

# A PATCH OF GREEN

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MID-SUMMER, 1998

**INSIDE:**

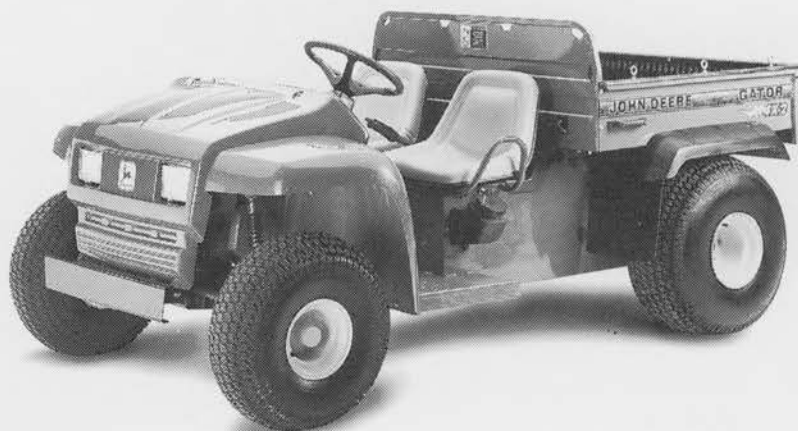
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# A PATCH OF GREEN

Greater Detroit Golf Course  
Superintendents Association

The Official Publication of the Greater Detroit  
Golf Course Superintendents Association

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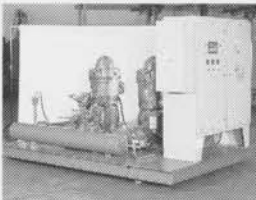
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A Patch of Green - 4 - Mid-Summer Issue, 1998

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# THE BIG EVENT

NON-METAL SPIKES MANDATORY

<b>BARTON HILLS CC</b> (ANN ARBOR) <b>10:00am</b>
<b>KATKE COUSINS GC</b> (ROCHESTER) <b>10:00am</b>
<b>LOCHMOOR CLUB</b> (GROSSE PTE WDS) <b>10:00am</b>
<b>OAK POINTE CC</b> (BRIGHTON) <b>10:30am</b>
<b>BAY POINTE GC</b> (W. BLOOMFIELD) <b>12:00noon</b>

ENTER THE 33rd ANNUAL  
TURFGRASS RESEARCH BENEFIT  
MONDAY, OCTOBER 5, 1998

**COST:\$125.00**

**HUNDREDS OF GREAT DOOR PRIZES!!**  
**CLOSEST TO PIN CONTEST/SKINS AND**  
**50/50 RAFFLE**

LUNCH PROVIDED ON COURSE  
DINNER PROVIDED AT BAY POINTE GC  
**LIMIT 100 PLAYERS PER COURSE**  
(FIRST COME BASIS)

<b>DEADLINE: FRIDAY, SEPTEMBER 25, 1998</b>
---

Sponsored by Greater Detroit Golf Course Superintendents Foundation





RECEIPT NO. 1998GD  
Retain a copy of this sheet for tax purposes

Entry Form  
**33rd ANNUAL "BIG EVENT"**  
TURFGRASS BENEFIT DAY  
**MONDAY, OCTOBER 5, 1998**

BEING PLAYED AT

BARTON HILLS CC.....	in ANN ARBOR.....	@10:00 am
KATKE COUSINS GC.....	in ROCHESTER.....	@10:00 am
LOCHMOOR CLUB.....	in GROSSE PTE WDS.....	@10:00 am
OAK POINTE CC.....	in BRIGHTON.....	@10:30 am
BAY POINTE GC.....	in W. BLOOMFIELD.....	@12:00 noon

**100 PLAYERS AT EACH SITE - \$125.00 PER MAN**

(COST INCLUDES: DONATION - \$60.00  
DINNER, LUNCH AND ENTRY INTO THE "CLOSEST TO THE PIN" CONTEST)

FOUR MAN SCRAMBLE EVENT - Low Gross & Low Net - USGA HANDICAP

**NOTE: NON-METAL SPIKES REQUIRED FOR ALL COURSES**

Name (Please Print)	HDGP	Dinner Choice (circle one)	
1.		Salmon	Steak
2.		Salmon	Steak
3.		Salmon	Steak
4.		Salmon	Steak

**No Entry processed without ALL NAMES AND HANDICAPS!**

\*

Each course is limited to 100 players (**MUST MAKE THREE CHOICES**)

1.	2.	3.
----	----	----

Confirmation letter w/directions to be mailed:

Captain Name		Address	
City	State	Zip	Phone

PLEASE NOTE:

- ☒ MANDATORY - NON-METAL SPIKES
- ☒ The **\$125.00 PER MAN**, must accompany this entry form
- ☒ Each course is limited to 100 players (**MUST MAKE THREE CHOICES**)
- ☒ SINGLE PARTICIPANTS WELCOME. Will be grouped.
- ☒ DEADLINE: Entry forms (hcps & dinner choice included) **MUST BE RECEIVED BY FRIDAY, Sept.25,1998**
- ☒ Make checks payable to **GDGCS FOUNDATION**
- ☒ MAIL ENTRY FORM AND CHECKS TO: GDGCSA, P.O. Box 173, Troy, MI 48099

DONATION FORM

*I cannot attend, but would like to make a donation to Turfgrass Research and Turfgrass Student Scholarships. Please, find enclosed my check for \$\_\_\_\_\_.*

Sponsored by Greater Detroit Golf Course Superintendents Foundation (248) 362-1108



## GIFT CERTIFICATE

This certificate is good for

**ONE ROUND OF GOLF & CARTS FOR  
"FOUR PLAYERS"**

Compliments of:

Value \$

Club Address/Phone:

Authorized Signature:

**"The Big Event" Turfgrass Research Benefit**

October 5, 1998

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## GIFT CERTIFICATE

This certificate is good for

**ONE ROUND OF GOLF & CARTS FOR  
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Compliments of:

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Authorized Signature:

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October 5, 1998

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## MERCHANDISE DONATION

CLOTHING, EQUIPMENT, SERVICES & TICKETS (DINNER, THEATRE, SPORTING EVENTS, ETC.)

Compliments of:

Club Address/Phone:

Authorized Signature:

List items: 1.

Value \$

2.

Value \$

3.

Value \$

**"The Big Event" Turfgrass Research Benefit**

October 5, 1998

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## THANK YOU

YOU WILL RECEIVE A RECEIPT FROM MICHIGAN TURFGRASS FOUNDATION FOLLOWING THE EVENT.

## PLEASE HELP PROMOTE "THE **BIG** EVENT"

Get prize donations  
Post event flyer in your club or office  
Provide copies of the entry form  
Sign-up a foursome & attend the event  
Make a cash donation  
Be a sponsor.

August 1998

Re: Golf Day/"The Big Event", Monday, October 5, 1998

Dear Members and Friends of GDGCSA,

Each year the Detroit Area, its Golf Course Superintendents and Host Clubs raise money for the Michigan Turfgrass Foundation to support turf research at Michigan State University. Subsequently, we all reap the benefits of the improvement of turf and golf courses. We also are able to help deserving scholars enrolled in the two and four year turfgrass programs at MSU.

