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Spring 2011

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Inside:

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Solutions for Emerald Ash Borer**

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Greater Detroit Golf Course
Superintendents Association

The Official Publication of the Greater Detroit
Golf Course Superintendents Association

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2003 GDGCSA Award Winners

Distinguished Service Award — Jim McGuire

Jim has been a member of GDGCSA since 1985. Jim has been very active in our organization for years. As many of you already know, all you have to do is ask and Jim will be there. Thanks, Jim for all of your support and effort over the years!

Heritage Award — Zachary Sheman

The Heritage award is given each year to an individual(s) in non-turf related postgraduate secondary education whose parents are members of our association. Zachary is attending the University of Michigan and studying engineering. He is the son of Dan Shemon, who represents Simplot Partners Inc.

John Walter Award — Jim Keller

Jim received the John Walter award for his article "Changing Perspectives" that appeared in the Summer 2002 Issue of *A Patch of Green*. Jim is the Superintendent of The Jackal Golf Club in Brighton and has been a member since 1990.

MSU Turf Scholarship 2-Year — Scott Hillyard

Scott is a 2-year student at Michigan State and is graduating in March 2003.

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on par ^{with}_{the} president



What an interesting time to be involved in the Greater Detroit Golf Course Superintendents Association. There's so much new and exciting on the horizon that I thought I'd share a few things with you.

We are initiating a program to get new members more involved in the association. The Membership Committee will be assigning new members to a committee to serve for a year or two so that they can learn what goes into running a part of the organization of which they are a member. The Committee will also be encouraging veteran members of the Association, especially those members who attest a new member's application, to serve as mentors, invite those new members to meetings, introducing them to the membership and assisting them in their acclimation. I believe this will get new members

involved and will show them what a great membership we have.

For several years there has been talk among the chapters in this state about the possibility of creating a statewide superintendents association. It's never gone beyond casual conversation because there wasn't much support for the idea. At the MTF conference in January representatives of the four Michigan chapters agreed to meet this spring, along with GCSAA to explore this idea. The meeting is set for March 26 and we will be reporting back to the membership to let them know what was discussed and if any further meetings are planned.

The Golf Day Committee will be meeting soon to plan this year's event and they have some ideas to make it even better. Our goal has always been to have an enjoyable day of golf at a great course, a fine meal and raise some money for turfgrass research. The Committee will be exploring ways to keep this event viable and more attractive to the clubs as well as the golfers.

In closing, I'd like to thank Past President Roy Szyndlar for his many years of service to the Board of Directors and the Association. Among his many accomplishments, he was instrumental in getting the Policy Book published. The " Little Green Book" is great help to all Board Members in answering questions regarding procedures, policy and operations of this organization and I personally refer to it frequently.

I'd also like to welcome John Cooney to the Board. His willingness to step up and accept the challenge of service I'm sure will prove to be one of the most rewarding experiences of his career.

Hope you all have a great spring and I'll see you at the Can-Am meeting in April.

A handwritten signature in dark ink that reads "Ron Abbott". The signature is written in a cursive, flowing style.

Ron Abbott

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GDGSCA To Cancel Annual Special Olympics Outing

*By Brian Schwehofer
Indianwood Golf & Country Club*

As many of you know, the GDGSCA holds an annual golf outing/auction to benefit Special Olympics of Michigan. Over the past 21 years, our association raised over \$250,000 in funds, donated to the Special Olympics. It is a rarity for a professional organization such as ours to accomplish such a goal, and something for the association and its members to be proud of.

Despite our past success, as we began 2003 the association needed to re-evaluate the future of the annual Special Olympics event. Declining participation and lack of enthusiasm shown by the majority led us to question the event's feasibility. When the fundraising efforts first began 21 years ago, the goal of the association was clear; to make a difference for the Detroit community. Since our initial efforts, the goal has remained unchanged. However, over the past 10 years, participation has declined by almost 50% from a high of 165 players in 1994 to only 85 in 2002. In addition, out of the 85 attendees in 2002 only 35%, or 30 attendees, were class A and SM members. This was actually high compared to the average of only 25% A and SM member participants over the past 10 years.

Given these percentages, asking for advertising support from our industry suppliers has become a difficult task. In addition, auction items donated continued to be generous, but poor attendance has lead to items being sold for far less than retail value. As you are aware, our charitable contribution comes mainly from these advertising and auction revenues.

With this information, it is with regret that the Board of Directors has decided to cancel the Special Olympics event. Over the past 21 years, through the hard work and dedication of committee members, volunteers and our industry suppliers, the association has developed a strong tradition of giving back to the community. Our association remains committed to helping our communities and looks forward to the time when we can once again focus on these fundraising efforts. We would like to encourage our members still interested in supporting Special Olympics to participate in one of two local Special Olympics golf outings held annually. Contact GDGSCA for more information.

The association would like to add its thanks and appreciation to the many people and businesses that have contributed a great deal of time, energy and resources over the years without whom such an impressive achievement could not have been realized.

Water Use Issues Swirling Again

*Gregory T. Lyman
Turfgrass Environmental Education Specialist
Michigan State University*

In The Rearview Mirror

Over the last year the allied "Green Industry" has been committed to developing future water use policy and involved in the legislative process. The golf course industry along with its brethren in the agricultural industries are considered high profile users of irrigation water. Other high profile users of water include a variety of manufacturing interests, hydro-electric cooling systems, the mining industry and municipal supply systems to name a few. Bills were introduced by committees of both the Senate and House of Representatives last year as a result of public concern over future water use, potential diversion outside of Michigan and individual property owner rights to water. Those bills were intended to create a new permit system for the installation of high capacity wells (70 gallons per minute). The impact for the golf industry was that rather extensive and potentially expensive hydro-geological studies would have been required to complete the permit. The package of bills introduced last year died on the vine during the legislative process and never made it to formal discussions on the floor of the legislature and hence were never offered up for a vote.

I feel it's important to understand the basis for this recent flurry of water use legislation and policy making. After all, we reside in a water rich state and most regions of Michigan have plenty of water available for everyone. Why create strict use standards? One of the primary reasons for enacting water use guidelines is to prevent diversions of "our" water to destinations outside the Great Lakes Basin. The drought cycles experienced in many parts of the nation over the past few years along with continued population growth in the arid southwest has prompted some serious inquiries to transport water out of the Great Lakes region. This issue has prompted a move to create water use standards for those users within Michigan in order to better control the potential uses of water outside of the state. More recently, the Ice Mountain Water plant in Mecosta County has raised public concern over water use and rights by individual property owners. In the Saginaw area, property owners in several rural areas are alleging that the use of irrigation wells by nearby potato growers has impacted their domestic wells and several cases are now in the local courts.

What's Happening Now??

Last fall a committee was appointed by the Michigan Department of Agriculture to develop a set of Best Management Plans (EMP's) for the use of irrigation water by agricultural producers. They are expected to be completed sometime this spring. When completed, the turf industry will use the document as a platform to develop a more specific set of BMP's for irrigating turf. The MTF has been involved in the process and has appointed a group to review the document being created by the MDA. Stay tuned for more updates as the process advances.

The legislature has been active again this session in dealing with the water use issue. The first one to emerge is House Bill 4087 and its intent is quite different than the bills introduced last year. It is designed to create a conflict resolution system for water withdrawals. For example, if a domestic well is being negatively affected by a nearby high capacity well (those with the capacity to withdraw more than 70 gallons per minute), then the property owner would have the option to contact the MI Department of Environmental Quality (DEQ). The DEQ would be required to investigate the situation and attempt to broker a deal between the well owners. High capacity well owners will be required to correct the problem if they are found to be responsible for diminished water use of the other property owners. The intent of this bill is to provide a system of resolution for these situations by the state agencies rather than going directly to the court system. A second bill is being introduced by the Senate - Senate Bill 289. It is a new and revised version of last year's permit system for new high capacity wells. It is not clear yet if existing wells will be affected by this bill. These bills will likely make it to the floor of their respective chambers and be debated publicly. Golf course irrigation has always been considered a high profile and high volume user of water. These bills may sharpen the focus on the amount of water used on golf course properties over the coming year. I am currently preparing a summary of water use on Michigan golf courses that will be compiled from the water use reports that you have been submitting over the last few years.

