



GCSAA AFFILIATE

Turf Times

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The newsletter from the Northern Michigan Turf Managers Association

PRESIDENT'S MESSAGE

Now that the golf season has concluded, the N.M.T.M.A. Board of Directors address their responsibilities by attending to the bulk of the association's business.

At the October annual meeting, elections were held for board positions. Jim Tollefson was re-elected for another term. Returning to the board after an absence of two years is Karen O'Dell. Steve Hammon was also elected to serve his first term on the board. These positions are all three-year terms in the Superintendent classification. In the Sustaining Member Classification, Kin Olson was elected to a two-year term. I would like to welcome the new members, and thank them for taking an active role in their association.

I would also like to personally thank the members that are leaving the board. To Doug Kendziorski and Jon Maddern from the Superintendent classification, and Eric Denoyer from the Sustaining Member Classification Thank you for sharing your time and talents. The N.M.T.M.A. has benefited from your participation.

I sincerely hope all of you enjoy this "slower time of year". Have a great holiday season. I look forward to seeing you at our upcoming meeting.

Brian Holmes

1999 Committees

Please contact the following people if you would enjoy getting involved with N.M.T.M.A.

Scholarship: Jim Tollefson

Program/Golf: Jim Olli, Kim Olson

Bylaws/Ethics: Karen O'Dell

Picnic: Brian Holmes, Kevin Henley

Education: Kevin Henley, Kin Olson, Karen O'Dell

MTF Fundraiser: Dan Bissonette, Mike Allison

N.M.T.M.A. Fundraiser: Dan Bissonette, Mike Allison

Environmental: Steve Hammon, Tom Reed

MFT Liason: Karen O'Dell

Member Scholarship: Jim Tollefson

Membership: Steve Hammond, Tom Reed

Finance: Dan Hunt, Brian Holmes, Dan Bissonette

Publications: Scott Pulaski

GCSAA membership reaches all-time high of 19,000

Continued strong growth in the Golf Course Superintendents Association of America (GCSAA) has pushed the association's membership total to more than 19,000 according to figures processed by the GCSAA member/chapter services department.

Since January 1994, GCSAA membership has grown 46 percent (up from 13,000), representing all regions of the nation, and 65 foreign countries and all categories of membership.

Actual membership numbers are computed on the last day of each month. Superintendents, assistants, business professionals, educators, students, corporations, industry representatives and others enjoy the services and benefits provided by GCSAA membership. A professional staff of more than 115 serves the membership from association headquarters in Lawrence, Kan.

"This sustained and growth confirms that golf course management professionals value membership in the association," said GCSAA President George Renault III, certified golf course superintendent at Burning Tree Club in Bethesda, Md. "The golf course maintenance industry faces constant change; therefore, those who pursue such a career must have the resources that allow them to perform at a high level. It is GCSAA's goal to provide its members the education, representation and information necessary to achieve success."

Membership records indicate GCSAA has an annual retention rate of 92 percent. The average rate for association is 86 percent.

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 more than 19,000 individual members from more than 65 countries. GCSAA's mission is to serve its members, advance their profession, and enrich the quality of golf and its environment.

GCSAA News Release: September 21, 1998

Are you posting all required employee notices?

If you're the person responsible to see that essential DOL notices are posted in your workplace, have you ever wondered if you are posting everyone that is required? There are, of course, some federal statutes and regulations enforced by various agencies within the Department of Labor (DOL) requiring that employee rights and informational notices be posted in the workplace. Posting requirements vary by statute; that is, not every employer is covered by every DOL statute and may not be required to post a specific notice.

For example, some small businesses may not be covered by the Family and Medical Leave Act and would not be subject to the Act's posting requirements. To be covered, the FMLA requires that an employer have at least 50 employees within a 75 mile radius and employees are eligible if they have worked for a covered employer at least one year and 1,250 hours over the previous 12 months.

In addition to federal posting requirements, your state probably has some of its own employee notices that must be posted. For information on the requirements in your state, contact your state's labor/industry agency.