This is the 33rd year GDGCSA will sponsor "The **BIG** Event". Last year, we donated \$27,500.00 to the future of golf, while providing opportunity for over 400 people to enjoy a great day at some of the finest clubs in the area. Only the support of our members and friends made this possible.

**As you can see, there are a number of ways in which you can join with us in supporting "The **BIG** Event" .**

- ☐ We hope you will become involved by making a donation of one or more golf packages and/or clothing, equipment and services. We welcome dinner, theater and sporting event passes. A sheet of certificate forms is enclosed on the reverse side of this letter for your convenience. The value of all donations must be included to receive a receipt from MTF.
- ☐ Please support the association and golf industry by soliciting participants for the event. Post the flyer in your clubhouse or office and provide entry forms to those interested.
- ☐ Sign-up yourself or a foursome. Remember...Club choices are honored on a first-come basis. Get your entry forms in ASAP.
- ☐ For those who are unable to attend, we will accept cash donations.
- ☐ Sponsors are needed. Call (248) 362-1108 for details.

Promptly send your donations and entry forms to:

GDGCSA  
P.O. BOX 173  
TROY, MI 48099

Thank you,

Mark McKinley and Tim Dörner  
Co-Chairmen, Golf Day Fund Raiser Committee



# on par <sup>with</sup><sub>the</sub> president



The passing of long-time affiliate member, Jim Hyde of U.H.S., brought attention on how to get pertinent news quickly to our members. With over 400 members, disseminating information is a huge task, but any member not informed about the death of a fellow member should not happen.

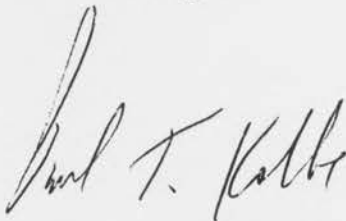
Our executive secretary, Kate Mason, is our first contact person. please call her ASAP upon word of death. Kate sends the information to all board of directors and we start to spread the word as best we can.

I feel the affiliate member is our best source of communication— With the affiliates' opportunity to contact numerous members during their daily schedules and the use of mobile phones and pagers it would be a tremendous help. I also encourage retiree members to call fellow acquaintances who they were associated with during their careers. Keeping abreast of the newspaper's obituary page will also help out.

Attending meetings and making new acquaintances will make you less apprehensive in calling them in when dealing with this sensitive issue.

Any ideas to facilitate this task would be appreciated. Don't hesitate to call with your ideas.

Sincerely,



Paul T. Kolbe

## **Texas A&M Looking For Fairy Ring Samples To Create Survey Identification Database**

**Date:** 7/6/98

**Summary:** Dr. Phil Colbaugh of Texas A&M University is collecting and cataloguing the fungi associated with fairy ring. This will be used to develop an identification database for future research efforts.

Dr. Colbaugh is requesting samples of fairy ring fungi from superintendents across the U.S. Please send samples to:

Dr. Phil Colbaugh  
Texas A&M University at Dallas  
Research & Education Center  
17360 Coit Road  
Dallas, TX 75252

Phone: 972-231-5362  
Fax: 972-952-9669

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# *In Remembrance of Jim Hyde*

## **Jim Hyde**

Native of Caro, Michigan. Father, husband. 1976 graduate of the 4-year turf program at Michigan State University. Former superintendent at Mt. Pleasant Country Club. Turf care product salesman.



Jim and I became friends during our college days at M.S.U. In the early stages of our careers, mine as greenskeeper and his as turf care product representative, our paths crossed again. Jim then became my professional partner, as well as personal friend. Sales calls were as much a reunion as they were for business. We would lunch together to visit mainly about our kids and hobbies, politics and current events...and sometimes about turf. He was always just a phone call away when I needed his help - a value far greater than the price of his product. His passing is a special reminder for all who knew him of the invaluable importance of friendship. I'll miss him.

Dave Picot  
Superintendent  
Port Huron Golf Club



*Left:* an unused **Dillennium Tine™**  
*Center:* a **Dillennium Tine™** after 14 greens. Note the slight wall thinning, yet significant use-life still remains.  
*Right:* a conventional aerification tine used on the same course and machine at the same time after only 4 greens, completely worn out.

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## **Greater Detroit and Western Golf Course Superintendents Joint Meeting**

*by Mike Jones*

This year's joint meeting was held June 29 at Travis Pointe Country Club in Ann Arbor. Host Superintendent, John Seefeldt had the golf course in great shape. Competition on the links was high; after all, both Associations were competing for the prized East - West Cup. The last three years the Western group reigned as golfing masters. This year was different. The Greater Detroit group came out in force and defeated the Western group. Another sporting cup now reigns in Detroit.

The 120 participants then had a great meal prepared by the Travis Pointe Club. Dr. Joe Vargas then addressed the group. As usual, Dr. Vargas had great information for the group on problems currently happening and possible ones with the upcoming year.

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# Ataenius Grubs Are Early This Year

by D. Smitley, Department of Entomology  
Michigan State University

## Ataenius life cycle in 1998

The black turfgrass ataenius, *Ataenius spretulus*, like all insects, develops more rapidly under warm conditions. Because of the warm weather in April and May this year, you can expect ataenius grubs to be active in early July, with peak damage occurring by the middle of July. The grubs or larvae will be pupating in late July, and adult beetles will emerge again in August. It has been warm enough this year that a *second generation* of ataenius may develop. This means that some of the adults may lay eggs in August, with larvae feeding on turf again in September. In past years we have rarely seen a second generation in Michigan, and when it happens, it tends to be much smaller than the first generation. It still may be worth checking for larvae again in September.

## Management

More than half, and more likely three-quarters, of all the golf courses in Michigan do not see any damage from ataenius grubs in any given year. Even on the 25% of the golf

courses where ataenius damage can be observed, the damage is usually localized on portions of particular fairways, and sometimes tees and greens. Because the damage is localized and variable from year to year, blanket treatment of fairways with insecticides is usually a waste of money. Instead, it is wiser to observe fairways carefully in July, and be prepared to treat hotspots when turf damage is first observed. Once damage is found, check around the areas by taking samples with a cup-cutter. Damage is unlikely if the density of grubs averages less than three per cup-cutter. Hotspots can be treated with Sevin, Dylox, Oftanol or Turcam. Sevin and Dylox may not be good choices if the pH of your water is above 7.8. Even if the spray tank is buffered, once the insecticide is in the soil the high pH of the irrigation water will cause rapid breakdown.

Another option is to apply Merit or Mach 2 in early June to areas where ataenius was a problem the year before. Once you see ataenius grubs and damage, it is too late to use these products.