Water Issues *(continued)*



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The Road Ahead

Stay tuned for more news. I urge you to put this issue on the program for discussion at your monthly meetings so you can stay informed. The MTF has been actively involved in the discussion of the current bills and has communicated the potential impacts on the turf industry to the legislators and state agencies. We plan to develop a BMIP for water use on golf course properties and a means to easily evaluate your use of water. Most professionals that are familiar with golf courses recognize that they have the ability to efficiently use water and have advanced technology available to deliver water and monitor use. The MTF is committed to being proactive and creative in this arena. On the horizon will be a system for you to easily document the implementation of conservation practices and efficient use of water on your property.

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2003 Michigan Room

*By Jon Shreve, CGCS
Lakelands Golf & Country Club*

This year's Michigan Room was another resounding success thanks to the many vendors that contributed so generously in tough economic times. We couldn't have an event of this scale without your generous support.

I would like to thank the many committee members and volunteers who helped organize this year's Michigan Room. Without the cooperation of the other chapters, we couldn't have as successful as a room as we do each year. In addition to Mike Fouty our co-chairman, I would like to thank John Fulling and Joe Jehnsen from the Western Chapter, Steve Hammon from the Northern Chapter and Jim Naugler from the Mid Chapter for all of their hard work. Also, thanks to the turf students from Michigan State and Dr. Trey Rogers for providing the students.

This year's room was special in that we honored two very deserving individuals from Michigan: Jon Maddern, CGCS and Gordy LaFontaine. On Thursday night we had an informal presentation on Gordie's behalf and likewise honored Jon Maddern on Friday night. Many friends and family members were on hand to listen to the many well-deserved accolades to these fine gentlemen.

The Michigan Room seems to get bigger and better each year and consequentially more expensive. All of us on the committee would welcome your help in planning next year's event in San Diego. I am of the opinion that we may want to scale back to a one night room to keep the costs down, while still providing a quality room to meet and greet old friends from around the country that still have ties to Michigan.

Last but not least, many thanks go to Kate Mason, who keeps track of expenses and revenue and keeps us updated on the progress. As stated earlier, I am looking forward to next year and certainly welcome any and all suggestions that you have in organizing next year's room in San Diego.



Left - New GCSAA President Jon Maddern is flanked by wife Beverly and daughter Heather

Right - Kalamazoo Country Club Superintendent John Fulling enjoys the camaraderie of others at the Michigan Room



Another Strong Showing By Team Michigan at Superintendent's Hockey Tournament

By Jeff Frentz
Oakland Hills Country Club

Fort Erie, Ontario - Team Michigan didn't bring home any hardware from the Superintendents' Hockey Tournament, but the trip was considered a success on many levels.

A format change for 2003 realigned the two former divisions, consisting of six teams, into three divisions with four teams, playing a round robin. This would mean that the top two teams out of the three divisions would play for the championship, with the number of goals scored as the tiebreaker. Team Michigan knew it would need to score often, and that they did.

The first test would come from the top seeded team from Kitchener. A quality team that possessed a fair amount of speed and a top-notch twine-minder. The pace was lung burning from the get go and it seemed that Kitchener would score a fair amount of goals, but Team Michigan controlled the play after about five minutes into the game. Tim Osborne, Osborne Industries, has been a standout in the tournament for many years and this game would be no different. Tim scored two goals in the first period to set the pace. Steve Tate, TDI International, had too much speed for Kitchener to contain as he broke in from the redline on a breakaway, firing one past the goalie. The final score was 4-1, Team Michigan, but the first star of the game went to "Steady" Eddie Heineman from Water's Edge CC. Eddie was a force on defense, which posed quite a problem for Kitchener.

Team Michigan's next game was against Niagara. Knowing they needed to score more goals than four to make the finals, Coach DeBusscher made some needed adjustments to the lineup. In what was called a great team effort, Team Michigan controlled the flow and the puck, holding Niagara to 10 shots for the game. Coach DeBusscher's decisions between games proved too much for Niagara with a final score of 7-1, Team Michigan.

The final game of the round robin was against a quality team from Toronto. Team Michigan not only needed to win this game to get into the finals, but to have a chance for the trophy they would need to score more than the last game. In a very tight game early on, Toronto committed three penalties in a row,

each resulting in a Team Michigan goal. Controlling the point and play for the deadly power play unit was Jim Van Antwerp from John Deere Landscapes. Jim's shot from the point proved too heavy for the Toronto goalie. Up 3-1 with five minutes left in the third period Michigan needed more goals. Coach DeBusscher decided to pull the goalie. The decision resulted in four goals and a Team Michigan victory.

Unfortunately, 18 goals were not enough for a trip to the championship game. Team Michigan needed one more goal to make the finals. The consolation game was won by Team Michigan by a score of 7-4, solidifying third place with a record of 4-0 for the tournament. Even though going undefeated wasn't good enough this time to win the tournament, Team Michigan still showed its dominance and will be back in 2004.

Team Michigan would like to thank all of its sponsors for their generosity during this annual trip. Without you, the trip wouldn't be possible.

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Finally, Team Michigan would like to thank the tournament organizers for putting on a great event. It would not be possible without all of you. A special thanks to Coach Ken DeBusscher. Team Michigan is very thankful for all your hard work and the organization you put into getting us there. Thanks, coach.



Don't Mean To Bug Ya!

By Chad Palicke, CGCS
Gowanie Golf Club

The summer of 2002 was very interesting for many of us superintendents and assistants alike. As if the drastic changes in weather, slashed budgets, and West Nile Virus weren't enough, there was the discovery of a new pest that will significantly influence many of our golf courses.

This nuisance I speak of is the Emerald Ash Borer (EAB). This is a new, exotic insect in Michigan that is overwhelming the ash tree population. It is estimated that Michigan contains 700 million ash trees within its forests and another 300 million planted in commercial and residential landscapes. Currently, it is believed that this insect is found in one area in the entire United States, that being Southeast Michigan (the Counties of Wayne, Washtenaw, Macomb, Monroe, Livingston, and Oakland... to include parts of Ontario). But the insect is spreading and once an EAB infestation has taken place, treatment of the ash tree must occur or it will result in certain death. The population of the EAB has been increasing tenfold per year, has infected hundreds of thousands of ash trees in our area, and may be considered more devastating than Dutch Elm Disease. Researchers only recognized this pest last July and have determined it entered our area roughly five years ago in cargo shipments from Asia.

Basic Biology

The EAB borer adult is a 1/2" long, dark-metallic green beetle that appears from mid May through late July. They remain active during warm and sunny days feeding on tree foliage and laying their eggs on the bark and trunk crevices. The eggs usually hatch a week later, producing larvae that chew through the bark and into the cambial tissue of the tree. The larvae feed back and forth on the phloem tissue leaving, S-shaped galleries filled with fine frass. The insect then overwinters in a shallow chamber as a full-grown larva, from which pupation begins in early spring. The EAB emerges as an adult in mid to late May to repeat their destructive one-year life cycle. The borer damage occurs with the larvae feeding on the phloem and outer sapwood of the ash tree. The feeding galleries produce girdling, in turn causing cambial disruption and eventually death to the tree.

Symptoms

The EAB attacks all sizes and ages of the ash tree populace. Particular symptoms to look for include: 1) thinning and/or yellowing of the foliage, 2) the proliferation of suckers, 3) woodpecker holes and injury, 4) scarring and/or S-shaped tunneling beneath the bark, 5) D-shaped emergence holes in the trunk, and 6) death/dieback of the tree. It is important to thoroughly inspect each tree...

healthy or not. The tree may contain the borer but won't show any immediate visual signs of decline. It is also important to identify these symptoms to isolate the distinction between EAB and another common problem - Ash Decline.

Control

Research into corrective treatments by Michigan State University and the Michigan Department of Agriculture commenced in the fall of 2002 and has rendered no immediate results. It is believed there may be no real long-term eradication to the EAB; but rather a reasonable control through integrated pest management. IPM should include: 1) sanitation, 2) diversity in new plantings, 3) cultural methods, and 4) chemical treatments.

