



COURSE Conditions

FALL 2019

Quarterly Publication of the Michigan Golf Course Superintendents Association



FEATURE SUPERINTENDENT

Nate Herman
Harbor Shores Golf Club

INSIDE THIS ISSUE:

Feature: Vision 2020

Industry Partner Doug Johanningsmeier, Sales
Representative for Harrell's LLC

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Superintendent at Harbor Shores Golf Club: **Nate Herman**

Sales Representative for Harrell's LLC: **Doug Johanningsmeier**

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Profile interviews conducted by
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Course Conditions is published 4 times a year by the Michigan Golf Course Superintendents Association. Opinions expressed by guest writers do not necessarily reflect the views of the MiGCSA. For more information on Course Conditions or the MiGCSA please contact us at info@migca.org, 1-888-3-MiGCSA or 316 Glencarlin Dr. NE, Rockford, MI 49341.

CALENDAR OF EVENTS

FRIDAY, DECEMBER 6 -

Detroit Holiday Party

(The Lodge at Keego Harbor, Keego Harbor)

THURSDAY, DECEMBER 12 -

Northern Holiday Party

(Buffalo Wild Wings, Traverse City)

FRIDAY, DECEMBER 13 -

West Holiday Party

(Big E's Sports Bar, Grand Rapids)

FRIDAY, DECEMBER 20 -

Mid Holiday Party

(Goodrich C.C., Goodrich)

TUES-THURS, JANUARY 7 - 9 -

Michigan Turf Conference

(Kellogg Center, East Lansing)

TUESDAY, JANUARY 7 -

MiGCSA Annual Meeting

(Kellogg Center, East Lansing)

MON-FRI, JANUARY 25 - 30 -

Golf Industry Show

(Orlando, FL)

WEDNESDAY, JANUARY 29 -

Michigan Gathering

(Rodizio Grill - Pointe Orlando)

Please visit www.MiGCSA.org for all of the latest and most up to date information. You can quickly and easily register for events, view past issues of Course Conditions, browse and post items for sale, post and browse classifieds, and so much more. If you need help logging in email us at info@migca.org

President's **PERSPECTIVE**

Make it a great day!

You may or may not have noticed that in my first two letters I concluded with "As always, make it a great day!". There are always obstacles, hardships and stress that may set-up a road-block to a great day, but I do believe every day can start off great, and with some work, every day has the potential to end great. Every morning before I leave for work, I kiss my two daughters goodbye and ask them "How do you make it a great day?" and their response is always "with a good attitude". Obviously, I've coached them a little bit on their response, but this exchange has happened for the past 4-5 years and will hopefully continue for many years to come.

I firmly believe that if you have any chance at a great day, that day must, without question, start with a good attitude. Easier said than done, as you might have some baggage from the previous day, or you know the day ahead is going to present challenges. Does a poor attitude help either situation? It does not. Plus, there is a high probability that a poor attitude will carry-over to your staff and co-workers. There are countless daily challenges in our profession, many of which are out of our control. If we attack the obstacles with a good attitude and an open mind, we will put ourselves in a better position to succeed.

If we start the day with a good attitude, we are on track to make it a great day. There are other things that we can do to reach the goal of a great day.

Effort

If you put forth your best possible effort you should be able to look back on the day and know that you did everything possible to make it the best that it could be. Attack that obstacle in front of you; with great effort, there is great possibility.

Look for Solutions

You know there is a problem, so start looking for a solution. It doesn't matter who or what created the problem, if you are aware of a problem, you are the best person to find a solution to that problem. The solution may not be easy or come without stress, but once that problem is solved, you are on track for a great day.

Own Your Mistakes

Again, not an easy thing to do, but it is freeing to realize your mistake and take ownership of it. Recently, I made a big mistake. Really big. All on me,



no outside factor, or any excuse other than I screwed up, and just plain forgot an important thing. I could have taken two roads; one road is blaming external forces, and the other road is to internalize it (own it). I owned it, took my lumps and moved forward. When you blame external forces, you are attempting to minimize your role in the mistake, and you are more likely to make the same mistake again. When you take ownership of the mistake, you are at a far greater position to learn from that mistake and not repeat it. When you know you won't repeat mistakes, you are on track for future great days.

Don't Ignore the Good in Front of You

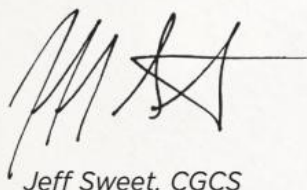
I'm not naïve, and I know that not every day can be great. Bad things happen; at work, at home, and in the world. These bad things can beat you down pretty good, but I always know there is something good in front of me, just some days you must look harder for it than others. Look for the good in front of you and don't ignore it.

I don't claim to be an expert in great days, but I do know when I implement these techniques, I have many more great days than bad ones.

Companies and individuals that now participate in our Industry Partner Program has grown in 2019. The generosity and support of our Industry Partners allows us to continue our mission to provide value to our members through programs and services that enhance and promote our profession. Recently, we launched a Membership Directory App that hopefully you have had a chance to use and realize the added benefits that it has. Our second annual spring meeting is set, and we have a great line up of speakers and events. We are in the planning stages for events, and other educational programming that will benefit you and your staff in 2020. We can do this because of your support and the support of our Industry Partners. Your association is working hard for you and our industry; if you would like to get more involved in the association, please feel free to reach out to myself or Adam. We can get you plugged into a committee, and you can help plan and develop new ideas to keep our association the best in the country.