## THE BIG EVENT

33RD ANNUAL TURFGRASS RESEARCH BENEFIT

*Monday, October 5, 1998*

**\$125 PER MAN  
4 MAN SCRAMBLE**

*Choose the site!*

Barton Hills Country Club (Ann Arbor)  
Bay Pointe Golf Course (W. Bloomfield)  
Katke Cousins Golf Course (Rochester)  
Lochmoor Club (Grosse Pointe Woods)  
Oak Pointe Country Club (Brighton)

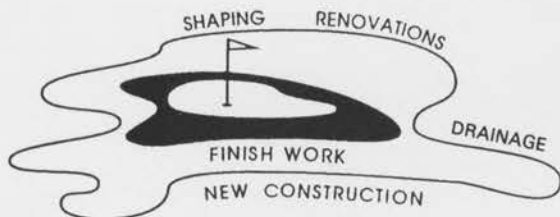
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ISSUE OF A PATCH OF GREEN**



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TERRY MALBURG  
PRESIDENT

## Condolences to:

Condolences and flowers were sent to the wife and family of Jim Hyde of United Horticultural Supply. Jim, who was 49, died from a heart attack on June 23. He had been an active member since joining in 1979.

## Congratulations to:

Carl Metzner (Superintendent at Rattle Run Golf Club) and wife Nancy upon the birth of their first child, Emalee Shae, born July 20th.

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# Pull Systems - They Might Just Be What You Need

by Jeff West

Director of Golf Operations, The Wyndgate

Job ownership has been a buzz phrase in the work environment recently. Employees taking on responsibility or ownership for a particular job or task is no different in the golf industry. Specific tasks necessary for maintaining a course are easily overlooked in the overall scheme of management. So you ask, "How does a Superintendent give ownership or responsibility of a task to his employees?" Setting up weekly meetings and explaining his philosophy is a sure way to provide frustrating results. Here at The Wyndelate we have initiated a system which has given our employees job ownership.

Three years ago I attended a seminar on lean manufacturing in the workforce. One of the key components of this management philosophy is the use of quality control boards, more commonly called "pull-systems". Any task requiring human intervention can be tracked by a pull-system and therefore capture anything an employer wishes. For golf course maintenance we wanted to take away all excuses for not correctly completing a task. Pull-systems have provided this in more ways than one.

The first pull-system we constructed was for mowing greens. Here is how it works:

Mower	Name
W-1	Ben
W-2	Maria
W-3	Emilio
W-4	Jeff

Each mower is designated by a number and color. When the employee begins work, he/she chooses a mower, then writes his/her name along side the corresponding color/number representing that mower on the "Mower Board"

When mowing is complete, the employee hangs a corresponding colored tag on the "Greens Mower" board indicating which greens were mowed.

Greens Mowers																					
	Chipping Green	Putting Green	Practice Green																		
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Sun	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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This simple act has proven useful in several ways. To begin with, we know who mowed which green, on which day, and with which machine. Many of you might say, "If you have the same people on the same machine and greens, you can capture this information without a system." I agree 100%; however, the act and thought process of an employee putting his/her name on a task goes beyond that. Ownership becomes personal. Now, when an employee hangs up his/her tag, it is there for everyone to see.

When an employee puts his/her name on a particular task, we have found that both quality and quantity go up. Improved communication has been a real bonus to our system. If a mower is not cutting precisely the way it should, employees contact supervisors immediately for mechanical repair. Cutting problems noticed by supervisors or mechanics can be tracked and corrected immediately by simply looking at the board to determine which employee used which machine on which green. This has made the mechanic's job easier and more time efficient. It is no longer necessary to drive around the course interviewing operators and checking each machine.

Quantity was another by-product of the pull-system. We cross-train extensively here at The Wyndgate and therefore we have a pretty good idea, for example, the completion time needed to mow five greens. We have found that peer pressure, created by the pull-system, has forced our crew to become more productive. If one crew member hangs an abnormally low amount of tags next to another crew member who is much more productive, it can be quite humiliating. In fact, if that person cannot measure up to the expectations of the crew, that employee usually leaves on his own accord.

Recently, we began using an afternoon shift to mow in the evening, taking advantage of less play and dry turf. Pull-systems aid the staff in knowing where an operator finished mowing. When an employee finishes his job, he not only tags what he mowed but, hangs a black tag on areas not completed. Previously it was necessary for a supervisor to ride around the course and determine what areas needed to be completed. Now when the afternoon crew arrives it is their responsibility to check the board before they begin the evening tasks.

Our success with this system led us to using pull-systems for complex mowing (trim mowing around greens, tees, and bunkers), tees, collars and approaches, fairways, and miscellaneous tasks. Even those on our clean-up crew, who are responsible for cleaning equipment, shop and cafeteria use a pull-system.

So how does this system help me? First, it frees up more time for the assistant superintendent. Instead of looking over everyone's shoulder to ensure all tasks are completed to expectation, the employee is now responsible. Each employee understands that at any given time they may be asked why there was a problem in an area they were accountable for. Instead of micro-managing each task, it allows one to spend more time on long-term planning by being proactive vs. reactive. At almost anytime of the day there is a visual account of what has been accomplished by whom, or the last time something has been completed and what needs to be happening.

Advantages of pull-systems in general:

- Staff has more free time to spend on long-term planning and leadership.
- Greater crew morale (less supervision).
- Better time management.

The program has worked so well in our maintenance department that the clubhouse staff has also begun to use pull-systems. Valet, bag room, cart storage, driving range and lockerroom employees are modifying and experimenting with pull-systems to help run departments more efficiently but, more importantly, create accountability with all employees.

I acknowledge that this system is not for everyone nor is it necessary for every golf course. Nevertheless, it has freed up some valuable time, and more importantly, a little more peace of mind for the superintendent!

## JOHN WALTER AWARD ANNOUNCEMENT

A great way to contribute to the association is by writing an article for *A Patch of Green*. Each one of us can benefit from an article that shares an experience, opinion or area of expertise. Articles that are published in *POG* are eligible for the John Walter Award (plaque and \$100). In addition, the Board has decided to continue giving a \$50 credit towards meeting expenses or dues for each article published (maximum \$100 credit) in a *POG*. The criteria is an article of 500 words or more on any topic that would be beneficial to the membership. This is a good opportunity not only to save some money for yourself or your club, but to give back to your association. Contact Awards Chairman Rick Murphy, CGCS for more information.

## Helping Them To Understand

*by Tom Mason, Golf Course Superintendent  
Birmingham Country Club, Birmingham, Michigan*

Like most golf course superintendents, I want to be respected. I want the members of the Birmingham Country Club to perceive me as a professional with a passion for managing their golf course. I want to sit in a meeting and feel as though they want my ideas and vision for their golf course. I want to feel as though I am part of the history of the club. I want to feel as though I am effectively representing the interest and well-being of our golf course maintenance staff. I want our membership to have confidence in my representing their club.

As a golf course superintendent in today's world I must be constantly trying to improve. I continue to go to turf conferences and conventions trying to improve my agronomic skills. Experience has shown me that I should spend an equal amount of time in trying to better understand and improve my interpersonal skills. It is important for any professional person to periodically stop and think about what he is saying to bosses and clients (golfers and/or members) by words or actions. How am I being perceived? Are we speaking the same language? Are they understanding the turfgrass and/or golf terminology that I use in my daily life? I have come to realize that I should periodically take some time to see things from my member's perspective.