Sanitation

The thought behind controlling the EAB through sanitation involves prompt removal of dead trees and those that are 50% declined. Leaving these trees only act as a breeding haven for the insect. Furthermore, after the ash tree is cut, the branches and wood must be properly disposed of utilizing chipping, burial, and/or burning. The Michigan Department of Agriculture has established "MDA-Approved Chipping Sites" within the quarantined counties. The wood must be chipped into 1" pieces to be effective and before it can be transported out of the area. Burning and burial of the infested wood may take place on the golf course property considering available space and local ordinances. It is imperative not to give the contaminated wood away to local citizens. Many of these people will transport the wood to cottages up north for firewood, thus distributing the problem.

Diversity in New Plantings

Back when Dutch Elm Disease destroyed much of the elm population, there was a demand for a quick replacement of the lost trees. The ash was a very popular selection and overpopulation occurred. And with the onset of many new building developments, this instance is occurring again with many other varieties of trees (i.e., spruce and maples). Diversity in plantings simply involves using a variety of trees consisting of a different genus and specie. Any grouping of trees in a mono-stand is susceptible to a variety of different problems. Diversity will aid in any one particular problem from evolving into an epidemic.

Cultural Methods

Trees are a crucial aspect of many of our golf courses - they define the layout and play of a hole, they add character, and they affect the course appearance. And

being golf course superintendents, most of us have predisposition that trees are self-sufficient and therefore require little maintenance. But trees are no different than the turfgrass that we intensively manage. Proper watering, fertilization, and pruning are all determining factors in the pest resistance, trees growth rate, and overall health.

Chemical Treatment

The final part of IPM is chemical treatment of an infested ash tree. Treatments can be costly; therefore, it is important to analyze your particular situation, budgets, and worth of each ash tree. Sometimes it may be more sensible to save money on chemical treatments and opt for planting a new diverse stand of trees. It is also important to recognize that chemical treatments may not work on heavily infested trees, due to prolonged damage. The following are current Emerald Ash Borer treatment options:

Option 1- Root/Soil injection of Imidacloprid

This is the practice of injecting the rooting area of the tree with the insecticide, which is then translocated throughout the tree thus, killing the borer. This annual treatment would take place in either the fall or spring.

Pros:

- safe chemical to handle and to treat with
- effective on other types of borer
- no damage to tree occurs
- fertilizer can be tank mixed with insecticide

Cons:

- expensive
- must make initial purchase of application equipment

Option 2 - Trunk Injection of Imidacloprid or Bidrin

This is the practice of trunk injecting the tree with the insecticide, which is then translocated throughout the tree, thus killing the borer. This annual treatment would take place in the spring.

Pros:

- safe chemical to handle and to treat with
- effective on other types of borer

Cons:

- expensive
- may require a certified arborist for application
- may cause mechanical damage to tree
- must make initial purchase of application equipment

Option 3 - Trunk/Foliage Spray of Cyfluthrin, Curbaryl, Acephate, or Bifenthrin

This is the practice of spraying the entire tree with the insecticide, which kills the borer on contact. This annual treatment would take place in the summer.

Pros:

- less expensive than other insecticide treatments
- no damage to tree occurs

Cons:

- potentially hazardous to applicator
- must be completed while golf season is in play
- poses potential drift & environmental concerns

Option 4- Drilled Trunk Insecticide Injection of Orthene

This is the practice of drilling a 3/8" hole into the tree and placing an insecticide capsule in the hole. The insecticide is then translocated throughout the entire tree, which kills the borer. This annual treatment would take place in the spring.

Pros:

- less expensive than other insecticide treatments
- safe chemical to handle and to treat with
- effective on other types of borer
- no initial costs involved

Cons:

- causes mechanical damage to the tree
- not recommended for long-term prevention

Note: The chemical insecticide treatment recommendations for EAB are based on reasonably effective treatments made for other similar native borer insects we routinely attempt to manage in Michigan. Please consider that we have performed no university-based research on the efficacy of insecticides on the EAB, a new exotic pest; hence, the recommendations are based on only conjectural information. Dr. David Roberts (MSU)

The EAB is a relatively new nuisance to our area and our industry. The results are going to be distressing, but we as superintendents ought to be prepared. And although your particular course may not have the insect present, it may be advisable to have some type of action in place while keeping the golf club informed. We must act and not react, we must keep informed and network our own findings and we must be environmentally and fiscally responsible. It is doubtful that the EAB presence will be totally eradicated, but through properly applied integrated pest management the affect may be less devastating.

For more detailed information and updates on the EAB visit:

www.msue.msu.edu/reg_se/roberts/ash/index.html
www.michigan.gov/mda

I would like to give special thanks and recognition to David Roberts, Ph.D., David Smitley, Ph.D., Deborah McCullough, Ph.D., and others involved in the challenging research of the Emerald Ash Borer.



The Interview Challenge

By Mark D. Kuhns CGCS

You are sitting in your office when it hits you like a ton of bricks; the realization that it's time to move on. You need to search for greener pastures or fairways, in our business. Your job doesn't give you that fire in your belly anymore and you've lost that spark that gets you out of bed every morning. The people you deal with are beginning to wear you down and your budgets are not staying ahead of inflation. You know you can do a better job if you only had more to work with. You're in search of more money, job security, job satisfaction or a new challenge. Whatever your reason, you have reached the wall and it's time to climb over the top.

Knowing where to look for that next challenge can be a challenge in itself. The grapevine is the usual starting point. GCSAA job referral service and your local chapter job notices are a great resource. Your network of previous employers, friends, educators and other professionals within the industry may prove to be very beneficial in your new job search. Influential people can easily observe your hard work and proven results. These individuals will be your best support throughout the search process.

The first step in making a change is to update your resume. Your resume started the day you were born. Realistically, your resume started the day you began working at your first job. Building a resume includes not only work experience, it also includes formal training and other forms of education. Resumes should be limited to one page if possible. The use of a professional service is advised in order to reflect a truly professional image. A professional can guide you through the process and eliminate information that may not be required. The resume should be concise and factual. Cover letters should also be to the point and contain only that information pertinent to this situation.

Unless you are well known and have had many years of successful experience, it may be very difficult to move on to your next job without some type of formal education. It will be almost impossible to secure your first job in this industry without formal education in Turfgrass Management. Many universities offer 2-year certificates or associates degrees as well as the more traditional Baccalaureate (4-year) programs in Turfgrass Science. Many universities and small colleges offer short courses that may be beneficial for individuals looking for a continuing education approach. GCSAA offers many courses and seminars geared toward broadening our experience and education in all aspects of golf course management. Whatever direction you take on the college ladder, the college experience will soon be the rule and not the exception to future employment in this industry. Many students in the 2-year programs already have 4-year degrees in business, finance, agriculture, horticulture etc. These individuals will have an even broader base to navigate the increasingly more administrative role of

today's superintendents. Advanced degrees will expand your opportunity base if you decide to venture into other areas of the industry such as sales or research.

Your past and current work experience will play a major role in securing that next position. From your summer internship to your current position, where you work can be a major factor on the resume. If you're a student, you need to build a resume and you must select a course where you can learn and grow as a professional. High profile courses aren't necessarily the best places to learn. Sometimes a more hands-on situation at a lower budget facility can provide a significant learning experience. If you are fortunate enough to work at a tournament or high profile club and have a good educational experience, this can be a bonus on the resume. Having worked at a grow-in situation may prove invaluable in your next search. Sometimes courses will recognize the superintendents you have worked for and their accomplishments. All of these factors may prove beneficial down the road.

Securing interns at golf facilities has become a very competitive situation. Turf managers now realize they must provide interns with all of the necessary elements to succeed in their Careers. Salary shouldn't be a limiting factor in securing an internship or selecting interns. Consideration should be given to the fact that most students need to pay their tuition and other expenses. Housing interns has become a standard perk at facilities with aggressive intern programs. To secure the most talented interns, turf managers increasingly find themselves setting up displays at job fairs and promoting their facilities at various universities. Many managers will use promotional videos, maps and brochures to demonstrate the many positive aspects of their facilities. Superintendent or assistant, intern or other you now must traverse the long winding trail of the interview process.