I am hopeful that you had a great season and have time to reflect on all the good things you did for your club in 2019. Please feel free to reach out to me if you ever have any questions or concerns. As always, make it a great day!

Sincerely,



Jeff Sweet, CGCS



Vision 2020

BY STEVE HAMMON, TRAVERSE CITY G&C.C.

In May of 2018, Traverse City Country Club found itself at a pivotal moment in its current history. The champagne was chilled and hidden out of sight. There were 130 members waiting anxiously. It was the night of the Members Voting Reception Party. Friends chatted as the votes were tabulated. The delegate chair handed the results to our president, he thanked everyone for their attendance, and then he continued his announcement. Vision 2020 had officially passed by the membership with an overwhelming 93% yes vote.

In the months prior to that event, TCGCC hosted seven membership town hall meetings. We created an outstanding presentation focusing on the hard, but honest, facts regarding the downward trend in our membership, our

finances, and the lack of amenities offered for young families. We shared the Club's positive benefits and areas of concern from a report created for us by the National Golf Foundation. This unbiased fact sharing was exactly that and did not include the personal opinions of members. The presentation also shared data from several surveys identifying lacking amenities as voiced by both current and former members of the club. The most prominent void was the absence of a pool complex, one that might draw young families from the area.

Although the project was called Vision 2020, an ironic discovery was made in the year prior to our centennial anniversary. As members were organizing our 20+ boxes of historic information, they came upon a binder that contained social committee minutes from 1964. In those minutes from 50 years ago, discussion of building a pool at TCGCC. Proof that country club decisions do move at glacier speeds. Fifty four years later and the vote finally passed!



Our Vision 2020 projects and renovations started last fall with the expansion of our 8th green. We used sod from the 9th green (now the deep end of the pool) to expand it to its original size and shape, including bunker work all created by Renaissance Golf Design. The space once taken up by the past par four 9th hole, is now an entirely new par three 9th hole with the addition of pool complex and pool house. It was important to everyone that we keep the same par 71, so to achieve this we redesigned the 2nd hole to make the former par three into what is now a really great short par four.

Numerous changes are happening in the existing clubhouse and inside the east addition. The two new indoor golf simulators are connected to our expanded 19th hole pub. The new space will hold the Pro Shop and the fitness center. Moving the fitness area from the lower level allowed for taller ceilings, doors and windows creating an open and bright space which will surely be a draw for new members. The upper level boasts a 4,000 square foot outside patio with its own bar that overlooks the redesigned 1st tee complex, extensive new putting green, and a gorgeous brick paver cart path and walkway. The former fitness rooms in the lower level will be home to a dedicated children's room and across the hall, a group workout space for yoga or pilates classes.

It has been an amazing journey for the last 23 years here at TCGCC. During that time, I have given my time to many different committees, and we have certainly seen a fair share of highs and lows. Since the beginning, my time spent on the Vision 2020 committee has been an incredibly rewarding experience. It was astonishing and an absolute joy to sit on

this dynamic committee. The committee handled every aspect of the renovation from top to bottom. My advice to those who want to be more involved in the new business development of their club's programs, processes and procedures tell those involved how your involvement, experience and passion will benefit your upcoming changes. Our members, management and staff are looking forward to 2020 so we can all enjoy what we have created while executing Vision 2020 for real.

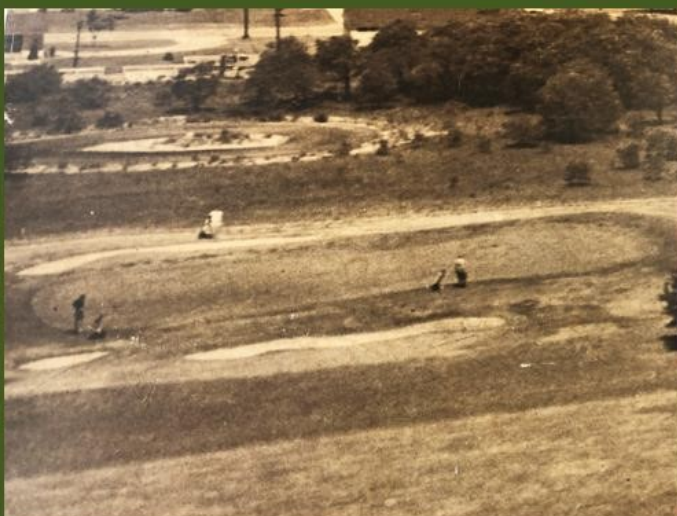
Review the Vision 2020 blog here <http://vision2020tc.blogspot.com/>.