If I am to be successful as a golf course superintendent, then I must continually be improving my credibility, my organizational skills, my leadership skills and my ability to provide value for the time my members spend interacting with me.

Credibility is a topic that is rarely discussed at golf course superintendent meetings. Credibility is trust. Credibility is faith in another person's ability. Credibility is a reason to give the benefit of the doubt. Lack of credibility is a life of frustration. I cannot ask for credibility, I have to earn it. My success begins and ends with my credibility!

Organizational skills contribute to being perceived as a credible person. As a golf course superintendent I need to be able to correctly write a letter or report. I need to return my phone calls in a timely manner. I need to be able to develop and follow policies and procedures. I need to be able to create and teach a standard of quality for work and cleanliness. I need to follow through with assigned tasks. If I appear organized, then the members at Birmingham Country Club will have confidence in my ability.

Leadership is not telling people what to do. I believe that leadership for a golf course superintendent is being proactive. I need to ask the right questions to fully understand the conditions our membership expects. I need to be able to take a good idea for an improvement and explain it so everyone can understand. I need to make everyone involved feel like a part of the finished product. I need to be able to yield to a better idea. Sometimes I need to delegate authority to others on my staff. Sometimes I need to become a good follower. Leadership with credibility and organizational skills provides the opportunity to be successful.

When a person takes the time to become involved on a committee, I believe it is important to provide value for the time that is invested. Every meeting should have an agenda. Everyone should understand the goals for that meeting. Everyone should have the opportunity to offer their point of view. Everyone should leave the meeting with a clear understanding of direction. Everyone should leave the meeting secure in the notion that it was time well spent. I want to be the person who creates value for our committeemen.

Some years I will be more successful than other years. In any event, the members at the Birmingham Country Club who have served, know me. They know that I am passionate about what I do. They know that I am an integral part of their club. They know that I have the ability to help them make their club successful. All I have to do is help them understand.



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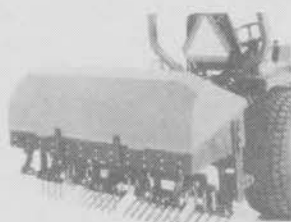
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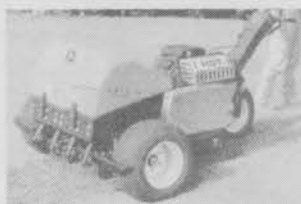
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## Industrial & Environmental News

*by Rick Murphy, CGCS*

Recently, I received from the GCSAA Government Relations Department a "Grassroots Information Packet". This packet of information was designed to help us as superintendents help educate lawmakers or other interested parties about our work. It is packaged in a convenient and professional manner.

The packet that I received included a GCSAA membership brochure, Greentips, a copy of the GCSAA Water Quality Study, a GCSAA Bookstore catalog, a press release on the GCSAA membership numbers and information on the Food Quality Protection Act (FQPA) and the Environmental Principles for Golf Courses in the United States. This is just some of the information available. Other items such as position papers, issue information, and research studies can also be provided. Basically, you can tailor-make a professional packet that can be presented to a lawmaker or other interested party to help disclose our side of the issue.

This packet of information is available from the Government Relations Department of the GCSAA. They can be reached at (800) 472-7878, ext. 610. Call me if I can help.

### Of Interest

A provision that would have required Maryland golf courses to obtain soil tests prior to each fertilizer application to turfgrass areas of more than three acres has been removed from a nutrient management bill. This happened only as a result of relentless efforts by superintendents in that state. Thank God!

A bill to increase the minimum wage to \$6.15 in the year 2000 has been introduced in the House. The bill is not likely to pass without bipartisan support.

I have recently found out that MIOSHA has audited some golf course maintenance facilities in the Detroit area over the past couple of years. Their staff has been cooperative, but wants to see a willing and good faith effort on our part to correct deficiencies in our shops. We are considering having a roundtable discussion with those superintendents going through an audit at an upcoming meeting. I would be interested to know if there are other superintendents who have gone through this process. Please call me if I haven't spoken to you about this already. We all can gain from your experiences.

# Heritage Award Essay

In 1996 GDGCSA initiated the Heritage Award to recognize individuals in non-turf related post graduate secondary education, whose parents are members of our association. The recipients are selected on the basis of an essay. This year's participants' essays were based on their response to the following question: *The impact of golf on the environment has received much press during the past couple years. Please describe your views, positive or negative, on how the sport of golf and its playing field effects our environment.* Award winners for 1997 were: Kelly Renee Ashworth, daughter of Craig Ashworth and Megan Lynn Kirtland, daughter of John Kirtland. If you have questions about the Heritage Award, contact Awards Chairman Rick Murphy, CGCS.

## Essay by Megan Lynn Kirtland

Where I lived in Michigan I never really thought about how golf courses affect our environment. They are always beautiful to look at with their perfectly manicured greens and fairways and landscaped flower beds. There is no problem keeping the courses looking green and lush because in Michigan we do not have an immediate water supply shortage. However, now that I live in Arizona, as a student of Arizona State University, I realize how much care a golf course needs and what it takes out of the environment.

A major portion of Arizona is desert. The water supply comes from a large basin that lies under a portion of California, Nevada, and Arizona. It is not an endless supply. In order to have grass grow and be green in this area, it must be watered constantly. This is why you do not see it very much. It does not grow naturally. Even so, golf courses are being built all the time. The natural desert environment is changed, and in addition to that, unthinkable amounts of water are used to make them attractive for people to play on. In Michigan when I see a golf course, it is no big deal. It seems to fit the area. Out here, it is not right. It seems unnatural. The desert, at first glance, may just seem to be a dry and barren place with a few cacti growing. A closer inspection, however, provides an entirely different perspective at an eco-system that is so completely different from that of Michigan. There are hundreds of plants and succulents that thrive in the desert climate. Along with the botanicals come many insects, birds, reptiles, and mammals. These species of plants and animals are not meant to live in a green, landscaped environment.

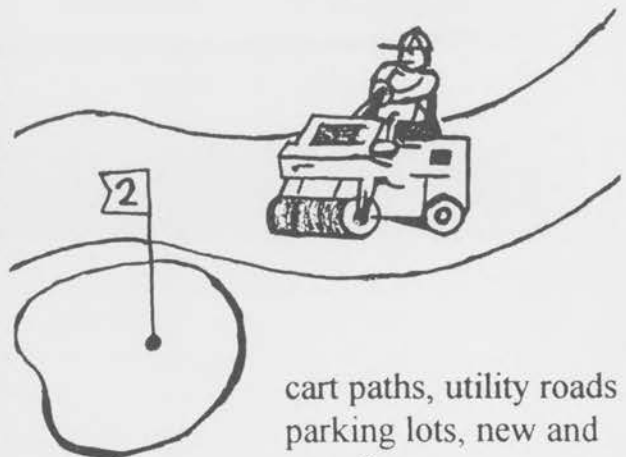
The rain problem that exists in Arizona is also very prevalent in Michigan, and that is: how many golf courses are enough? One or two golf courses in Arizona are not going to make much difference to the environment or the water supply. Golf is such a popular and profitable sport though, that the demand for courses has caused building to be virtually non-stop. Certainly there are not as many golf courses in Arizona as there are in Michigan. If that were so, it would not be a desert anymore and water supply would be a major issue and concern. It seems that any town that I go to back in Michigan is in the process of building at least one new golf course. The point that I would like to make is that our natural environment is absolutely fantastic. People do not mind destroying a desert area because they do not see its beauty, even

though it is there. Michigan is full of magnificent forests, rolling meadows and environmentally prosperous areas. If people could only see what they had, they would not be so eager to destroy it and build another golf course. Living out here in Arizona has made me realize how much people take Michigan's natural beauty for granted. I know I did.

