



Turf Times



The newsletter from the Northern Michigan Turf Managers Association

BI-Monthly Update September/October Volume 28, No. 4

[1999]

President's Message

This will be my last President's Message. My three year term is up and I have decided not to run for a board position again. The three years I have been president have been both enlightening and

enjoyable. I have met many quality people and I believe the turf industry is one of the best to work in because the people are both knowledgeable and very supportive.

The N.M.T.M.A.

board is a group of dedicated and hard working people and I would like to say thank you to them for their support. I'm proud to be a member of the N.M.T.M.A. I would encourage all members

to become involved in the N.M.T.M.A. at the board or committee level. I believe it would be an enjoyable experience for you. Thanks for your support! See you at the next meeting.

Brian Holmes

NMTMA Upnorth Scramble Fundraiser

The N.M.T.M.A. Up-north Scramble held at Indian River Golf Club on September 14th was a huge success. Twenty-six teams participated in the event, with some traveling from as far away as the Upper Peninsula to the north, Tawas City to the east and Big Rapids to the south. A special thanks to those dedicated individuals.

The event started out to be a typical Michigan fall day after the shotgun sounded. First a little over-cast and then a brief three to four holes played in the rain. But wait, this is Michigan!!! Sunshine tried to ruin what would have been a great excuse for a miserable front nine score by our team.

Pat Whitman and his

staff are to be commended for having the golf course in excellent shape. The 6100 yard layout proved to be a worthy challenge to all who played. What would you do without a guy like Club Manager Gene Maybank. Well, you wouldn't have anyone to heckle. Thanks to Gene for his efforts in coordinating the event, the great dinner and the hole-in-one contest. Ty Love and his well-rested assistant did a fine job with getting the teams ready and on our way. Ty has the fastest marker in Tuscarora Township. The hole sponsors this year were outstanding. We appreciate your generosity towards our cause.

Mike Ridley provided

the entertainment after the awards were given away. If you left early, you missed quite a funny show! Glad to have him at the fundraiser this year.

A very special thank-you to Kim Olson, Mike Allison and Jim Volgstadt who helped make things run smooth. Your endless volunteering gets you mentioned in this upscale fishwrap.

Article Submitted by:
Dan Bissonette
Walloon Lake C.C.

Blue Tag Special

Hey have you heard about the great way to help out your local association as well as the national. All you have to do is purchase Turf-Seed, Inc. or Tee-2-Green seed with "blue tag" on them and keep the tags. OK what do I do with the tags? Well Turf-Seed has pledged to contribute \$0.50 for every variety or mixture and \$1.00 for every Tee-2-Green Penn Pals

(Continued on page 2)

BEARD
COLLECTION

(Continued from page 1)

variety or mixture sold and turned in by GCSAA members over the next five years. Fifty percent of the proceeds from these tags will benefit N.M. T.M.A. as an unrestricted gift and fifty percent will benefit the GCSAA Foundation's "Investing in the Beauty of Golf" campaign. So every tag counts and could help

you out down the road, as money will be used to help make your job easier or better.

So get involved and when you order seed, keep the "blue tag(s)" and send them into GCSAA Foundation; 1421 Research Park Drive; Lawrence, Kansas 66049-3859, make sure you put your name, club, and local chapter with tags or call Janine Sattler at

GCSAA headquarter 1-800-472-7878 or myself and we can answer your questions. Check out the promotional advertisement in GCM and in the November/December issue of Turf Times.

Thank you in advance for your help and hope everyone had a great 1999 season and will have a better 2000. Please do not leave money on the ta-

ble, here is a great, easy opportunity to help both associations do more in research without asking you to personally fork over money.

**Jon D. Maddern,
CGCS**

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NMTMA Upnorth Scramble Winners

Kim Olson - Turfgrass Inc.
Paul Galligan-Grand Traverse
Mark Nowak-Traverse City CC

Short Drive or Chunk!!!
Closest to the Pin
Closest to the Pin 2nd shot

Scott Myles-Pine River GC
Chas Meneft-Little Traverse
Brian Anderson-Novartis
Richard Buzzard.Treetops
Jim Bluck-Grand Traverse
Brian Anderson-Novartis
Hidden Valley

Long Drive
Farthest from the Pin
Closest to the Pin
Closest to the Pin
Long Drive
Closest to the line
Closest to the Pin 3rd shot

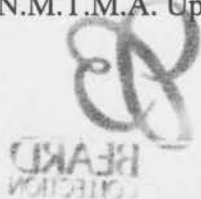
Contreras, Norman, Kennedy, Luczak-Hidden Valley Resort
-Had a skin on hole #5 with an eagle.

1st Place Boyne Highlands Team - **56**
Breighner, Anderson, Novinski, Deweerd

2nd Place Tie Hidden Valley Resort - **58**
Conlxeras,Normand,Kennedy,Luczac

2nd Place Tie Grayling C.C. - **58**
Conidin, VerHage, Wilson, Ridley

Congratulations to all the winners and thanks to all the prize donors. We hope everyone had fun this year. Thanks to all who made this N.M.T.M.A. Upnorth Scramble Fundraiser a success.



The Upnorth Scramble Committee

Ideas For Reducing High Employee Turnover

Today employee turnover is considered the most disconcerting issue facing Golf Course managers and employers. In some instances, turnover can be as high as 100 percent every year. Although turnover can be attributed to the tedious nature of some jobs, it is most important for managers and supervisors to determine what they can do to effectively reduce the number of bolting employees.