Jan 20th Inside the Pool Tent



Old 8 Green 2018



Old 8 Green 1954



Old 9 Green and New 9 Green Location



New 9 and Pool Under Construction

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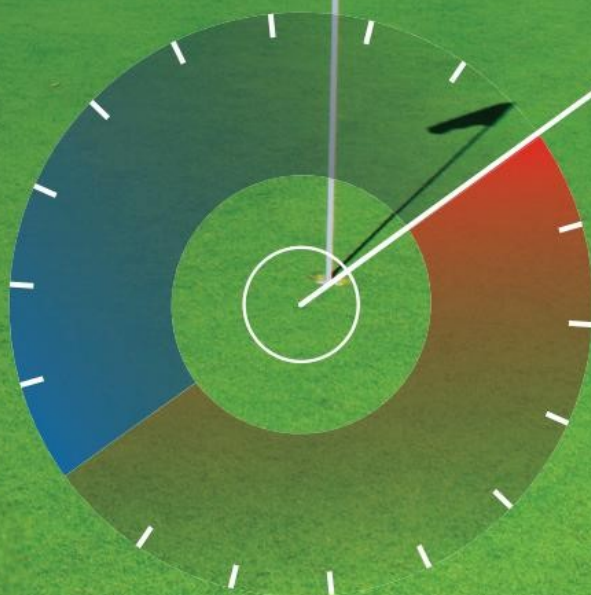
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Brian Horgan has been named chairperson for the Department of Plant, Soil and Microbial Sciences



Brian Horgan has been named chairperson for the Department of Plant, Soil and Microbial Sciences (PSM) in the Michigan State University (MSU) College of Agriculture and Natural Resources (CANR), effective September 2019.

Since 2001, Horgan has been a faculty member at the University of Minnesota, most

recently serving as a professor and extension turfgrass horticulturist. His research focuses on the transport and fate of pesticides and nutrients in turfgrass systems, as well as water conservation strategies.

In his outreach role, Horgan worked closely with turfgrass managers in Minnesota and around the country, employing his expertise in golf course management.

"Dr. Horgan brings great experience to our college, and he has a deep understanding of the importance of our land-grant mission," said Ron Hendrick, dean of CANR. "He's a renowned turfgrass researcher and outreach specialist, in addition to his teaching background. We're fortunate to have his leadership within one of our departments, and I look forward to working with him."

In recognition of his contributions to the turfgrass industry, Horgan was presented the Minnesota Golf Course Superintendents Association President's Award. He is the past chair of the National Turfgrass Evaluation Program advisory committee, past chair of the Turfgrass Science division of the Crop Science Society and science editor for Turf News.

An MSU alumnus who received his bachelor's degree from the university, Horgan also earned a doctorate from the University of Illinois and a master's degree from North Carolina State University.

"I am thrilled to be back on Michigan State's campus in PSM, working hand-in-hand with students, staff and faculty in the promotion of a sustainable and economically sound agriculture ecosystem," Horgan said. "I am honored and grateful for this opportunity."

Horgan is replacing James Kells as chairperson of PSM. Kells has been with the department for 40 years, including 14 as chairperson — first with Crop and Soil Sciences beginning in 2005, and then with PSM in 2012 when Crop and Soil Sciences merged with Plant Pathology to form a single department. Kells will remain with PSM and assume new responsibilities.



Non-retouched client photo: GreenJacket System coming off in the spring!

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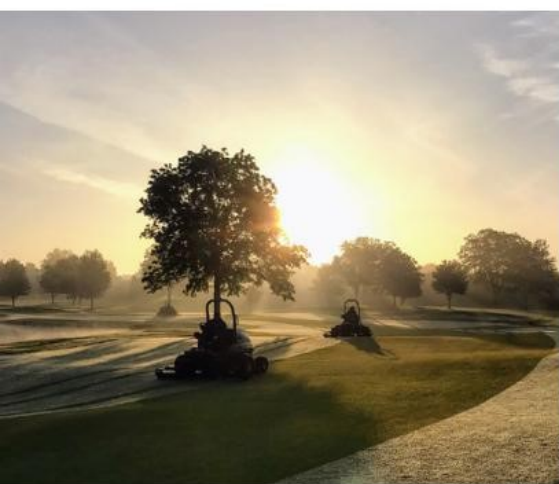


Grow a better tomorrow

Making the Best of a Rainy Day

THE WRENCH

BY: BEN BEARD, EQUIPMENT MANAGER,
WALNUT CREEK COUNTRY CLUB



My entry into the turf industry was more of a stumble, and I have learned the importance of education. I was never formally trained in the trade, but rather applied a combination of my previous mechanical training with absorbed knowledge from fellow colleagues. In truth, it often includes a lot of trial and error. Therefore, as an equipment manager who understands what it's like to struggle through a new task, I try to educate our staff on why we do the things we do. I find this to be much more effective than barking orders and saying "because that's what we do".

Living in the great state of Michigan we all know that if you don't like the weather, wait five minutes and it will change. In the early and late portions of the season we face frost that could burn off quickly or it could stick around until lunch time. During the spring and summer months we could face a rainstorm that may leave the course impassable without a kayak or other small personal watercraft. When we are faced with mother nature's delays what do we do to pass the time and stay productive? Sip coffee and listen to Billy tell stories about the good ole days on the sod farm? Clean the break room and scrape the four months of residue out of the microwave or scrub the toilet that is way overdue for a good disinfectant? Fact is whatever we have "planned" always ends up with a bunch of guys standing around.