Golf is a wonderful sport, and it definitely has a place in our society. It can be played by virtually anyone and is a great way to spend time relaxing and being outdoors. However, the construction of more and more courses seems to be sheer unnecessary destruction of nature. There are more than enough courses in our state for a person to play, some of the courses being the top in the country. We need to take a break from building and start enjoying what already exists, whether it be in Arizona, Michigan, or anywhere.

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## Evapotranspiration and The Soil Moisture Reserve

By: David B. Beck, P.E.  
David B. Beck & Associates, Inc.  
Ann Arbor, Michigan

In the last issue of *A Patch of Green* the Irrigation Corner presented a brief description of historical ET rates for southeast Michigan.<sup>(1)</sup> Table 1 was presented and represents historical average ET and precipitation rates for turfgrass throughout the irrigation season. Using the historical ET data, and soil moisture reservoir information presented in the Winter 1997 issue of *A Patch of Green*<sup>(2)</sup> (Table 2), inferences can be drawn on normal irrigation intervals for southeast Michigan turfgrasses. The maximum irrigation interval is the time or number of days between irrigations and is determined by subtracting cumulative daily ET from the size of the soil moisture reservoir.

**Table #1**  
**Historic Average Daily ET Data for Southeast Michigan. (Inches/Day)**

Month	Average Daily ET (in)	Avg. Daily Rain(in)
March	0.02	0.07
April	0.06	0.10
May	0.12	0.11
June	0.18	0.09
July	0.21	0.09
August	0.19	0.10
September	0.12	0.09
October	0.06	0.08
November	0.02	0.07

Reference 3): Toro Rainfall - EVAPOTRANSPIRATION Data. 1966.

ET is generally measured in units of inches on a daily basis. As an example, if 0.2 inches of water are used from a soil profile as would be expected on an average day in July, 0.21 inches of rainfall or irrigation must be used to replace the lost moisture at some point in the near future. If a golf course has an ET rate of 0.21 inches of water for three days without any irrigation or rainfall, the soil profile will have the equivalent of 0.63 inches less water. The soil moisture reservoir is also measured in inches per foot of soil or, as displayed in Table 2, total inches of available water to the turfgrasses in a 4 inch root zone.

**Table #2**  
**Soil moisture reservoirs for various soil types using a 4 inch root zone.**

Soil Type	Available Water (in)
Coarse (sand)	0.33
Moderate Coarse (sandy loams)	0.5
Medium (loams, silt loams)	0.66
Mod. Fine (clay loams)	0.7
Fine (clays)	0.75

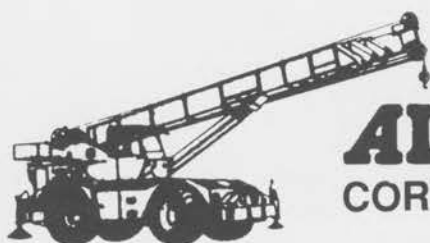
Using the peak irrigation month of July as an example, an expected daily ET will be approximately 0.21 inches. When related to sand soils in Table 2, 0.21 inches of ET will deplete a sandy soil's moisture reservoir by more than half in one average day. Sand soils will require nightly irrigation in July since a two-day cumulative ET is 0.42 inches and exceeds the

sandy soil's total holding capacity. Two straight days of 0.21 inches of ET without irrigation or rainfall will totally deplete the soil moisture reservoir and severely stress the turfgrass. Finer textured soils such as loams and clays have larger soil moisture reservoirs and theoretically allow a larger irrigation interval. Most golf courses are constructed with sand greens and many times with sand tee boxes. As experience will tell most superintendents, in July, nightly watering is required on sand greens, tees, and fairways to prevent turf water stress. This nightly irrigation is a result of the small soil moisture reservoir in a sand and not a higher ET rate for the grass in those areas.

In reality, daily ET varies dramatically during the peak irrigation season in July. During periods of maximum ET when the temperature is hot, humidity is low, and winds are high, it is not uncommon to see daily ET rates approach 0.25 to 0.30 inches. During these excessive conditions turf areas with sand root zones will become severely stressed within a single day. Syringing of sand greens offers a method of cooling the turf grass to slow ET and provides a small amount of water to refill the turf root zone and allow the turf to more readily survive to the next irrigation that night. During periods of less than maximum water use such as in the spring, fall, or during seasonal cool periods, lower ET rates will allow a longer irrigation period since less water is drawn from the soil moisture reservoir. By tracking daily cumulative ET, golf superintendents more readily predict future irrigations and take advantage of natural rain events.

#### REFERENCES:

- 1) Beck, D.B.; 1998. Evapotranspiration, *A Patch of Green*, The Greater Detroit Golf Course Superintendents Association, Spring 1998 pp. 19
- 2) Beck, D.B.; 1997. Soil Moisture Reservoir, *A Patch of Green*, The Greater Detroit Golf Course Superintendents Association, Winter 1997 pp. 11
- 3) Toro Rainfall - Evapotranspiration Data. 1966.



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# Communication

## *The Cornerstone of Professional Relationships*

### *Introduction*

Few vocations demand such a wide range of knowledge to ensure professional success as does that of the golf course superintendent. Employers take it for granted that you know the technical side of turf management. Increasingly though, employers expect you to also be proficient in:

- Communication
- Financial management
- Environmental compliance
- Stewardship of natural resources
- Long range planning
- Personnel management

Of all these, communication may be the single most important contributor to employment longevity and enjoyment. In many cases, your employer and other constituents (golfers, members, committee members, etc.) are not especially knowledgeable about golf course management. It is up to you to keep them informed about your cultural and agronomic practices - why you are doing what you are doing and when you will be doing it.

Synonymous with communication is building relationships. You build trust and confidence when you share information and listen to input from your employer and other key parties. Clear and continuous communication ensures that expectations are verbalized, progress is discussed, challenges are addressed and, as the saying goes, "everyone is on the same page."

The benefits of good professional relationships and accomplished communications include:

- Greater job security
- Better compensation
- Heightened job satisfaction

These are tangible benefits that can be realized if you take the time and make the effort to open lines of communication with your employer and management team, especially your president, general manager, board of directors, green chairman, members and golfers. To be effective, communication must be proactive, continuous and clear and driven by a genuine desire to build rapport, as well as deliver information.