Federal posters of general applicability:

- * Fair Labor Standards Act (FLSA) (minimum wage)
- * Job Safety & Health Protection -Federal OSHA Form 2203 (occupational safety and health)
- * Family and Medical Leave Act (FMLA)

continued

- * Equal Employment Opportunity Act (Equal Employment Opportunity Commission EEOC) (Explains prohibited employment discriminatory practices)
- * Migrant and Seasonal Agricultural Worker Protection Act (MSPA) in English/Spanish
- * Notice to Workers with Disabilities (FLSA, SCA and Walsh-Healy Act)
- * Employee Polygraph Protection Act (EPPA)

For federal contractors:

- * The Davis-Bacon Act (government construction)
- * Equal Employment Opportunity Act (Equal Employment Opportunity Commission (EEOC)) (Explains prohibited employment discriminatory practices)
- * The Service Contract Act (SCA)

Keller's Industrial Safety Report: September 1998

Employees need to understand where company dollars go...so show them

Employees at Artists' Frame in Chicago knew what the company charged customers, and they knew that their pay was only a fraction of that. The CEO wanted them to understand that the difference between invoice prices and their salaries wasn't all profit. So the employees were treated to a demonstration of the company's expenses, illustrated as portions of a hypothetical \$100 order.

As the presenter explained where the money was going, different departments came forward to claim the proceeds of the sale. An oversized five-dollar bill, for example, was disbursed to cover the cost of the company's Yellow Pages listing, which costs the company roughly 5 percent of its receipts. The pile of cash was whittled down as claims were made by rent, health insurance, and other fixed and operating expenses which many employees don't think about. When all the bills were paid, five dollars remained.

The demonstration improved morale by giving workers an understanding of the company's expenses, and challenged them to look for ways to save the company money. Now that they understand how lean a company has to run to stay competitive, buyers are ordering in bulk and watching inventory carefully, and clerks are finding ways to handle orders more efficiently.

The Motivational Manager

FOR SALE

OMC Mustang Fork Lift

Specs: 172D Ford Engine Hydrostaic Drive 4 WD, Articulator 14' Mast

Price: \$5,000.00

Jacobsen 7 gang

Specs: New wheels and bedknives, fully serviced and ready to use

Price: \$2,000.00

Contact Mark Wildeman at: 517-732-6711 Ext. 2810

BE THE BEST BOSS!

1. Keep employees well-informed of management's actions. A frequent complaint of employees is that management does an inadequate job of communicating change to the rank and file. In an age of downsizing and reorganizations, it is essential that you keep employees abreast of changes in the corporate structure and culture. Pass information along to employees using several channels, such as memos, newsletters, and bulletin boards. Or better yet, form a communications group made up of supervisory-level employees to take a more personal approach to internal communications. Charge the group tailoring management's message specifically to the employees it wants to reach.

Do you keep employees informed of the changes occurring in your department?

2. Tap into employees' informal communications. Another way to improve communications with employees is to listen in on the "water cooler" conversations in which employees engage on a daily basis. To do this, have employees select peers they trust and respect to serve as "ambassadors" of communications. These employees help facilitate internal communications by keeping their peers informed of key initiatives and keeping management in tune with employee concerns.

Have you taken time to listen to your employees' complaints or concerns recently?

3. Empower employees by giving them power and control. A common mistake made by inexperienced managers is overcontrol. Seasoned managers, on the other hand, realize that power and control must be shared to bring out the best in their employees. This does not mean that you must relinquish responsibility. On the contrary, you are ultimately responsible for what happens in your bailiwick. What it does mean is that you must tap into capabilities of your employees, and give them as much control over the process as they can handle.

Do you trust your employees' abilities to get a job done without maintaining tight-fisted control? Consistently!

4. Recognize employees' expertise. Managers are selected not because they are experts at everything, but rather because they have the ability to get a job done through others. Employees who actually perform the day-to-day activities, not manager, have the expertise. Savvy managers draw upon the individual and collective expertise of their employees to solve a problem, make a decision, or accomplish a task.

Do you trust your employees' expertise? And show it!

5. Be a creative problem-solver. Although rules and policies are important in establishing order, sometimes it is necessary to bend the rules and use greater creativity in solving problems—especially when it comes to managing people. After all, rules must serve both an organization and its employees to be effective. Managers who go to bat for their employees are typically rewarded with increased loyalty and productivity.

Do you go the extra mile for your staff members? Without thinking!

6. Reduce workplace hassles by encouraging your employees to become hassle-hunters. Workplace hassles, such as poorly run meetings, unnecessary procedures, etc., create frustration and eat up valuable time and money, by interfering with employees' abilities to do their jobs and creating problems for managers. Encourage employees to recognize and prevent hassles by rewarding employees who bring hassles to your attention, training employees to address hassles, championing staff-generated changes, and harnessing the frustrations of your employees into productive actions. Do you encourage your employees to be hassle hunters? And communicate that!

Michigan Turfgrass Environmental Stewardship Program Workshop

Please join us at one of the upcoming workshops and become a member of the *Michigan Turfgrass Environmental Stewardship Program*. We'll spend the day meeting with state and industry experts to discuss strategies to further protect and enhance golf course properties. You are encouraged to bring others from your course to discuss issues specific to your property and begin the stewardship process.