So how do you take advantage of the bad weather? What I have done at Walnut Creek is, bring the whole staff into the shop for a little show and tell. I like to take this unproductive downtime to teach the proper and safe way to use the equipment. I do this while educating them on why we use these specific pieces of equipment. Some of the topics I cover include reel theory, walk mowers versus triplex, fairway mowers, aerification, small held





This article will be in every issue of **Course Conditions** featuring a new idea and author. If you have a helpful tip and would like to provide a contribution please contact the MiGCSA at info@migcsa.org. Is your Equipment Manager an MiGCSA Member? They can be for only \$25 a year.

two stroke, and proper cold weather starting. It is not hard to believe, but many of our staff have no clue why we use walking greens mowers or why we aerify greens twice a year. However, with a little presentation they walk away with a better understanding of the task they are performing and what the agronomic benefits are. Also, with the staff educated on how the equipment operates we have faced less maintenance issues.

One of the biggest improvements I have seen this year is the lack of reels damaged on greens, tees, and fairway mowers. This improvement all started after I presented to the staff on reel theory. Most of the crew had no idea why we used reel mowers vs rotary mowers on short grass. In a short thirty-minute talk, I went over the basics of reel theory and proper operating techniques. Centering sprinkler heads and drain lids in the reels as you pass over them, what it takes to adjust reels, and the art of grinding, were additional topics that were also incorporated. Reels are probably one of the most important pieces of

equipment we use on the course and some of the most finicky, therefore my seminar emphasized the importance of them. Not only have we seen improvements reflected on the turf, and team efficiency, but also in our budget! This relatively easy, no cost presentation reduced the number of damaged reels from multiple per week to one or two all season! Saving us on both down time and replacement parts.

Not all golf courses will have the same needs when it comes to educating staff, so the best way I have found to figure out what topic to cover is simply ask your crew. You might be surprised on what your employees are interested in learning about. Education is probably the best investment that will give you the greatest return, both on and off the course. Now this all does not need to be done in house, the MiGCSA offers seminars throughout the year on various topics for all members. So next time you're faced with a rainy day, take a little extra time and help spread the knowledge!





Assistant Superintendent Championship

BY ERIC DAVEY

The first ever assistant superintendent championship was held at Prestwick Village Golf Club this year on September 25th and was attended by nearly 30 assistant golf course superintendents from Michigan, both local and as far away as Traverse City. We felt this was a very successful event with a very solid number of participants.

To give you a little background on the conception of this event, I was able to add two new assistant superintendents to my staff this year and they consider themselves golfers. We have a friendly rivalry on our staff and we thought it would be interesting to open it up to other assistants in the area and give them the opportunity to show off their skills, get together talk about their summer and just have a good time away from their golf course. As a superintendent, I get the opportunity to play in other events throughout the year but it is difficult to arrange for our hard-working assistants to have the same opportunity. Therefore, we felt it was a perfect time to put something together to promote assistant superintendent comradery. I approached Adam Ikamas and Rob Steger with the idea of hosting this event and they were more than excited to oblige us and allow Prestwick to host the first assistant golf course superintendent championship. We certainly hope this event will become an annual thing in the coming years. I would also like to see this become a larger event. I personally believe that many assistant superintendents should be involved more in the chapter and get out a little bit more and meet other assistants. I would also like to thank Prestwick Village Golf Club, its members and management staff for allowing us to host this event at no charge to the MiGCSA.



*Jacob Wagner from Fox Hills,
2019 Assistant Champion*



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What is the **golf course superintendent's role** during the renovation of the golf course?

BY CHRIS WILCZYNSKI, ASGCA

I have been involved with the renovation and enhancement of several golf courses during my career as a golf course architect. Some renovations include simple refinements and some include renovating every component of the golf course. Every project is unique and inherent of its own challenges and opportunities. Through these experiences I have learned that there are a few key factors that are needed to ensure a positive and successful renovation project.

The most important factor for success in my opinion is the golf course superintendent's role during the renovation process. Why is the golf course superintendent's role so important? For starters, the superintendent is intimately familiar with the golf course and its members or users. The superintendent is on the property every day and can monitor/manage the construction and keep things moving ahead. The superintendent can coordinate all communication and be the lead contact person between the architect, golf course contractor and the ownership or membership.

Here is a list of responsibilities and tasks that the golf course superintendent should be prepared to manage during the renovation project

- During the planning of the renovation project the golf course superintendent should assist the architect or owner with the selection of grass species, sod farm location, bunker sand, sand capping material, drainage and irrigation products, green and tee mixes, cart path material, etc. The point is that everyone

needs to be aligned. The superintendent, with the assistance of the architect and industry experts, should specify all components of the construction project.