### ***Communication is the Foundation of Good Professional Relationships***

Like personal relationships, professional relationships are built on communication. In the case of professional relationships, it is your responsibility to take the initiative and start the dialogue.

Communicating comes naturally for some people; for others, it's a bit more difficult. In many cases, other tasks are given priority so communication and relationship building fall by the wayside. If you are fortunate enough to be a "people person" you probably have had - and probably will continue to have - a very successful career. If you prefer to avoid people and communication, you might want to consider practicing your people skills and getting more comfortable with that aspect of your job. Aside from being a good manager of turf, communication is the single most important skill you can possess to advance in all areas of your career.



Improving your relationship with your employer and your job standing is dependent on how indispensable and approachable you make yourself. Effective communication is the best way to show that you have expertise.

## ***Communication Lets You Take Control***

Communication is at a premium in the golf industry. There are no silver bullets for job stability, but skillful communication and effective relationship building come close.

As a golf course superintendent, much of what you deal with is not within your control. Weather, employees, golfers, turf diseases, insects and wildlife are just a few of the things that can unexpectedly affect your day - perhaps your career. If you are an effective communicator, you already have the lines of communication open. You have an established storehouse of trust and confidence. When something does go wrong, you've got a means of letting your employer know about it and a reserve of confidence to draw from.

If you are perceived as competent and if you have built trust through your professional relationships, you will generally weather the storm.

## ***Types of Communication***

Communication takes place in many different ways, but it can be divided into two general categories: formal communication and informal communication.

### **Formal Communication**

Formal communication is generally driven by your employer and consists of the written and oral reports your employer expects on a regular basis. Among other things, formal communication includes written reports, regularly scheduled one-on-one meetings and weekly staff meetings. This category of communication is very important. It is essential that these presentations be thoroughly planned, error free and easy to follow.

Formal communication is an excellent way to:

- Deliver specific information
- Convey competency
- Contribute to an efficient and effective operation
- Build relationships

If executed well, formal communication helps build your image as a competent professional.

### **Informal Communication**

Informal communication is less easy to define, but is just as important to your career as formal communication. Informal communication is where the majority of professional relationship building takes place. When done with regularity and enthusiasm, informal communication is an excellent way to gain visibility, establish trust and confidence and build professional relationships.

The possibilities are almost endless but following are a few tried-and-true examples:

- Introduce yourself to golfers on the course and in the clubhouse
- Get to know committee members
- Be near the clubhouse when important groups finish play
- Invite new members to your maintenance facility
- Post course information for players on bulletin boards
- Be visible on the golf course
- Write a regular column for your facility's newsletter
- Play golf with your employer
- Attend tournaments

## **How To Win Supporters and Influence Employers**

### **36 Tips for Building Successful Professional Relationships**

(These tips cover a range of employment situations and may not be applicable to everyone.)

#### **Employers**

1. Play golf with your employer, golfers, and other managers at your facility. Point out improvements, problems and planned solutions and general turf management practices that your playing partner(s) may not be aware of. Ask for and listen to their input.
2. Golf with your employer at other facilities; he/she usually becomes your biggest supporter after seeing other courses. If your course is better managed, you look like a star. If your course is not as well managed (you should know that before going there with your employer), use your visit to illustrate similar improvements you would like to make on your course.
3. Be sure your employer, green committee members and/or board receives copies of *Golf Course Management* magazine and *Leader Board*, the GCSAA newsletter targeted to golf course decision makers.
4. Attend green committee and/or board meetings. Develop an agenda for green committee meetings, publish meeting minutes and distribute promptly.
5. Provide committee members or board members with an attractive binder. Encourage them to place long range plans, progress reports and meeting minutes in the binder. Distribute timely articles, reports, *Leader Board*, etc. to be inserted into the binder.
6. Send appropriate agronomic and golf management articles to your employer and attach a handwritten note with a few brief thoughts related to the article. Stay up-to-date on turf management research. Share what you learn with your employer and explain what the findings mean or how it could affect your course.
7. Hold employer meetings in the maintenance facility. Host periodic tours of the golf course and maintenance facility. Be sure to highlight turfgrass research areas and discuss the value of maintenance equipment.
8. Hold an annual orientation for green committee members.
9. Invite new board or committee members to tour the course and the maintenance facility with you. Take him/her to lunch.
10. Invite your employer to GCSAA-related events such as educational seminars, chapter meetings and the annual conference and show.
11. Write thank-you notes to your employer and other managers at your facility when appropriate. For example, send a note after attending conference and show or education seminars paid for by your employer.
12. If you are emotionally upset about an issue, wait 24 hours before discussing it with your employer. You will be much calmer and more rational after a cooling-off period.
13. During meetings with your employer, write down all of the important points discussed. It shows professionalism and serves as a reminder for later reference.

#### **Golfers**

14. Learn and use the names of active golfers at your course.
15. Place comment cards in the pro shop, golf cars or restaurant. Design them with your name and title clearly visible so golfers know you are asking for course-related input. Include a line for the golfer's name so you can send a letter thanking him/her for the input and addressing the concern or compliment.
16. Post a long-term calendar with regular maintenance activities clearly noted in a prominent spot for all golfers to see. Let golfers know what you are doing on the course, when you will be doing it and how it will affect play.
17. Post daily updates in a visible location to communicate current course conditions. Use photographs to better illustrate what you are describing.
18. Document changes on the course using before and after photos to remind people "what you've done for them lately."

19. Contribute to your facility's newsletter by writing a regular column. Sign it and use your photograph. Be sure to discuss what's happening on the course and why it's happening. This lets your golfers know *why* a green was slower, *why* a tree was cut down around the ninth tee box and *why* water was standing on the fifth fairway.

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### LF II 14-2-12 w/ PCNB

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- ◆ Easily spread through a rotary spreader unlike other granular control products.
- ◆ For use on all cool-season grasses

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20. Publish monthly lawncare tips in your facility's newsletter.

21. Present a workshop for your golfers on home turf care.

22. Post the current "Par for the Course" schedule.

23. Maintain high visibility on the golf course. Eat lunch in the clubhouse daily. Maintain a high profile in the clubhouse. Talk to golfers to get first-hand input. Post your name and title in the clubhouse or restaurant and print your name on the scorecard. Note your title on your turf utility vehicle so it can be seen by golfers.

24. Write every new club member a welcome letter and invite each to lunch. Offer to play golf with your golfers and keep a sign-up sheet in the clubhouse.

25. Write a letter of congratulations to the new club champion every year.

26. Attend member meetings and annual meetings; present a "State of the Union" slide show at the annual meeting describing activities that have resulted in improved golf course conditions or budget reduction. Attend tournaments and other events at your course. Take your spouse (if applicable) to appropriate functions.

27. Conduct a seminar for your golfers or members focusing on course etiquette. The seminar could include proper repair of divots and ball marks, raking a bunker, golf car rules, a discussion of alternative and metal golf spikes and other topics.

28. Sponsor a golf outing early in the season. Point out wildlife and improvements made over the winter, show how to repair a ball mark, how to rake a bunker, etc.