After all the phone calls, all the letters and all the resumes, you pushed your way in the door and are finally going to get that coveted interview. The interview process is probably the most important step you will have to navigate on the trail to the next level in your career. Dress appropriately and always wear a suit and tie for the formal interview. Be prepared to dress golf casual if the committee takes you on a walking tour of the facility. If you have two years or twenty-two years of experience, you will have to communicate to others that you are the right man for the job. All of your years of experience and education are major factors in moving on to that next job. When you are competing against professionals with similar experience and education, your skills in the interview process will prove to be the deciding factor. If you didn't already know, your verbal and writing communication skills are vital to the success of your career. Anything you can do to enhance your verbal and writing skills will pay off in dividends down the road.

The interview process could be as simple as meeting the superintendent or chairman over coffee and being offered a job, or it may be very complex. Be yourself, show confidence and don't hesitate to demonstrate your abilities and talents. Without being brash or forward, tell the committee why you are the best candidate for the job. The process could take several hours or several days to complete. Many courses retain search firms to locate their candidates and narrow the field. Sometimes these firms will send in a facilitator who will conduct the entire process from start to finish. Persons associated with these firms usually compile a list of candidates selected from previous lists in their file or names provided by the committee. This is where your network comes into play and recommendations from key persons at your previous facilities may have significant impact in getting your foot in the door. Fellow superintendents, educators, PGA or USGA officials, past or present grounds chairmen and golf professionals are just a few of the individuals that can make a huge difference in your move to that next position. Don't burn your bridges. If you want the job, have these key people make a call or write a letter. A significant letter writing campaign can prove to be beneficial as the process progresses. Have you done your homework to prepare for the interview? If you want this job bad enough, you will have to know every detail about this facility. I can assure you if you don't, the next candidate will. There are many details about the course you will need to know prior to the actual interview. Do you know the history of the club and any special events it held in the past? Is the salary adequate for the demands of the job? Are the budgets adequate? Is the irrigation system in need of repairs or replacement? Is the equipment in good shape or does it need replaced? Are there areas on the course in need of renovation or improvement? What condition are the buildings in? Is it time for a major overall? Are the crew and staff adequate to achieve your short-term and long-term goals. These are just a few of the many topics you will have to cover in the interview process. The better the job you do of covering these topics, the better your chances of moving on to the next phase of the interview.

Make arrangements to visit the course in advance of the interview. You should always contact the current or interim superintendent prior to any visit. Depending on the circumstances, the previous superintendent may provide a tremendous amount of valuable information about the course and the committee you are dealing with. You may want to call distributors and regional reps in the area to discuss equipment and irrigation needs. These individuals may also be useful in evaluating disease control measures and cultural practices pertinent to the area. USGA Agronomists and Turfgrass Professors in the region may provide a wealth of information about local conditions. In pre-interview visits, many individuals are using the latest forms of technology to prepare for the interview. The use of laptop and hand-held computers is not uncommon to take notes and prepare reports for the interview committee. Digital cameras can be very useful in presenting a graphic view to the committee when time is short between the visit and the interview. I know of one individual who wrote a ten-page report with color pictures

and presented it to the committee the next day. Times have changed and we must take full advantage of the resources at hand. If you prepare a report for the committee, be concise and accurate. Reports should include short-term goals (first 6 months) and long-term goals covering course conditioning, equipment, irrigation system etc. Limit your report to ten pages or less. You must be creative and innovative in your approach to a successful interview.

A portfolio of 20 to 30 pictures showing significant highlights of your career and turf management practices may be a very significant factor when the final decision is made. Pictures may include a crisp step cut around a green or well-maintained bunkers. Other shots may include a group picture of a well-dressed crew or a clean and organized maintenance facility. Whatever you decide, do it in a professional way. Pictures should be large enough to highlight details clearly and they should be crisp and clear. Use captions to describe what the pictures represent. Keep it simple use several words or a sentence or two. Don't go overboard on details. The pictures will say enough to get the point across. One portfolio will suffice. If introduced at the start of the interview, each interviewer will spend a few minutes looking it over. If done in a professional manner, the portfolio may prove to be a major source of discussion during the interview. Some individuals may use slide shows or power point presentations. Whatever you do, have it approved by the committee prior to the interview. Time is often a limiting factor when there are a number of interviews scheduled for the same day. If you reach the final cut in the interview process, you may have a visit at your current facility by one or more of the interviewers. Most superintendents strive for perfection and should not have a problem with a visit. Be prepared well in advance. The visit may occur without your knowledge. Keep your shop and equipment area clean and organized; the course will speak for itself. Be prepared for the unexpected.

It is very difficult at times to keep secret the fact that you are interviewing for another job. Networks between clubs are strong and sometimes confidentiality goes out the window when one individual decides to make a phone call to your current facility. If you are sincerely planning a move to another position, key people will know and it could eventually reach the ears of your employer. Be prepared for the worst-case scenario. You may have some explaining to do with your current employer. If your employer confronts you, be honest and factual and most of all, don't lose your cool. These situations have a way of eventually working out. Changing jobs is never easy and only you can decide when the time is right to make a change. You may work four or forty years at one location. Change can be refreshing and invigorating. Always be prepared to hit the wall. Most importantly be prepared to scale the wall and attain new heights. You may not be selected in your first few interviews, but you will gain valuable experience that will eventually lead to success. When you do land that next position, it will revitalize your spirit and you will again jump out of bed in the morning and walk with a spring in your step.

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 participant's essays were based on their response to the following question: ***Describe you own perceptions of the role of golf in the American society today, and how your life has been impacted by your parents' involvement with this industry.*** In this issue, 2003 award winner Zachary Sheman shares his article with us. If you have questions about the Heritage Award, contact Co-Awards Chairmen John Cooney or Mike Fouty.

by Zachary Sheman

"Booyah!" my dad yelled out as the ball rolled into the hole after the second bounce. He gave me a high-five as we celebrated my eagle chip-in from 150 yards out. It was the perfect weekend: all the golf my dad and I could play, a beautiful course, and spending time with my dad.

Golf is a game that brings families closer together. One of my earliest family memories is sitting together in the family room watching Jack Nicklaus in the final round of a golf tournament. Golf is the only sport that everyone in our family could agree on and participate in together. We would take weekend getaways and play golf together. After a stress-filled week for everyone in our family it was nice to be able to spend time together doing something that we all loved doing. Golf is a great way to relax and forget about the daily grind of life. The atmosphere of a beautiful golf course is incredibly peaceful and relaxing.

Golf is also a game that brings friends closer together and it is a great way to make new friends. It was great way to break up the long summer days when I was younger to get three other friends together and go out for a round of golf. You can find out a lot about your friends and their personalities by joining them in a round of golf. For instance, you come to a long, dogleg par five. Do they cut the corner and go for the green in two or do they lay up? It has everything to do with their personality. Someone who is more shy and timid will almost always lay up while a loud boisterous personality will confidently go for the shot but sometimes come up a bit short. People who tend to take great care in everything that they are very

careful about every shot in golf. Sometimes I couldn't find anyone to play with so I would go out alone. I would play with whoever I was paired up with. At first it is a little awkward to play golf with someone that you have never met before. I have found that with an open mind I have met some very interesting people on the golf course.

The philosophy of golf is beneficial to society because it can be carried over into other parts of life and can be used as a tool for self-improvement. The idea behind golf is playing your personal best to achieve the lowest possible score. Every time you play you strive to improve your game and score lower. What is unique about the game is that there is no such thing as a perfect game, only a personal best. Also, planning ahead is essential. A nice



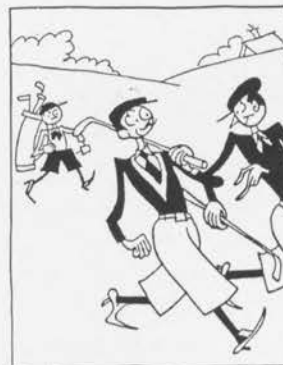
looking shot in golf is only a good shot if it also sets up the next shot. This philosophy applied to other areas of life can help individuals become more

productive and plan ahead. If we are always aware of where we are going in life and where our next "shot" is, our purpose in life will always be well defined. We will always strive for our personal best, living up to our full potential as individuals.