To attend, please fill out the registration form, enclose the proper amount and return it to: Michigan State University, 584 Plant and Soil Sciences Building, East Lansing, Michigan 48824-1325 or FAX it to 517-355-0270. Registration questions can be addressed to Pam Lamb at lamb@pilot.msu.edu or 517-355-8361. Please call Debbie Swartz at 517-353-3208 with questions regarding the program.

MICHIGAN TURFGRASS ENVIRONMENTAL STEWARDSHIP WORKSHOP REGISTRATION FORM



Your name: _____

Others who will attend: _____

Golf course name and address: _____

Telephone: _____ FAX: _____

I/we will attend the seminar on:

January 22, 1999, Holiday Inn South, Lansing, Michigan

March 18, 1999, Treetops Sylvan Resort, Gaylord, Michigan

Please identify your operation and registration fee:

One lunch is included in the registration fee. Additional lunches can be provided at \$15.00 per person.

Resort or Private Club..... \$150.00
Daily Fee Operation.....\$50.00 per 9 holes, \$150.00 maximum
Municipal or Tax Funded Course..... \$75.00

Registration fee (must be submitted by Jan. 8th for Jan. 22nd seminar) \$ _____

Number of additional lunches _____ X \$15.00 = \$ _____

Total amount enclosed \$ _____

Please make checks payable to Michigan State University

MORE HUMMMMM..... From Bill Madigan, Country Club of Jackson

- * The dog knocked my alarm clock off the dresser and broke it.
- * I never call in sick—but today I'm calling in well.
- * I just feel to damn good to come to work.
- * My mother forgot to wake me up.

The sign of a great leader

"I learned that a great leader is a man who has the ability to get other people to do what they don't want to do and like it." Harry Truman

TCI FRED

as Jon Maddern called me in the October Turf Times

In response to some requests, I have provided the recipe of the Ice Cream and Cobbler I made at the NMTMA picnic in July at Beaver Creek. As Jon stated about the picnic; there were not many of us, however we had delicious potluck dishes along with burgers and dogs, and a good time by all. Except for myself in climbing the steps from the pool back to the water slide. I was not able to make as many trips as I would like to have made.

Following are the recipes some have requested: (If you are on a diet or low cholesterol intake, this may not be for you, but what the heck, it is a heavenly delight.)

Boy Scout No Cook Ice Cream:

1. 1 gallon Ice Cream Maker (Hand or Electric Crank)
2. 3-4 bags Cubed Ice
3. 2 lbs. Rock or Table Salt
4. 1 quart Half and Half
5. 1 quart Heavy Whipping Cream
6. 2 cans Sweetened Condensed Milk
7. 1 Can opener
8. 2 tablespoons Pure Vanilla Extract
9. Bowls and Spoons
10. 1 Bath Towel
11. 1 Serving Spoon, large with long handle

You can add fruit (Marcheno Cherries, Blueberries, etc.) or in place of Vanilla flavoring use Chocolate, Amarillo and etc. (experiment to taste).

Pack ice cream maker with ice, salt down with 1/2+ lb. of salt, add water until it flows out the pour spout. Then keep adding ice and salt as needed. You should use all the salt. When ice cream cannot be turned anymore, remove mixing paddle and hand crank or motor handle, plug mixing paddle hole with a cork, pack top with ice, cover with bath towel to insulate, and keep in shade.

Boy Scout Cobbler: Serves 15-30 people depending on serving size.

1. 1 (6 quart) Cast Iron Dutch Oven (12" diameter) with 3 legs (+\$40.00).
A flat bottom Dutch Oven can be used with 3 stones so its off the ground an 1.25-1.5 inch.
2. 1 Pliers or Channel locks to lift Oven's hot lid
3. 1 each Mixing Bowl and large serving spoon with long handle for mixing batter and serving cobbler.
4. 1 bag (small) Matchlite Charcoal
5. Aluminum Foil
6. 3 (21oz. can) Fruit Pie Filling (Cherry, Apple, Peach etc.)
7. 1 Can opener
8. 1 box Cake Mix (white usually, I used a cherry chip) or Bisquick and ingredients for cake batter.

Start charcoal, mix cake batter, line Dutch Oven with aluminum foil, add pie filling, and then cake batter. Place a 12 x 12 inch piece of aluminum foil on the ground, place 6-8 hot coals in a 6-8 inch circle, and then place the Dutch Oven over the coals. Place on the Dutch Oven lid 12-14 hot coals around outside edge, and 4 hot coals in center by the lids handle. Cooking time is approximately 45-60 minutes, check cobbler at 30 and 45 minutes. Keep your eye on the coals, you may have to add some more on the lid near the end of the cooking time.