- Prior to construction, the superintendent should delineate and mark the existing underground utilities and property boundaries. Having an understanding of what exists beneath the soil, whether its public utilities, irrigation or drainage is so important for the schedule and progress of the project. Hitting an irrigation main line, gas line or public utility will certainly cause extra time and cost for the project.
- The superintendent should research and determine what local, county or State permits or approvals may be needed to begin the renovation project. A meeting should be scheduled with the local government officials to present the project and get their feedback and approval. Most renovation projects don't receive much government scrutiny, but the project delays that I have encountered were for the most part always centered on a delay in a permit or a surprise approval that was needed at the last hour. Plan your work, and work your plan!
- The golf course superintendent should attend and be a key stakeholder in the pre-construction meeting with the golf course architect and contractor prior to the beginning of construction. Every person associated with the project needs to be on the same page. Who is responsible for what? What are the expectations? How will the billing and payment for construction services be handled? What about change orders? Delays? These are all questions that need to be understood prior to starting construction. Defining and documenting the



Construction Meetings with Owner



Construction Meeting

answers to these questions will allow the project to run smoothly and eliminate “finger pointing” during the process.

- The superintendent should request a construction schedule from the contractor and architect at the beginning of the project. The construction schedule should highlight the beginning and end dates of all major renovation activities. The construction schedule should be managed on a weekly basis by the superintendent and architect. The construction progress, and delays, should be communicated to all parties associated with the project. No one likes surprises!

- The superintendent should be present for all meetings and site visits with the architect, contractor and owner during the renovation. The superintendent should participate and remain attentive for the entire meeting (which includes putting the cell phone away)!

We realize that there are still responsibilities outside of the project but being present during these important discussions is vital to the success of the project.

- The superintendent should take pertinent notes during the project meetings and construction visits. Photographs should be taken to document all of the work during construction. The notes and photographs can be used to communicate with the owner or members and can also be used to record and document the entire process from start to finish. I have seen many presentations that were prepared by golf course superintendents that documented the renovation process very nicely.

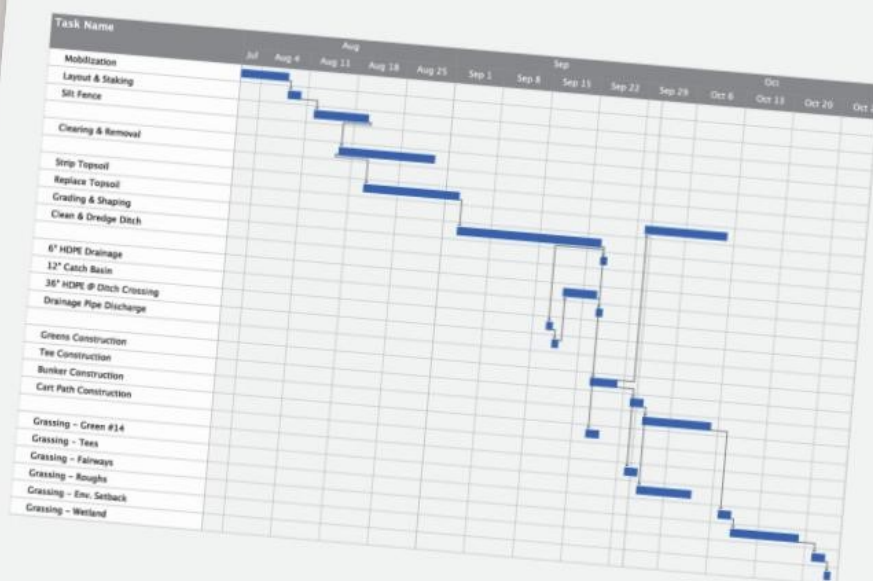
- The superintendent should ensure the following items are available for use by the owner and golf course architect during the renovation construction site visits: golf course renovation plans and specifications, site visit notes, a golf cart or maintenance vehicle, a paint gun with ample supply of highly visible paint, pin flags, surveying tape, a probe for measuring gravel, sand and mix depths and a smart tool (or equal) digital level for measuring tee and green surface slopes.

- The golf course superintendent should conduct weekly meetings with the golf course contractor, architect and owner. The progress meetings should be used to review and update the construction schedule and the project costs. The meetings should also be used to discuss project concerns as well as any opportunities to improve the project. Remember this is a team effort.

- Maintain regular communication with everyone involved with the project, especially the owner and/or members. A weekly progress report should be prepared and made available for review. I have seen newsletters, blogs and even

Shenandoah Country Club

Preliminary Construction Schedule



YouTube

videos explaining what has happened and what to expect next during a renovation project. People in general are more accepting and agreeable to change if they understand what is happening and are part of the process.

- Conduct monthly on-site course tours of the construction renovation work. The course tours should be open to anyone associated with the project. The tours will allow all interested parties to see first-hand what is happening and how the work is progressing. The good will of this effort will go a long way in keeping everyone excited and anticipating the finished product.
- Lastly, patience is critical. The renovation process is unpredictable. There are so many factors that can affect a projects momentum and completion. Yes, there will be weather delays and even weather damage during construction (I have seen this on every project at least once). The point is to be patient and have fun. Keep an open mind and allow for the unexpected.

There is a lot of hard work required by the golf course superintendent during the renovation process of a golf course. The combination of proper planning and execution, and regular communication will make most golf course renovation projects a success.