Some of the issues that I have seen that create employee resentment are malfunctioning equipment, and awkward or frustrating situations, such as the golfer who is

screaming at an employee because he happens to be running the aerifier. Here are some tips that might help make the environment your employee works in more pleasant and productive.

- Provide employees with adequate equipment and resources.
- Design work procedures that are conducive to being carried out efficiently and effectively.
- Communicate valuable information frequently and in a way they can understand.
- Create an envi-

ronment where employees feel comfortable in asking questions.

- Keep wages competitive. If other employers are paying more for similar positions, one can expect turnover to be high.
- Create an atmosphere that is relaxed but emphasizes the importance of completing tasks in a timely fashion.
- Don't make unreasonable demands on your employees. Allow them to lead balanced lives.

I feel the best supervisors are ones that get to

know their employees as people, not just workers. If you take the time to do this you will find that employees will respond to someone who cares and takes a genuine interest in them as people.

High turnover is costly for companies and very stressful for managers involved. If you make an effort to create a productive and happy environment, you might be surprised with the amount of employees that stick around a little longer.

*Kevin Henley
G.C. Superintendent
The Natural*

Mark Your Calendars!!

Michigan Turfgrass Foundation Presents:

2000 MTF Turfgrass Conference
January 17-20

- * MDA Pesticide test will be offered on-site
- * Excellent Speakers and Seminars
- * MDA Recertification Credits
 - * MTF Annual Meeting
 - * Annual Awards Dinner
 - * Carnival of Events
- * Hockey (Wed Night-Bring your gear)

Golf Carts Stolen!!!

Wicker Hills G.C. in Hale had five 1998 Yamaha golf carts stolen on October 1, 1999. Two of the carts stolen have been recovered, but are severely damaged. The three carts that are still missing have the following serial #'s:

JN 6 - 207893 JN 6 - 209301 JN 6 - 209242

If anyone receives information on these missing carts please contact:

Ken Emery: Superintendent
517-728-9971 (Golf Course)
517-728-6087 (Home)

Thank You!

NMTMA Upnorth Scramble Tee Sponsors

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

| | | |
|--|----------------|---------------|
| Fochman Carquest: Boyne City, Petoskey, Charlevoix | | 616-347-6001 |
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| The Andersons | Dave Irmen | 419-891-6484 |
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...and we encourage you to support them

For Sale

8 Foot Harley rock rake \$3000.00 OBO

8 Foot Brillion seeder. 3 point hitch \$3000.00 OBO

Call Steve at 517-734-4909 or 517-356-5789

Catch GCSAA and the golf course superintendent in October's *GOLF Magazine*

After reading *Golf Course Management* and *Newsline* (of course), you might want to move *GOLF Magazine* to the top of your reading this month. Several articles use GCSAA and member golf course superintendents as sources of information. Here is a brief synopsis of the October 1999 edition of *GOLF Magazine*:

"On Tour with John Feinstein" (pages 26 - 29) examines the course setup of the 1999 U.S. Open at Pinehurst. Feinstein gives special mention to the role played by **No. 2's certified golf course superintendent Paul Jett** and his expertise in the decision-making process.

"Whose Country?" (pages 127 - 140) provides a preview of the 33rd Ryder Cup. Included are comments from **The Country Club's golf course superintendent Bill Spence**.

"State of the Game: Technology" (pages 143 - 187) examines the various technological advancements and their impact on the game. Included are comments from **Bruce R. Williams, CGCS at Los Angeles Country Club** and **GCSAA Director of Information Services David Bishop**.

"Extra: Fall Clinic" (pages 163 - 169) provides interesting notes and facts about golf, especially pertinent to the fall. **GCSAA Director of Research Dr. Jeff Nus** explains the process of aerating.

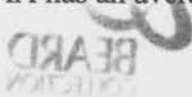
GCSAA NEWS

GCSAA membership reaches all-time high of 20,000

Continuing a decade of strong growth, membership in the Golf Course Superintendents Association of America (GCSAA) has climbed past the 20,000 mark.

Since January 1994, GCSAA membership has grown 48 percent (up from 13,300). Membership totals are computed on the last day of each month and include all membership classifications. The GCSAA membership reflects a broad spectrum of professionals, including superintendents, assistant superintendents, golf course management executives, educators, students, corporations, industry representatives and others with a vested interest in golf course management. Members enjoy the numerous services and benefits provided through GCSAA membership. A professional staff of 115 serves the membership from association headquarters in Lawrence, Kan.

"I believe the growth affirms that GCSAA membership has value for those in the golf course management industry," says GCSAA President Dave Fearis, certified golf course superintendent at Blue Hills Country Club in Kansas City, Mo. "The rapid growth over the last five years also validates the quality of services and representation the association provides for its members. It has great respect from peer organizations, but the best testimonial comes from those who continue to call themselves GCSAA members." Membership records indicate the GCSAA has an average annual retention rate of 91 percent. The average rate for associations is 86 percent.



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

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Golf Course Installations
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Precision Made Soils for all Uses
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E-Z-Go Golf Cars
John Roddy
(800) 336-1016 / (616) 938-1118

•ARCHITECTURAL DESIGN & CONSULTING•

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

...and we encourage you to support them

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



Dr. James B. Beard
International Sports Turf
Box 10065
College Station, TX 77842



NMTMA Executive Committee

| | |
|----------------|---------------------|
| Brian Holmes | President |
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| Dan Hunt | Treasurer |
| Tom Reed | Executive Secretary |
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