29. Host an open house at your maintenance facility. Get your employees involved. In cold weather climates, offer coffee and hot chocolate in the maintenance facility during the winter. This invites golfers into the maintenance facility to see everything you do during the winter.

#### Community

30. Take advantage of all opportunities to establish yourself as a resource in the community. Introducing yourself to local media and speaking to local civic and school groups is a valuable way to promote your course and your profession. Keep your employer updated on these activities and pass along your positive experiences.

31. Prior to the start of new construction projects or prior to unique maintenance practices, write a letter to residents around the course notifying them of the upcoming work. Include the start date and anticipated completion.



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## General

32. Keep GCSAA's GreenTips, Media Sourcebook, Media Relations Guidebook, Environmental Media Relations Guidebook and Emergency Communications Guidebook on file for easy reference. Mail or hand out appropriate sections when questions arise.

33. Have first-class signage to direct individuals to the maintenance facility. Inside your facility, display nameplates on the superintendent's office door or desk and the names of the assistants, mechanic, foreman, and others on a bulletin board.

34. Consider the name of your maintenance facility. If you currently call it a "barn" or "shed," change it to something indicative of its importance such as turf maintenance center, environmental resource center, course management facility, turf and training resource facility, etc.

35. Promote your maintenance capabilities by stenciling the year you purchased a piece of equipment on its front. Every time golfers and your employer see the equipment, it reinforces how well you have taken care of that investment. When it is time to purchase a replacement, obtaining approval should be easier.

36. If you make a mistake, admit it and apologize. If you turn the sprinkler on and get someone wet, follow up with a letter of apology. It lets them know you care.

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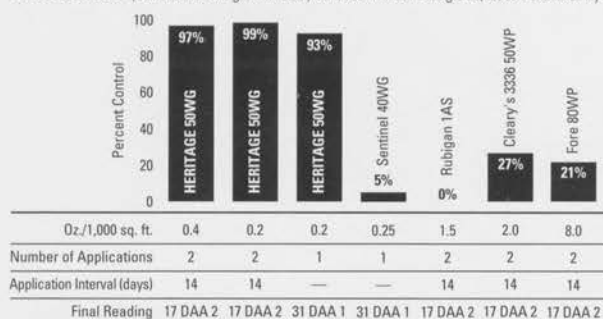
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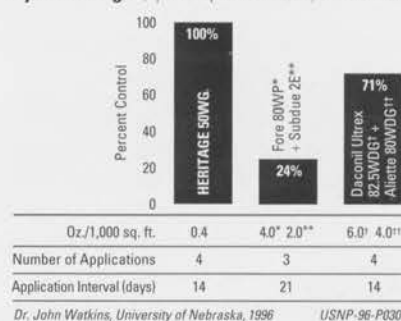
For more information, contact your authorized Zeneca Distributor, or call Zeneca Professional Products Toll Free at 1-888-617-7690. [www.zenecaprofprod.com](http://www.zenecaprofprod.com)

### Anthracnose<sup>1</sup> (*Colletotrichum graminicola*) on 80% Annual Bluegrass, 20% Perennial Ryegrass



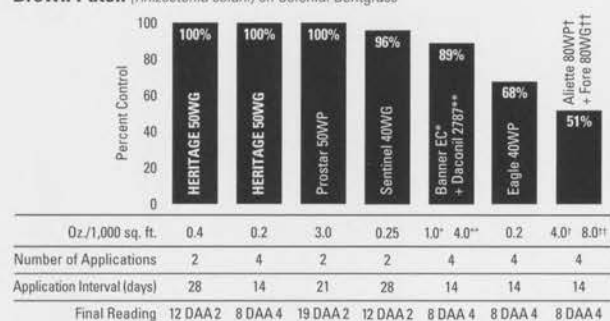
Dr. Don Scott, Purdue University, 1995 US 67-95-P354  
<sup>1</sup> Also isolated from plots: 2 species *Rhizoctonia*; 3 species *Pythium*; and several species *Phytophthora*.

### Pythium Blight (*Pythium aphanidermatum*) on Perennial ryegrass



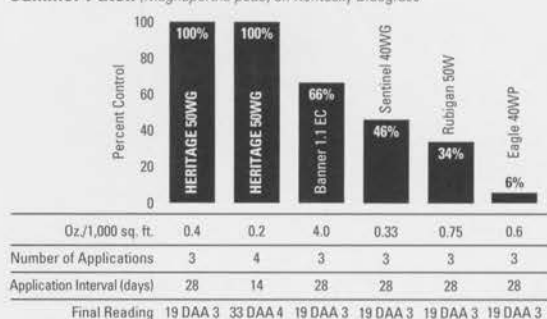
Dr. John Watkins, University of Nebraska, 1996 USNP-96-P030

### Brown Patch (*Rhizoctonia solani*) on Colonial Bentgrass



Dr. Pat Sanders, Penn State University, 1994 US 66-94-P356

### Summer Patch (*Magnaporthe poae*) on Kentucky Bluegrass



Dr. Bruce Clarke, Cooke College, Rutgers University, 1994 US 66-94-P362

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## Board Meeting Highlights Knollwood Country Club Tuesday, July 7, 1998

### **FINANCE (McKinley)**

Association Checking: \$3,132.08 Savings: \$20,661.68

Foundation Checking: \$1,006.59 Savings: \$21,892.47

### **MEMBERSHIP (Thommes)**

Membership 421. Applications approved - 5

### **EDITORIAL (Dorner)**

Ad and insert for Golf Day will be in next (Mid Summer) issue.

### **EDUCATION (Murphy/Jones)**

July 30 - GDGCSA supports "The Invitational" at Links of Pinewood, fundraiser for turfgrass research and junior golf.

August - Dinner meeting @ Oakland Hills

September - Annual meeting @ Indianwood

Oct 29 - Fall Management Meeting - Novi Hilton

Nov 10 - GCSAA Regional Seminar

Dec 8 - Birmingham CC - Superintendents Only

### **SPECIAL OLYMPICS (Thommes/Schall)**

Besides \$20,000 donation sent to Special Olympics, a dishwasher and lawn swing were purchased for Group Care Facility in Flint, home of our "special" participants.

### **GOLF DAY (McKinley/Dorner)**

Committee meeting to be in July. Entry form to be inserted in next Issue of POG.

### **AWARDS (Murphy/McKinley)**

Turfgrass Scholarship - Applications ready mid August. Minimum grade point stressed. Available only to seniors. Students encouraged to assist at Golf Day. Presentation will be at Golf Day. Minimum of six applicants per program (2- and 4-year) must be received for awards to be given.

### **SOCIAL (Schall/Abbott)**

Picnic: Sunday, August 23 @ Kensington Park, Novi (East Boat Launch).

Food will probably be catered.

Clem Wolf from Classic: Oct, Maple Lane GC

Christmas Party: Saturday, Dec. 5, Grosse Ile GC.

### **MICHIGAN ROOM (Jones/Abbott)**

Planning to begin with other chapters. Reservations to be made soon.