C.W.
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Homogenous	✓	✓	✓	Dual
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Release Mechanism	-	MU	MU	MU, PCU
Humic Acid	-	3%	3%	-
Seaweed Extract	✓	✓	-	-
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Our fantastic hosts Colin Seaberg, CGCS, Al Perkins, Nate Ruffing and Matthew Chapman

The 2019 Big Event Fundraiser

The 2019 Big Event was hosted by MiGCSA Class A Member Colin Seaberg, CGCS at Barton Hills Country Club on Monday October 14th. This event is the last of the three fundraisers the MiGCSA has every year. All of the proceeds from these events go to fund the future of our industry by the way of scholarships, philanthropic causes related to turf and funding research at Michigan State via donation to the Michigan Turfgrass Foundation (MTF).

A very special thank you to our 2019 Premier Fundraiser Sponsors BASF, Bayer, F.I.P. Irrigation Services, Matt LaFontaine Automotive, Site One Golf and Spartan Distributors. Thank you to our hole sponsors Syngenta, Timberwolf Turf, Eco Green Supply, Target Specialty Products, Porous Pave, Standard Golf, Rhino Seed, JW Turf, Tenbarger/Redox, Plant Food, Sediment Removal Systems, Harrell's, Earthworks, Bio

Health & Nufarm. Complimentary beverage station thanks to Herman & Associates. There were 6 proximity prizes thanks to the Premier Sponsors. Sue Shockey & Rich Locke from Target Specialty Products hosted the Texas Hold Em' poker game contest that was won by the team of Derek Carroll, Craig Henderson, E.J. Martin & Matt Kelly with a Straight Flush.

Thank you to Superintendent Colin Seaberg, CGCS, Assistant Superintendents Matthew Chapman & Al Perkins; General Manager Barry Garrett; Head Golf Professional Patrick Markeley; Assistant General Manager Mark Klinger; Executive Chef Chris Lothamer; Outside Event Coordinator Dimitra Stridiron and the entire staff and membership of Barton Hills Country Club for helping to make this such a great event.



New MSU Plant and Soil Science Chairman Dr. Brian Horgan introduces himself to the attendees

Thank you 2019 Premier Fundraiser Sponsors

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New GAM Executive Director Chris Whitten spoke to the group about the partnership between the GAM and our industry

Here are the results:

Closest to the pins:

Doug Rusiecki, AJ Plaskey
& Jerry McVety

Long Drives:

Maggie Gdula, Jerred Barley
& Tom James

Winning Scramble Teams:

1st place

Jerred Barley, Kyle Reece,
Greg Hodges and Doug Rusiecki

2nd place

Thomas Jones, Mike Lacroix,
Ryan Yoder and Doug Ware

3rd place

Terry Poley, Maggie Gdula,
Archie Hosvepian

*All skins were tied, thank you all for
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NATE Herman

Nate Herman, a Michigan native who went to high school in Columbus, Ind., has been the superintendent at Harbor Shores Golf Club in Benton Harbor for two seasons. He is 36, married to Hillary, who is from Columbus and they have a one-year-old daughter Sawyer. He is a turfgrass graduate of Purdue University (2008), and attended Wabash College in Indiana where he studied biology and chemistry.

1 HOW DID YOU BECOME INVOLVED IN THE GOLF BUSINESS? I started in high school working at a public course in Columbus right next to our house. It was a good public course (Otter Creek). Mickey Powell, former V.P of the PGA, was the general manager at the time. I started working there to play golf in the summers while I was going to Wabash, enjoyed working outside and the career just continued to transpire. Cory Troyer was the superintendent there.

2 WHEN DID YOU DECIDE YOU WANTED GOLF TO BE YOUR CAREER? During the summer after I left Wabash, I realized working on golf course was a career I wanted to pursue. Ironically, while attending Wabash, I struggled to wake up for a genetics lab and failed the lab portion of the class because I was undisciplined enough to wake up at 6 a.m. to cross fruit flies yet now, I wake up before 5 am every morning. It's crazy, but I guess the natural sciences were just more of an interest for me. Also, the

superintendent at Harrison Lake Country Club (Columbus, Ind.), Gary Myers, who is now with BASF, offered me an assistant job while I was transitioning from Wabash. I learned a lot and knew then I wanted to try something bigger than working at the local country club.

3 WHAT ARE SOME OF THE COURSES YOU HAVE WORKED AT? I interned at Baltusrol (Springfield, N.J.) and that opened my eyes up to a top 100 facility. I interned under Mark Kuhns there and then after I graduated from Purdue I went out to Pine Valley (New Jersey) and worked there for three years as a second assistant. It was a great place, a great experience, and I learned a lot. I wanted to move back closer to my roots in the Midwest as well as gain more experience in preparations for tournament golf. I moved back to the Midwest and worked for Jake Gargas at Crooked Stick (Indianapolis). Crooked Stick was in preparations to host the 2012 BMW Championship and Jake





Gargasz was a fantastic mentor. Then I worked at Oakland Hills for a year (2014) for Steve Cook. I wanted to stay longer, but the superintendent job opened at Victoria National (Newburgh, Ind.) working underneath director Kyle Callahan and moved there for three years prior to accepting the superintendent job at Harbor Shores.

4 WHAT PART OF YOUR EDUCATION DID YOU USE THE MOST? I guess the chemistry part of it. Even then I think school provides you the reasoning behind the physiology behind what the plant needs or requires, while over time you actually learn the practical and cultural practices working on a golf course.