My father's involvement in the golf course industry has helped me better appreciate golf courses and golf in general. Because of his involvement in the industry, I have been exposed to a wide variety of golf courses from 9-hole, family-owned courses to large private country clubs. One summer I even had the opportunity to work on a golf course. I learned how much work goes into keeping a course looking nice. I found that one or two bad decisions can destroy a golf course and that many times good decisions go unnoticed by most people. My work was very detail-oriented and I realized that in order to have a beautifully manicured golf course you must be meticulous about everything. There is a certain way to do everything and many parts of the course need to be groomed daily. Now when I play golf I look for the details to see how well a course is being maintained and how much effort is being put into making the course immaculate.

Golf as a game is fairly simple; it involves hitting a small white ball into a hole. But as simple as it is, golf's potential is incredibly powerful. It can bring

families together that might not otherwise have anything in which they can participate with each other. It brings friends closer together and makes friends of people who have never met each other. Watching a player's strategy can tell us a great deal about their personality, and when carried over into other parts of life, golf's philosophy has the potential to improve lives. It has shown me the value of attention to detail in all aspects of life, including my classes, music studies, and while working. But most importantly, golf has provided me with some of my fondest memories while growing up. I can't wait until the next time my father and I can share a round of golf.



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Future Farmers of America (FFA)

What do the FFA organization, our youth, and golf have to do with each other?

By: Mike Jones, CGCS

An American Farmer Degree Recipient from the FFA

Year in and year out, labor is always a key to our success on the golf course. As a superintendent, how would you like to have a labor source that provided motivated, enthusiastic individuals, and that had a strong work ethic as well as leadership skills? Many of us may have such a labor source in the high school next to us. The Future Farmers of America is one the largest youth organizations in the country. *Their Mission is Premier Leadership, Personal Growth and Career Success through Agricultural Education.* They really could be called Future Leaders of America. If you were involved with FFA in high school you know what I mean. If you have not heard of the FFA, you need to get to know more about this organization.

The FFA is not a club! Rather, it is an integral part of the agricultural education program. Students in over 7,226 chapters benefit greatly from the dynamic impact made by the FFA organization. Over 455,000 young people (ages 12 to 21) are involved. Their agricultural education program really has three elements to it:

- **Classroom** - This is the instruction component of the program, but more hands on than most classes.
- **FFA** - Students learn "real life" situations. Through these experiences they develop leadership skills and prepare for future careers.
- **SAE** - An SAE, Supervised Agricultural Experience, is an agricultural program that the students create and carry out. Whether it is their own business or working for another, students learn the value of responsibility and job opportunities.

These students have the opportunity to partake in career development events. There are over 17 events ranging from Ag sales/service to dairy judging, to floral design, to landscape/nursery, to livestock evaluation, etc. They also expose the students to numerous leadership skills, such as public speaking, parliamentary procedure, community service and so much more. From all this, students develop their own personal supervised agriculture experience program. They develop specialized skills that will apply towards a future career. Members then have an opportunity to compete in certain proficiency

awards on the local, state, and national levels according to their work programs.

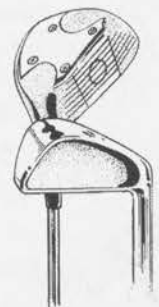
This is where I think many of us could benefit. It is an opportunity to shape a child's life and help develop leadership skills, work ethic, and gain a valuable employee. Also the schools are very excited about the involvement of us with the students. I know of some superintendents that have schools grow their annual flowers and then have them planted by the students. What a win/win for both the school and the golf course.

Today I am on the state FFA Foundation Board thanks to Gordie LaFontaine's support. I hope many of you would go to your local schools and become involved with this group. I think it is great opportunity to gain quality employees and teach others of our profession. This is a personal passion of mine to help the FFA. I know that I would not be where I am today without this organization. The things that I learned and the direction and support of numerous people have affected me deeply and shaped who I am.

I think it would be so enriching for any one superintendent to have an opportunity to touch such a young life in a positive way. So please go to your local schools that have an FFA chapter and let them know you want to help. If you do not know of a local chapter, please call me 313-881-8112. I have the list of chapters for the entire state of Michigan. There are many chapters in urban areas as well. I have one close to me right here in Detroit.

To sum it all up, the FFA motto has twelve short words that all members live by:

**Learning to Do,
Doing to Learn,
Earning to Live,
Living to Serve.**



Begin Planning for PDI Implementation

During the 2000 conference and show, GCSAA members passed an addition to the association's by-laws creating entry and maintenance standards for Class A members. These standards go into effect July 1, 2003 - just a few short months from now. What does this mean for you?

A personal PDI scorecard was mailed to you in September, 2002. The scorecard noted what your membership requirements are, depending on whether you are a Class A, Superintendent Member or Class C member on July 1. Refer to that letter for detailed information regarding your personal membership status.

For more information about PDI, search the "All about the PDI" section at [GCSAA Online](#) or contact [Duane Patton](#), manager of member standards, at (800) 472-7878, ext. 690.

Class A Members

Essentially, the scorecard says that if you are a Class A member, you will be grandfathered through the new entry requirements for Class A membership. However, you will need points to maintain your Class A status. In May, GCSAA will send you a letter outlining your first renewal period, which will be either a three-year, four-year or five-year term. If you are selected for less than a five-year term, your required points will be prorated to fit that time frame. The initial renewal period applies only for this first renewal cycle, so that all Class A members do not come up for renewal at the same time. After the first term, all renewal periods will operate on a five-year cycle.

Superintendent Members or Class C Members

Superintendent Member or Class C members have two options: 1) Remain in their current class - all membership benefits will remain the same; or 2) Qualify for Class A status. In order to qualify for Class A status, you must be currently employed as a superintendent, have three years experience as a superintendent, earn three points (a minimum of two education points are required) and provide proof of a pesticide license or earn a passing score on the GCSAA IPM exam.

Nomenclature Change

In addition to the change in membership qualifications, there will be nomenclature changes in the way GCSAA refers to renewal requirements. Previously, education credit had been awarded through Continuing Education Units or CEUs and other credit had been awarded through Professional Development Units or PDUs. That nomenclature will change with the implementation of the PDI July 1. Education credits will be called "education points" and other credit will be termed "service points." This change has been made to more accurately reflect the type of credits awarded. For a complete list of opportunities available for service point visit [GCSAA Online](#) or call the service center at (800) 472-7878.

Look for more PDI information in *Newsline* in the coming months.

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Our club's investment in Water Management Specialists' drainage system is one of the best investments we have made."

Stewardship Celebrities

*By Debbie Schwartz
Michigan Environmental Stewardship Program*

Congratulations to Tom Mason, Greg Pugliesi and Tavis Horton from Birmingham Country Club, Jeff Sweet from Bucks Run Golf Course, Matt Warba from Leslie Park Golf Course and Dave Coote from Wyandotte Shores Golf Course. These folks deserve a tip of the hat for demonstrating exceptional

compliance, safety and overall protection of natural resources.

Birmingham Country Club and Bucks Run Golf Course were presented with a certificate by Jack Knorek, Michigan Department of Agriculture and Amy Butler, Michigan Department of Environmental Quality, at the Turf Conference in January.



Left to right: Jack Knorek, MDA, Amy Butler, MDEQ, Jeff Sweet, Bucks Run G.C., Greg Pugliesi, Tavis Horton and Tom Mason, Birmingham C.C., and Debbie Swartz, MTESP

Wyandotte Shores Golf Course received their certificate during a MTESP workshop that they were hosting at their facility this winter. The local press attended the event and printed an excellent article on Dave's accomplishments that outlined the history of the course. The property was a BASF chemical manufacturing site for many years and then authorized as a SUPERFUND site to foster the clean-up and remediation. In the 1990's, a formal relationship with the City of Wyandotte evolved and the golf course was designed and constructed. Dave was involved with the final transformation of the

environmental diligence and recently becoming certified in the Michigan Turfgrass Environmental Stewardship Program! To become certified, each course needed to ensure compliance with state laws that apply to pesticides, fertilizers, fuel, wells, emergency response and equipment washing. Special attention was placed on the protection of surface water (lakes, streams, wetlands, etc.) and water wells since that in essence protects our drinking water.