### **WELFARE (McKinley)**

Condolences and flowers were sent to the wife and family of Jim Hyde of United Horticultural Supply. Jim, who was 49, died from a heart attack on June 23. He had been an active member since joining in 1979.

Phone Chain still being considered.



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## Board Meeting Highlights Knollwood Country Club Tuesday, June 2, 1998

### FINANCE (McKinley)

Association Checking: \$1,504.54 Savings: \$22,438.57  
Foundation Checking: \$389.43 Savings: \$8,943.46

### MEMBERSHIP (Thommes)

Membership - 417. Applications approved - 4

### EDUCATION (Murphy/Jones)

June Mtg - Joint with WMGCSA  
Site: Travis Pointe. Date: June 29

### SPECIAL OLYMPICS (Thommes/Schall)

Event was successful. Good attendance. Over \$20,000 raised.

### GOLF DAY (McKinley/Dorner)

Committee being formed. First meeting to be in July.

### AWARDS (Murphy/McKinley)

Turfgrass Scholarship - Applications ready mid August. Minimum grade point stressed. Available only to seniors. Students encouraged to assist at Golf Day. Presentation will be at Golf Day. Minimum of six applicants per program (2- and 4-year) must be received for awards to be given.

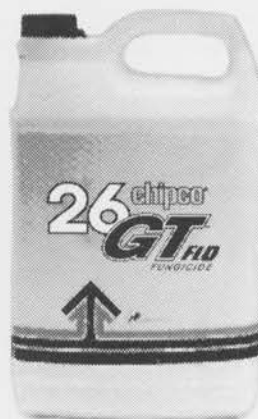
### SOCIAL (Schall/Abbott)

Picnic: Sunday, August 23 @ Kensington Park, Novi (East Boat Launch). Food will probably be catered.

### MICHIGAN ROOM (Jones/Abbott)

Planning beginning with other chapters. Reservations to be made with GCSAA and Headquarters Hotel soon.

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# New Member Roster

Note: If you are a member of GDGCSA and are not listed in the roster or in the following pages, please contact Kate Mason at (248) 362-1108.

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O-(248) 693-3330  
FAX-(248) 693-3398  
E-mail: dmmoritz@hotmail.com

**PLOSKI, DAVID R.**  
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St. Clair Shores, MI 48082  
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FAX-(810) 293-3054

**RYDER, THOMAS R.**  
CLASS CN  
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620 Spartan  
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(SHARON)  
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## MAKE THESE CHANGES TO YOUR ROSTER:

**BARNO, TIMOTHY (pg.32)**

O-(800) 224-5328, ext. 119

FAX-(800) 224-5329

**METZNER, CARL (pg.54)**

FAX-(810) 329-3372

**BULLINGER, CHRISTOPHER (pg.34)**

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**GILL, THOMAS (pg. 41)**

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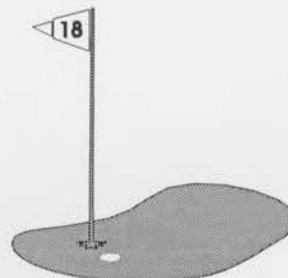
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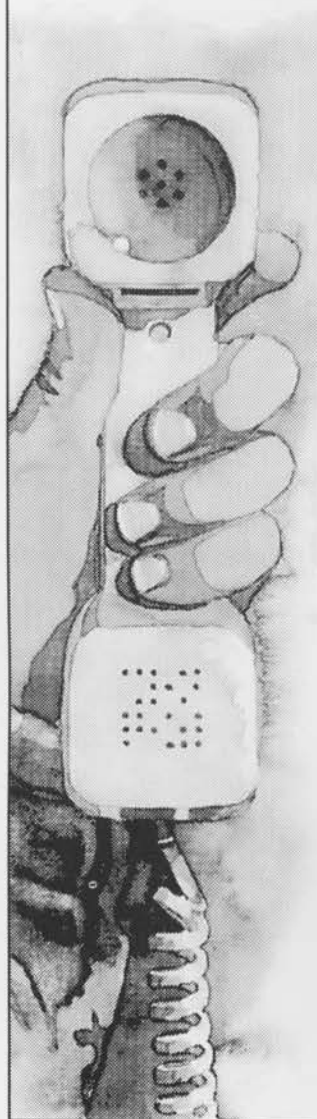
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## GDGCS 1998 Calendar

Aug. 6	Links of Pinewood	"The Invitational"
Aug.	Site & Date TBA	Picnic
Sept.	Site & Date TBA	Annual Meeting
Oct. 5		Golf Day "The Big Event"
Oct. 29	Novi Hilton	Management Meeting
Nov. 10		GCSAA Regional Seminar
Dec. 8	Birmingham CC	Superintendent Only Meeting

## Mid-Michigan GCSA 1998 Calendar

Aug.	Site & Date TBA	
Sept. 28	The Dream - West Branch	Golf Day MTF Fundraiser
Oct.	Site & Date TBA	Annual Meeting

## Western Michigan GCSA 1998 Calendar

Aug.	Mullenhurst	
Sept. 21	Cascade Hills	Golf Day MTF Fundraiser
Oct.	Site & Date TBA	Annual Meeting
Nov.	Kent CC	Fall Party

## Northern Michigan Turf Managers Association 1998 Meeting Schedule

Aug.	Site & Date TBA	
Sept. 15	Charlevoix CC	NMTMA Fundraiser
Oct.	The Heathlands	Onkama

# GREATER DETROIT GOLF COURSE SUPERINTENDENTS ASSOCIATION

P.O. BOX 173 • TROY, MICHIGAN 48099 • TEL (248) 362-1108 • FAX (248) 362-1736

## APPLICATION FOR MEMBERSHIP

I hereby apply for membership in the Greater Detroit Golf Course Superintendents Association, which is an Affiliate Chapter of the Golf Course Superintendents Association of America.

Name:	Spouse:	
Home Address:		
City:	State:	Zip:
Business/Club:		
Business Address:		
City:	State:	Zip:
Mailing Address: (Check One) <input type="checkbox"/> Home <input type="checkbox"/> Business		
Home Phone:	Office Phone:	Fax:
Are you a GCSAA member?: <input type="checkbox"/> Are you a CGCS (Certified Supt.)? <input type="checkbox"/>		

## PRESENT POSITION

Title of Current Position:
Starting Date of Current Position:

## PAST POSITIONS HELD

From/To	Title	Place of Employment	City/State

Each application must be signed (attested) by two members (SUPERINTENDENTS) of GDGCSA, who certify as to the reliability of the applicant's information as stated above.

Attestor:	Date:
Attestor:	Date:

If accepted, I hereby certify that I will observe the constitution and by-laws of the Greater Detroit Golf Course Superintendents Association and the Code of Ethics of the Golf Course Superintendents Association of America.

Signature of Applicant:	Date:
-------------------------	-------

*Do not include a check with this application.*

## FOR GDGCSA USE ONLY

Date Application Rec'd:	Date Approved:	
Amt. Due:	Date Paid:	Check No:
Class:	Membership No.:	
Signature (Membership Chairman):		

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