5 HOW HAS YOUR JOB AT YOUR CURRENT COURSE PROGRESSED? Quite candidly it has been a roller-coaster ride with four general managers and a change in management company. I started in October (two years ago) and had the opportunity/challenge to prepare the golf course for the

Senior PGA Championship in May, which Harbor Shores hosts every other year through 2024. It was quite the task considering the time of the year and my lack of familiarity with the property, but it also allowed us to build a trend towards providing championship conditions day-in and day-out year-around. One of the bigger obstacles presented here was having to train a new staff. They had lost some guys over the years when I got here. That first year for the Senior PGA was sort of make sure we look good on TV. This year we have been able to attack everything under ground as well as further train a new core of staff.

6 IS THERE SOMETHING THAT MAKES YOUR CURRENT JOB UNIQUE TO YOUR CAREER? Yes, part of the idea behind the entire Harbor Shores development was to enhance the community economically as well as provide jobs. Specifically, 40% of the labor for the C&G department must come from Benton Harbor, an area that is comprised of a unique diversity and economical

background. We also have to take care of the beach, the bathrooms and the parking lot at Jean Klock Park (on Lake Michigan and adjacent to three of the course's holes) in addition to the golf course. Finally, the golf course is spread out over 500 acres intersecting within the community. Just travelling hole to hole can be problematic at times.

7 WHAT ARE YOUR EXPECTATIONS OF THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION? My past experiences in other state associations pales in comparison to the size of the network here in Michigan, specifically the camaraderie and professionalism. This is perhaps my biggest expectation of a superintendents association as well perhaps my greatest area of needed improvement. I've done a pretty poor job of networking within the MIGCSA due to the onsite job requirements at Harbor Shores as well as the multiple transitions that have occurred in my short



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. Was born on an Irish holiday... Orangemen's day
2. This will be my first year ever trick or treating ... when I take my daughter
3. Was all-state in soccer
4. Grill on the Big Green Egg to relax
5. Grew up as a U of M fan

tenure at Harbor Shores. The other thing to mention was in the attendance of my first winter show – 75% of the attendees at the conference wore suits. This spoke volumes to me in regards to the professionalism and pride the superintendents of the state of Michigan took in regards to their career and the organization as a whole.

8 WHAT IS YOUR EXPERIENCE WITH THE MICHIGAN TURFGRASS FOUNDATION? I've had just a little interaction. I did reach out to Dr. (Trey) Rogers (Michigan State) for an intern. They have other tools I need to further explore.

9 DO YOU FEEL LIKE YOU HAVE GIVEN BACK TO GOLF? Not on a grand scale, but on a local level. I think one of the biggest improvements I've made here is with outreach programs within the community. We've started working with a local youth program (Youth Build) and a state offender program. With the youth we work them for 12 to 15 hours a week, teaching them real life skills including accountability, showing up on time and doing a good job, that kind of thing. With the offender program, we try to give those who may have had a troubled past a second chance.

10 WHAT IS THE HARDEST PART OF YOUR JOB? Explaining to golf members and staff just what we do day-to-day. For example after eight years, my wife probably has a better understanding of the process and significance of aerification than perhaps some of the members and staff – the communication and education aspect is continual. The superintendent does not just ride around in a cart all day with a cup of coffee. That's not really it. There's never a dull day here.

11 WHAT IS THE PART OF YOUR JOB YOU ENJOY THE MOST? Working with the key members of the staff. We have bonded really well together. I was at Medinah (Illinois) for the BMW (PGA Tour event) and went out with some of the guys from Oakland Hills that I used to work with. We talked about work and that at the end of

the day you want great camaraderie. I've never been in military, but its that kind of camaraderie I would associate with us at Harbor Shores and what I enjoy. The other part I enjoy is the chemical aspect – talking through that and trying different approaches.

12 WHAT ARE THE BIGGEST ISSUES FACING GOLF? A lack of understanding of our labor issue in that the budget doesn't match up to the labor. As superintendent, we utilize expensive pieces of equipment worth thousands of dollars and yet are asked to employ staff for \$10 an hour to operate it? It doesn't match up. These are trained operators and more people, owners, managers, members, need to understand that.

13 IS THERE RESEARCH YOU WOULD LIKE TO SEE ACCOMPLISHED IN TURFGRASS MANAGEMENT? I think water quality is a big thing. What can we do to further positively affect the quality of our water in an economical manner? I'm also a big proponent of supporting the agencies that are doing the research. Extra dollars have to go to research. At the end of the day, what we do is not sustainable. We push a plant to the brink of death. We can't feed it. We can't water it. But we want to keep it happy and green. I think you have to understand all you can about our natural resources to get full value from them.

14 WHERE DO YOU SEE YOURSELF IN 10 YEARS? Michigan was a goal. I was born in Michigan, grew up in the Mount Pleasant-Saginaw area. I'm not sure what is ahead. Things changed dramatically with having a daughter. We have the Senior PGA through 2024, so that's five years. I don't know after that. It will depend on our lifestyle I think – that will catch the brunt of it.