Each property had its own unique challenges that were addressed in order to become certified. Tom, Greg, Tavis, Jeff, Matt and Dave should be proud of their accomplishments as they have substantially reduced environmental risks and increased

property and it is currently an exceptional place for local recreation - now that's a golf story!!



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Leslie Park Golf Course was awarded their certificate during an Ann Arbor City Council Meeting. It was a delight to have the mayor and other city officials present at this event to further recognize Matt's accomplishments and dedication to environmental protection.

Please remember to congratulate Tom, Greg, Tavis, Jeff, Matt and Dave the next time you see them and feel free to ask them any questions you have regarding their involvement in the stewardship program. Bravo!



Left to right: John Hieftje, Ron Olson, Matt Warba, Jayne Miller, City of Ann Arbor, and Debbie Swartz, MTESP

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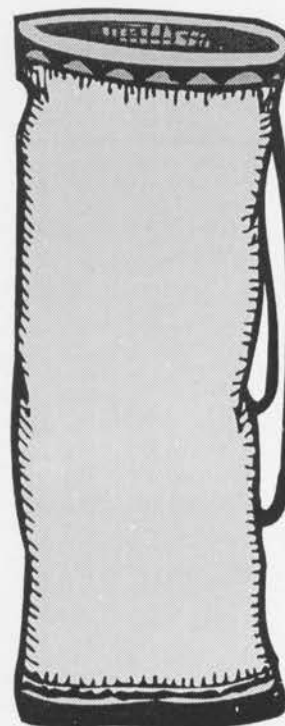
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So Exactly What Does The MDA Do?

By Susan Downey
Inspector, Michigan Department of Agriculture
Pesticide & Plant Pest Management Division

It should be no great shock to this audience to hear that golf courses and driving ranges appear to be springing up like mushrooms. Certain areas of the state of Michigan appear to be experiencing significant growth in this industry.

Those of you whom we have not yet met may be surprised to hear that local inspectors from the Michigan Department of Agriculture's (MDA) Pesticide and Plant Pest Management Division (PPPM) conduct inspections at golf courses and driving ranges. As we monitor the growing changes in our districts, it would be reasonable to assume that we would respond by increasing the number of our routine inspections.

The Natural Resources and Environmental Act, (Act 451), charges MDA to monitor and enforce the production, transport, distribution, and use of pesticides. To allow us to fulfill that responsibility, the law provides MDA representatives with the authority to enter, during normal business hours, any site where pesticides are displayed, stored, or used. Since pesticide products include insecticides, herbicides, fungicides, etc., golf courses and driving ranges as end users are definitely included as potential inspection sites.

Act 451, Section 8330 (1 & 4) requires facilities to store and handle pesticides safely and according to their label. Act 451, Section 8314 (1) requires commercial establishments whose employees apply pesticides (other than ready-to-use products) in the course of their employment to have credentials to do so. Regulation 636, Rule 15 requires commercial applicators to maintain specific pesticide application records. Regulation 637, Rule 6 requires commercial pesticide applicators that mix or load pesticide more than 10 days in a calendar year to do so on a mixing-loading pad unless they can meet the terms of the exception. Regulation 637, Rule 11(3) requires golf courses to post general notification information at one of several pre-ordained visible locations inside the clubhouse or other facility. It also requires golf courses to post specific application information on the first and tenth tees. These are just some of the many compliance issues that may be discussed by our staff during your facility inspection.

Are there different kinds of inspections? What do they entail and how long do they take? When should I look to get an inspection? What happens if my facility is not in full compliance at the time of the inspection?

Typically, MDA inspectors conduct inspections either as part of a routine random monitoring process or in

response to a complaint. There are two types of monitoring inspections:

- A "Snapshot" inspection is a routine unannounced inspection usually conducted during the application season. This type of inspection averages less than an hour and is intended to determine the current compliance status of the inspected facility. Although we may discuss any issues during such an inspection, we primarily focus on applicator credentialing, record keeping, and mixing-loading. Since facilities are actively applying pesticides during the typical snapshot inspection "season", MDA would expect management at the inspected facilities to immediately correct any violations that may have been found by adjusting the facility's pesticide application-related procedures and practices.
- A Planned Use Inspection is a more detailed routine monitoring inspection. MDA Staff uses them most often with newer facilities that are unfamiliar with Michigan's pesticide use requirements under Act 451, or with facilities that have had little contact with MDA to date. This type of inspection provides an excellent opportunity for clarification, detailed discussion, and problem solving. Although MDA Inspectors conduct these inspections year-round, they often begin them in the off-season and usually arrange them by appointment. Planned Use Inspections may average 1-2 hours depending upon the size of the facility and the amount of discussion generated. If the inspected facility is not actually applying pesticides, the process may allow additional time for management to take corrective action. MDA would expect all corrections to be complete prior to the start of the application season.

Occasionally, MDA receives complaints alleging that a golf course has violated Michigan's pesticide law. Such complaints initiate investigations and typically involve serious violations such as allegations of personal injury, property or environmental damage, unqualified applicators, or misuse of a pesticide. Historically, MDA has received complaints from golfers, golf course employees or former employees, and from the general public. MDA staff may also initiate an investigation if they observe or discover a serious violation in their contacts with golfing facilities.

The investigation process involves interviews, site and records inspections, and, sometimes, sampling. In attempting to determine the facts surrounding the complaint, an inspector will check all aspects of the event

such as the employee credentials, the application records, the products used, and any other aspects appropriate to the situation. If an inspector discovers violations, the facility would be expected to immediately discontinue any practices lending themselves to the violation. Subsequently, the inspector would work cooperatively with golf course management to correct the violation in such a manner so as to avoid any re-occurrence.

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If the allegations are proven true and violations did occur, MDA will issue one of several enforcement response options based upon the severity of the violations and upon the specific merits and facts of the case. Historically, most cases involve less serious violations and result in the issuance of warning letters. These letters require golf facility management to respond to MDA in writing within 20 days. It requires management to outline any actions the facility took toward compliance or remediation. Alternatively, MDA may choose to conduct informal hearings, assess administrative fines, or proceed to criminal prosecution for more serious violations.

In June 2002, Act 451 and Regulation 636 (Pesticide Applicators) were amended, resulting in clarification and simplification of the language, changes in definitions, and several new requirements including, among others, an addition to the record keeping requirements. Regulation 637 (Pesticide Use) remains unchanged as of yet. You may download and print copies of these documents by accessing our website at www.michigan.gov/mda, keyword phrase "451/636". You will also find many forms, explanatory articles, listings, and useful links available to you.

MDA is committed to doing its best to provide compliance assistance wherever it is needed. This is a standing offer. It is your option as to whether or not you take advantage of it. Contact your regional offices. Get to know your local inspectors. Contact information is available on the MDA website. (We even have email addresses.) Of course, the best time to get that assistance is now, during the off-season, before you begin your application season.

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On The Road With The USGA

By R.A. (Bob) Brame,
USGA Agronomist, North Central Region

Updated 3-3-03

The highlight of February travel was the GCSM Conference in Atlanta. From all indications it was another successful conference, although winter weather made returning home a challenge for many attendees. A special thanks to all who stopped by our booth at the show. We look forward to an ongoing working relationship as the 2003 season approaches.

Most of the lower part of the North Central Region has experienced above average snowfall and below average temperatures over the last few weeks. While there are no real concerns with weather related turf loss, at least at this point, the weather has blocked the completion of many outdoor projects. This factor, combined with the fact that we experienced a short fall season, suggests that it will be a busy spring. Hopefully, winter weather will begin subsiding and outdoor projects can be completed. Based on the fall-winter combination that has already occurred be sure to proactively communicate the status of maintenance activities to those who need a heads-up. Weather conditions have always been the guiding force in golf turf conditioning, though golfers sometimes allow cabin fever to cloud their reasoning.

The fall and winter weather pattern is pointing to the possibility of increased snow mold disease activity, This is particularly true on sites that have a history of snow mold damage. Now is the time to develop contingency plans for this possible need.

