of winter educational seminars is perhaps in order:

- **Choose employees carefully, and treat them respectfully.** Fire fast, but hire slowly. Hire personalities opposite of yours so you have a good balance of talent. Do everything you can—good pay, good working environment, a wide variety of benefits and perks—to keep your best employees.
- **Take your customer relations to another level.** Answer every question and handle every complaint quickly and effectively. If you don't have a pager or cellular phone, get one immediately.
- **Communicate.** Personally see your most important customers—for golf course superintendents, that would be members of the greens committee—at least once, and preferably more often, during the off season. During the growing season, see them at least once a month, in person, if not more. Use signs on the golf course, newsletters, formative lawn/landscape brochures, pamphlets and doorhangers. Answer mail—both written and voice—personally and quickly.
- **Computerize.** If you're already computerized, figure out new ways to use your computer. For instance, try adding a fax/modem so you can subscribe to information services like those offered by the Turfgrass Information File or the American Society of Landscape Architects.

- **Choose your dealer/distributor carefully.** Make sure your salesperson is knowledgeable. Ask about financing, rebate, lease and regional discount programs. Ask about training, ask for industry references.
- **Set up your own turfgrass test plots, if possible.** Use your backyard, your business lawn or—with permission and using a great deal of care—your customers' backyards. Ask suppliers for free trials in return.
- **Get involved.** You only get out of your industry as much as you put in it. Take an active role in local, state and/or national organizations. Do what you can, for as long as you can—whether it's a week, a month or three years.
- **Remember the importance of good media relations.** Let the local news outlets know of your successes. If you're contacted by reporters, be pleasant. If you're busy, say so, but suggest a good time to call back. Control the circumstances as much as possible. Don't be argumentative or antagonistic or afraid to talk. Remember to tell the media that you are an environmentalist, that creating a friendly environment for golfers and home owners is your business, your livelihood.
- **Don't be afraid to change.** The green industry is ever evolving. Take advantage of new technologies.
- **Finally, have fun.** Learn to focus on things you can change rather than banging your head against the wall on

(continued on page 5)

GCSAA Seminars Coming Soon To Your Area

Human Resource Management
February 21, 1996
Gaylord, Michigan
(Code #847)

Drainage Systems
February 22, 1996
Gaylord, Michigan
(Code #848)

Calibration and Safety of Pesticide Application Equipment
March 19, 1996
Grand Rapids, Michigan
(Code #924)

For a more detailed description of seminars, with dates and registration forms, please refer to your GCSAA Professional Development Catalog 1995-96. You may also reference your monthly issue of *Golf Course Management*.

Watch your mail for reminder postcards highlighting seminars in your area!



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New books available from GCSAA highlight history, environmentalism

The Golf Course Superintendents Association of America (GCSAA) and Sleeping Bear Press, publisher of fine golf books, have teamed up again to offer two new books, each focusing on a different aspect of golf. The first takes a look back at the life and accomplishments of one of the game's most versatile players, while the second illustrates golf courses as positive environmental assets for the future.

"Life and Times of Bobby Jones - A Portrait of a Gentleman" by Sidney L. Matthew, chronicles the remarkable experiences of the man who at age 28, won golf's Grand Slam and then went on to help design and build one of the most renowned courses in the United States - Augusta National. Along the way, Robert Tyre (Bobby) Jones Jr. made films in Hollywood, designed and produced golf clubs for Spalding, served as an officer in World War II, and established the world's best golf tournament for the spectator and player alike.

Hundreds of photographs, many never before published, fill this elegant volume. Captions include Jones's own statements as well as those of many of his colleagues. Elements of Jones' private life, including outings with friends and family, also are featured.

The Detroit News says "Life and Times of Bobby Jones," is "The golf book of the year, if not the decade."

The second new book, "A View from the Rough," features distinctive images by Mike Klemme, considered by many to be the best golf landscape photographer in the business today. Klemme is known as the photographer for Abraham's "Grand Slam Golf" and "Golf Resorts of the World."

In "A View from the Rough," Klemme's photos capture elk, deer, eagles and other wildlife thriving on some of golf's top courses. The photos are enhanced by captions and statements from individuals in the golf world as well as in the environmental community.

In a recent *Golf Course Management* magazine article about this book, Klemme writes, "The evidence, it seems to me, is clear. Golf is good for the environment - and I have the photographs to prove it. You can see for yourself in my new book, 'A View from the Rough.'"

The "Life and Times of Bobby Jones" and "A View from the Rough" are both available from the GCSAA bookstore. Orders can be placed by calling 1-800-97GCSAA.

Authors of both books will be participating in book signings at GCSAA's 67th International Golf Course Conference Center in Orlando, Fla. Sidney Matthew will be autographing copies of the "Life and Times of Bobby Jones" Feb. 9-11, from 10 a.m. to noon. Mike Klemme will be signing copies of "A View from the

Rough" Feb. 9, from 10 a.m. to noon and from 1 p.m. to 3 p.m., and again Feb. 10, from 1 p.m. to 3 p.m.

GCSAA and Sleeping Bear Press previously worked together to publish "The Spirit of St. Andrews," by Alister MacKenzie, one of golf's greatest architects. This lost manuscript, originally written in 1933, contains MacKenzie's insight on great golf holes, the golf swing and the USGA.

There's Always Room For Managerial Improvement

(continued from page 4)

things you can't change. Never undertake more than one stressful activity or project at a time. Delegate authority. And take 30 minutes a day to relax in your own way, whether it's playing basketball with the guys at lunch (as I do) or reading a chapter in a favorite book. Your mind and body are your most important tools. Take care of them.

-Jerry Rocke

*Landscape Management, April 1995
Central Ohio GCSA News Dec. 1995*

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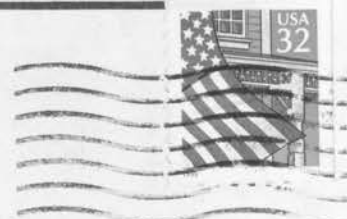
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