Clean and treating the Dutch Oven: DO NOT USE SOAP, boil water in the Oven with lid on and then scarab and wipe dry. While Dutch Oven and lid are still warm apply vegetable or corn oil with paper towel, first inside and then outside to keep it from rusting. DO NOT USE ANIMAL FATS (butter or lard), it will turn rancid and you will never get the smell and taste out of the cast iron.

N.M.T.M.A. FUNDRAISER : 1998

The Upnorth Scramble held on September 15th at the Charlevoix Country Club was a success and raised over \$3000.00 for the scholarship fund.

The NMTMA would like to thank our hosts at Charlevoix Country Club: Golf Course Superintendent Ty Conklin and his fine staff, General Manager Ron Braneck, Golf Pro Marc Wilson and his staff for a fine meal. I cannot thank them enough for all the support they gave to the NMTMA fundraising event.

A special thanks goes out to all who donated prizes. It took about 45 minutes to distribute all the gifts. Another thanks goes to all the support of the hole sponsors. Every hole and more was filled. Thanks!!!

The winners of the event were from Huron Breeze Golf Club Steve Hanson, Dave Pockrandt, Troy Holland and Dave Walters. Congratulations to all the individual contest winners also.

A final Thank-You to all NMTMA members and the guests who participated in the Upnorth Scramble. Fun was had by all. Hope to see everybody next year.

Thanks for all the support:

Dan Bissonette - Walloon Lake Country Club
Mike Allison - Spartan Distributors

PLEASE SUPPORT THESE BUSINESSES AS THEY HELPED SUPPORT NMTMA

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Northern Dust Control		(616) 547-9660
Sweeney Seed Company	Frank Sweeney	(800) 344-2482
Optimum Yield Inc.	Rod Niswander	616) 347-3708
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TCI	Fred Miller	(517)725-7145
Ellis Sales, Inc.	Bob Hope	(800) 962-4128
Thielen Turf Irrigation Inc.	Jerry Thielen	(517) 773-3409

The following golf courses and businesses donated prizes for the outing:

Indian River Golf Club	The Natural at Beaver Creek	The Emerald at Maple Creek
Kim Olson - Turfgrass Inc.	Traverse City Golf & C.C.	Gaylord C.C.
Crystal Mountain Resort	Eldorado C.C.	Boyne U.S.A.
Huron Breeze G.C.	Matheson Green G.C.	Stoney Links Golf Club
Treetops Sylvan Resort	Hidden Valley Resort	Lost Lake Woods Club
Grayling C.C.	Brian Conklin - Driver	Canadian Lakes Development
Elk Ridge	Twin Birch	A-GA-Ming Golf Club
Mistwood	Elmbrook	The Jewel - Mackinac Island
Chestnut Valley	Charlevoix Country Club	Lakewood Shores Resort
Garland	Walloon Lake C.C.	Devils Knob G.C.
The Heathlands	McGuires Resort	Firefly Golf Links
The Rock at Drummond Island		
The Meadows at Grand Valley		
Hidden River Golf and Casting Club		

The NMTMA appreciates the support from the following businesses...

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Bunting Sand & Gravel Products Inc.
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Fertilizers For Better Turf
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Your One Stop Shop
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Turf Services, Inc.
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The Professional Choice on Turf
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GRASS - CRAFT Industries
A Full Line of Hovering Mowers
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Weingartz Golf & Turf
Don Alexander
(888) 4-JDTURF • (616) 696-2913

Valley Turf Inc.
Your Reel Support in Northern Michigan
(616) 369-3482 • (800) 688-3605

• GOLF CART SALES & SERVICE •

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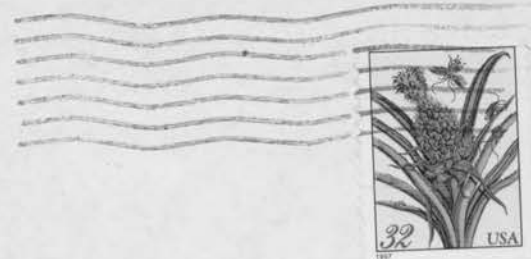
Boylan Sales Inc.
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• ARCHITECTURAL DESIGN & CONSULTING •

C. J. Colein & Associates, Inc.
Carole Colein
(248) 656-6805

...and we encourage you to support them.

Northern Michigan Turf Managers Association
P.O. Box 80086
Lansing, Michigan 48908



Mr. Scott Pulaski
Treetops Resort-Smith Sig
4787 Winnie Hill Rd.
Gaylord, MI 49735

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