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There are a few Turf Advisory Service (TAS) visits on the calendar for March and this will allow for some early assessments of turf condition coming out of the winter. Keep us posted on what you find as weather conditions allow a shift to outside work. We'll do the same.

If your golf course did not receive a mailing from our office concerning TAS in 2003, give us a call. Don't forget to complete and return the green postcard, which was enclosed with the mailing, as soon as possible. For those golf course superintendents who may be getting tired of the white stuff remember that it could be a long season ahead, and this would suggest enjoying the slower pace as long as possible.

Source:
Bob Brame,
bobbrame@usga.org
or 859-356-3272



GCSAA/Golf Digest Name Winners of 2002 Environmental Leaders in Golf Awards

Dispelling the myth that environmental excellence is a large-budget proposition, Colonial Acres Golf Course in Glenmont, N.Y., and its superintendent, Patrick Blum, have been named the overall winners of the 2002 Golf Course Superintendents Association of America (GCSAA)/Golf Digest Environmental Leaders in Golf Awards (ELGA).

Blum and Colonial Acres Golf Course will be featured in the May issue of *Golf Digest* and the February edition of GCSAA's *Golf Course Management*. Syngenta Professional Products and Rain Bird Corp., Golf Division are the presenting sponsors of the award.

Winners were named in two national categories (public and private golf courses) and one international category, with an overall winner being selected. Additional recognition was given to the top entry for each GCSAA affiliated chapter, and merit honors were awarded to those who did not earn national or chapter honors, but in the opinion of the judges, deserved special recognition. The national winners include (course and chapter):

- National Public: Patrick Blum, Colonial Acres Golf Course, Glenmont, N.Y. Northeastern Golf Course Superintendents Association
- National Private: Scott Whorral, The Club at Mediterra, Bonita Springs, Fla. Everglades Golf Course Superintendents Association
- International: Pablo Cornejo Robinson, Las Brisas De Chicureo Golf Club, Santiago, Chile

Golf course superintendents and their courses that were named national, chapter or merit winners were formally recognized Feb. 13 during the Golf General Session at GCSAA's 74th International Golf Course Conference and Show, Feb. 10-15, at the Georgia World Congress Center in Atlanta, Ga. In addition, program sponsors each donated to The Environmental Institute for Golf, \$500 each for national winners and \$50 each for chapter winners in the names of all national and chapter winners.

"I applaud the commitment to environmental stewardship displayed by these golf course superintendents and their facilities," said GCSAA President Michael Wallace, CGCS. "We in the golf course management industry know of the great strides that have been made as a result of research and education. It is a great source of pride that the industry is now being recognized by those in the environmental community, as a model for its concerted and collaborative efforts in this area."

"Since 1995, the editors of *Golf Digest*, with the help of a balanced panel of judges, have identified courses, individuals and municipalities that are breaking new ground in environmental leadership," said Roger Schifflin, *Golf Digest* managing editor. "Golf can have a positive effect on a community and we are pleased to join GCSAA in communicating how that happens on the course."

An independent panel of judges equally representing national environmental groups, turfgrass experts, university researchers and members of the golf community conducted the award selection.

The Environmental Leaders in Golf Award recognizes golf course superintendents and their courses for overall course management excellence in the areas of Resource Conservation, Water Quality Management, Integrated Pest Management, Wildlife/Habitat Management and Education/Outreach. In addition, these categories are based on four criteria: sustainability, criticality, originality and technology implementation/use.

In addition to the national winners, 17 chapter winners and nine merit winners were selected from GCSAA's 102 affiliated chapters.

2002 ELGA Chapter Winners

Public Facilities (Facility, City, State, Chapter)

- Roger Goettsch, CGCS, BlackHorse Golf Club; Cypress, Texas;

South Texas AGCS

- Harlyn F. Goldman, Great Hope Golf Course; Westover, Md.; Eastern Shore GCSA
- Tim Powers, CGCS, Crystal Springs Golf Course; Burlingame, Calif.; Northern California GCSA
- Christopher S. Gray, Hammond Youth Academy at Lost Marsh; Hobart, Ind.; Michigan GCSA
- Marc Brooks, Stone Tree Golf and Fitness; Owen Sound, Ontario; Ontario GSA
- Russ E. Chamberlin, Countryside Golf Club; Mundelein, Ill.; Midwest AGCS
- Terry Frost, Los Lagos Golf Course; Edinburg, Texas; Texas Gulf Coast Superintendents Assoc.

Private Facilities (Facility, City, State, Chapter)

- Russell Vandehey, CGCS, The Oregon Golf Club; West Linn, Ore.; Oregon GCSA
- Roger A. Stewart Jr., CGCS, TPC at Jasna Polana; Princeton, N.J.; GCSA of New Jersey
- Joel W. McKnight, CGCS, Hackberry Creek Country Club; Irving, Texas; North Texas GCSA
- Frank Hull, Oak Meadow Country Club; Rolla, Mo.; Ozark Turf Association
- John Kulka, TPC of Michigan; Dearborn, Mich.; Greater Detroit GCSA
- Michael J. Kosak, Lahontan Golf Club; Truckee, Calif.; Sierra Nevada GCSA
- John Walker, The Houstonian Golf Club/Shadow Hawk Golf Club; Richmond, Texas; South Texas GCSA
- Dan Dinelli, CGCS, North Shore Country Club; Glenview, Ill.; Midwest AGCS

Resort Facilities (Facility, City, State, Chapter)

- Brian Tanner, Raven Golf Club; Silverthorne, Cob.; Rocky Mountain GCSA
- Thomas V. Wright, Mohonk Golf Course; Pine Bush, N.Y.; Hudson Valley GCSA

2002 ELGA Merit Winners

Public Facilities (Facility, City, State, Chapter)

- Peter Sermini, Colgate University Seven Oaks G.C.; Hamilton, N.Y.; Central N.Y. GCSA
- Joe Wachter, CGCS, Eagle Springs Golf Course; St. Louis, Mo.; Mississippi Valley GCSA
- Pamela C. Smith, CGCS, Blackberry Patch Golf Club; Coldwater, Mich.; Michigan GCSA

Private Facilities (Facility, City, State, Chapter)

- Michael Crawford, CGCS; TPC at Sugarloaf, Duluth, Ga.; Georgia GCSA
- Jeffery J. Cuny, Sewickley Heights Golf Club; Sewickley, Pa.; Greater Pittsburgh GCSA
- David Dettmer, CGCS, TPC at Piper Glen; Charlotte, N.C.; Carolinas GCSA

Resort Facilities (Facility, City, State, Chapter)

- Troy Russell, Bandon Dunes; Bandon, Ore.; Oregon GCSA
- Don Petrey, The River Course at Keystone; Keystone, Cob.; Rocky Mountain GCSA
- Donald H. Johnson, CGCS, Garra de Leon Golf Club; Santa Cruz, Costa Rica

The Environmental Institute of Golf enhances the game of golf through funding applied research and advanced education in golf course management. Since its inception in 1955, The Institute has



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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 22,000 individual members in more than 65 countries. GCSAA's mission is to serve its members, advance their profession and enhance the enjoyment, growth and vitality of the game of golf. Visit GCSAA online at www.GCSAA.org or www.GolfSuper.com.

Winner information/contacts:

Patrick Blum, Colonial Acres Golf Course, Glenmont, N.Y.; 518-439-2089 or super1sman@aol.com

Scott Whorral, The Club at Mediterra, Bonita Springs, Fla.; 239-495-1000 or scottwh@bonitabaygroup.com

Pablo Cornejo Robinson, Las Brisas De Chicureo Golf Club, Santiago, Chile; 56-2-844-8000 or pcornejo@terra.cl

Sponsor information/contacts:

Roger Schiffman, vice president and managing editor of *Golf Digest*, 203-373-7187 or Roger.schiffman@golfdigest.com

Joseph DiPaola, Ph.D., golf market manager of Syngenta Professional Products, 336-632-6325 or joseph.dipaola@syngenta.com

Glens Griffiee, division director of Rain Bird Corp., Golf Division, 626-812-3641 or ggriffiee@rainbird.com

[Note: The title "CGCS" after a superintendent's name, stands for Certified Golf Course Superintendent, which recognizes the achievement of high standards of professionalism through education and experience.

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**Board Meeting Highlights
Lakelands Golf & Country Club
Tuesday, January 24, 2003**

ROLL CALL:

Present - Abbott, Billette, Ford, Fouty, King, McKinley,
McMullen, Schwehofer, Shreve
Absent - Cooney

FINANCE (King)

Dec Assn svgs: \$50,011.52 Dec Fdtn svgs: \$20,966.24
Dec Assn chkg: \$994.90 Dec Fdtn chkg: \$2,422.66

AWARDS (McKinley)

Turfgrass Scholarship Recipients - Nicholas Scott
Hillyard (2 yr); No applicants for 4 yr.
John Walter Award - Jim Keller, Jackal Golf Club.
Present at March mtg.

EDITOR (Dorner)

ROSTER - Will be mailed February 1.
POG - Spring Issue will be mailed March 31.
Board members will be writing articles for the Summer,
Mid-Summer & Fall Issues.

EDUCATION (Schwehofer/Cooney)

March mtg - Date: March 5
Site: Salt River
Topic: Superintendents Leadership Series-
Managing a Multi-Cultural Work Force
(.35 CEUs)
April mtg - Date: April 21, 2003
Site: Beach Grove GC, Canada
Agenda: CanAm Tourney

MEMBERSHIP (McMullen)

Total membership - 397: Applications - 5

MICHIGAN ROOM (Shreve/Fouty)

Date: Feb. 13, 14
Site: Marriott Marquis, Atlanta, GA
Time: 6-10 pm

SOCIAL (McMullen/Billette)

Spring - Couples Golf outing in Late May
Summer - Family Tiger Game in July
Holiday Party - December

GAM SEMINAR (Shreve/Billette)

Date: June 3
Site: Hancock Research Center, MSU
Combine GAM Seminar with GAM/MTF Research Day.
Test plots and on-course teaching.

WELFARE (King)

Mike Edgerton's (Meadowbrook CC) mother passed
away. Sent flowers and card.
Dan Billette (Bloomfield Hills CC) and wife had baby.

STATEWIDE ASSN (Abbott)

All four associations are meeting with GCSAA to
discuss possibility of forming an umbrella association.

EXECUTIVE SECRETARY SEARCH (Abbott)

Kate Mason is retiring from ES position as of Dec. 31,
2003. Referral to be mailed Jan. 31 to membership.

WEBSITE (Schwehofer)

Received Proposal for amen website. Cost \$1,000 -
\$8,000.
Board agreed to give voting members opportunity to
accept/reject a proposed assessment of \$25 per dues
paying members. Vote will be taken at March mtg.



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Board Meeting Highlights Forest Lake Country Club Tuesday, March 4, 2003

ROLL CALL:

Present - Abbott, Billette, Cooney, Ford, Fouty, King,
McMullen, Shreve, Schwehofer
Absent - McKinley

FINANCE (King)

Jan Assn svgs: \$48,756.05	Jan Fdtn svgs: \$2,146.54
Jan Assn chkg: \$1,631.96	Jan Fdtn chkg: \$6,914.66

MEMBERSHIP (McMullen)

Total membership - 399; Applications - 1
New Members - Will be welcomed personally and invited to become involved by working on a committee.
Mentor Program - Mentors will be assigned to all new members. They will invite them to the next mtg, visit their club and welcome personally. Vendors will probably be asked to mentor new vendors, etc.

The GAM and Golf Course Superintendents Golf and Research Day (Shreve/Billette)

Date: June 3

Site: Hancock Research Center and Forest Acres Golf Course

Cost: \$100 per man

SOCIAL (McMullen/Billette)

Couples Outing - May 30
Tiger Baseball - July 25

EDUCATION (Schwehofer/Cooney)

Committee formed: Dan Dingman, Chris Frank, Tom Mason, Mike Mulkey

WELFARE (King)

Frank Forier in Henry Ford Hospital with cancer.

EXECUTIVE SECRETARY SEARCH (Abbott)

Received 22 applications. Committee will be setting up Interviews.



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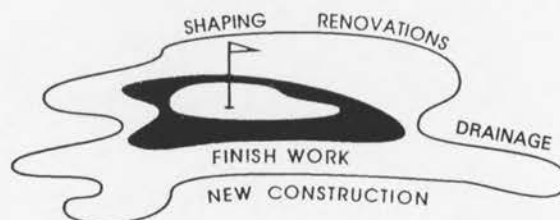
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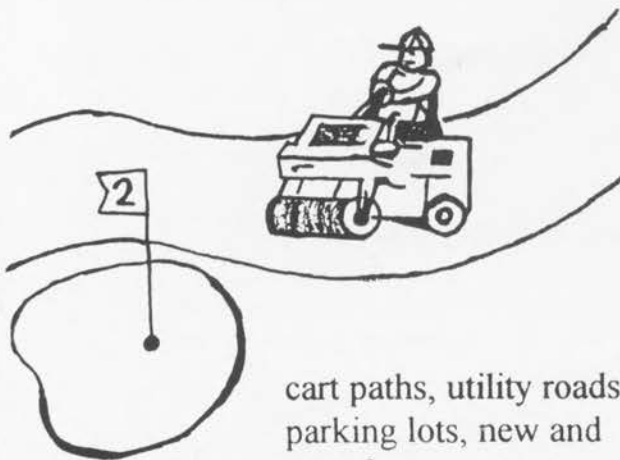
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**Make the following changes
to your Member Directory:**

E-Mail (pg. 32)

ASHWORTH, CRAIG E.
cashworth@golbal.net

Address, phone (pg. 45)

HORTON, TAVIS J.
3776 Mildred Ave.
Rochester Hills, MI 48309
H-(248) 852-2008

Club, address, phone, fax (pg. 45)

JENKINS, TIMOTHY J.
Boulder Lakes Golf Club
52100 Fairchild
Chesterfield, MI 48051
O-(586) 949-7308
Fax (586) 949-6258

Deceased January, 2003 (p.69)

WOHLFEIL, ERNEST A., SR.

Deceased February, 2003 (p. 59)

PRIESKORN, ROBERT G.

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2003 STATEWIDE CALENDAR

GREATER DETROIT GCSA

- Apr. 21 Annual Can-Am Meeting - Beach Grove, Tecumseh, ON
- May 21 Michigan Turfgrass Environmental Stewardship Program
Fundraiser - The Golf Club at Apple Mountain
- June 3 GAM & Superintendent Golf & Education - Forest Acres
- June 16 Annual GDGCSA Golf Championship - Site TBD
- July 16 MSU Field Day - Michigan State University
- July TBA The Invitational @ Links of Pinewood (golf/fundraiser)
- Sept. 17 Wolfrom Golf Classic and Guest Speaker - Maple Lane
- Oct. 6 The Big Event, sites TBD (golf/fundraiser)
- Oct. 13 Annual Business Meeting - Country Club of Detroit
- Nov. TBA GCSAA Regional Seminar - Site & Topic TBA
- Dec. TBA Superintendents Only Roundtable Discussion - Site TBA
- Dec. TBA GDGCSA Holiday Party (Spouse outing) - Site TBA

NORTHERN MICHIGAN TURF MANAGERS ASSOCIATION

- Apr. 2 Mini-Conference @ Grayling Holiday Inn
- June 3 GAM/MTF Field Day - Hancock Center
- June 10 MTF Fundraiser - Grand Traverse Resort - The Wolverine
- July 16 MTF/MSU Field Day - Hancock Center
- Sept. 8 Up North Scramble - Boyne Highlands
- Oct. 7 Tuck Tate Championship - Annual Meeting @ Red Hawk
Golf Club

WESTERN MICHIGAN GCSA

- Apr. 28 Meeting @ Kalamazoo Country Club
- May 13 Joint Meeting with Mid-Michigan @ Tullymore G.C.
- June 3 GAM/MTF Field Day - Hancock Center
- June 10 Meeting @ Pilgrim's Run G.C.
- July 16 MTF/MSU Field Day - Hancock Center
- Sept. 4 MTF Fundraiser Golf Day
- Sept. 29 Annual Meeting @ Watermark C.C.

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