15 WHO HAS INFLUENCED YOU THE MOST IN YOUR TURFGRASS CAREER? Probably Jake Gargas (superintendent at Crooked Stick). I've had the opportunity to work underneath a lot of really good superintendents and great mentors. Jake Gargas (Crooked



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Stick) probably had the greatest influence on me, instilling within me to always push to be better, think outside the box, and create a family environment in the workplace.

16 WHAT PERCENTAGE OF TIME DO YOU DEVOTE TO NON-AGRONOMIC GOLF COURSE MANAGEMENT? It's probably 50-50, depending on the time of the year. I would love to have an admin (administrative assistant) 20 to 30 hours a week, but unfortunately this is not in the cards at the moment.

17 WHAT IS YOUR OPINION OF THE ROLE OF AN ASSISTANT SUPERINTENDENT? It's the most important job. They are another set of eyes and are the key to instilling the goals and philosophy. I have always believed multiple sets of "eyes" are better than one.

You need great assistants and others for those eyes, for kicking around ideas and brainstorming and then helping you get the staff to carry out your plans. I am fortunate here at Harbor Shores to have two great assistants, Matt Vollrath the lead assistant and Evan Rhodes. We have worked side-by-side kicking around ideas, pushing each other to be better, and more efficient. Hopefully, I can be positive influence on them and help assist them reach their goals.

18 WHAT IS YOUR OPINION OF THE ROLE OF THE GOLF COURSE MECHANIC OR TECHNICIAN? A mechanic is vital. At a golf course your two biggest assets are equipment and staff. The equipment goes out every day. Our philosophy is attention to detail and every day pushing things to get better each and

every year – at least a little bit. To embrace that concept, that philosophy, you have to have equipment dialed in to pull it off. A good mechanic is crucial for this.

19 DO YOU HAVE A HUMOROUS OR INTERESTING STORY FROM WORK THAT YOU CAN SHARE? There are always funny moments. Working with one of our Youth Build program kids named Calvin comes to mind. We were back-filling drainage ditches and we get to this catch basin area. I tell Calvin we will need to hand shovel the rest. He drops his shovel, drops to his knees and grabs dirt with his hands. I had to smile. I told him I had to admire that he listened to me and responded verbatim, but I meant with the shovel.

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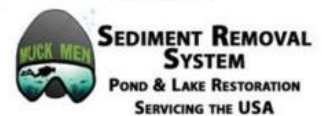


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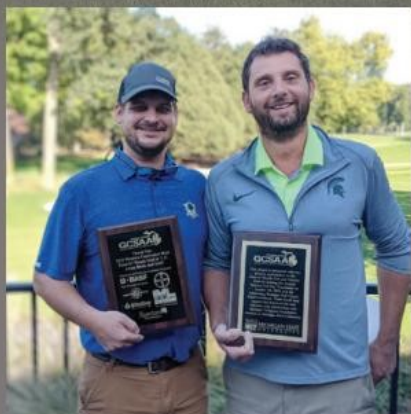


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2019 Western Golf Day Fundraiser



Thank you host Superintendent Adam Roels and Assistant Superintendent Michael Wright.

More than 70 MiGCSA Members and friends took part in the 2019 Western Golf Day Fundraiser at Point O' Woods Golf & Country Club on Monday October 7th. This event is the second of the three fundraisers the MiGCSA has every year. All of the proceeds from these events go to fund the future of our industry

by the way of scholarships, philanthropic causes related to turf and funding research at Michigan State by way of donation to the Michigan Turfgrass Foundation (MTF).

A very special thank you to our 2019 Premier Fundraiser Sponsors BASF, Bayer, F.I.P. Irrigation Services, Matt LaFontaine Automotive, Site One Golf and Spartan Distributors. Thank you to our hole sponsors Syngenta, Timberwolf Turf, Eco Green Supply, Target Specialty

GCSAA Vice President John Fulling, CGCS addresses the group about the latest news from headquarters.

Here are the results:

Closest to the pins:

Matt Gaver, Mike Herbst and Pete Adkins

Long Drives:

Patrick Tighe, Jason Schweiters and Joe Balaskovitz

Winning Scramble Teams:

1st place

Jim Apsey, Alex Lincoln, Matt Gaver and Scott Wilkinson

2nd place

Lee Collins, John Fulling, Steve Rebhan and Brian Schweihofer

3rd place

Joe Rebone, Steve Shultz, Quinn Smith and Shawn Pranger

Skins

Eagle 3 on hole #3 -

Christian Koval, Eric Davey, Jake Slaydon and Alex Johnson





Products, Porous Pave, Standard Golf, Rhino Seed, JW Turf, Tenbargo/Redox, Plant Food, Sediment Removal Systems, Harrell's, Earthworks & Nufarm. Complimentary beverage station thanks to Herman & Associates. There were 6 proximity prizes thanks to the Premier Sponsors.

Thank you to host Superintendent Adam Roels, Salky Noe General Manager, Matt Flaherty, PGA Professional and Juli Pierce Food & Beverage Manager the entire staff and membership of Point O' Woods for helping to make this such a great event.



Our awesome host Adam Roels thanks the staff and members of Point O Woods for their efforts.

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The 2019 MiGCSA State Championship



MiGCSA Class A Member Troy Loney had The Emerald Golf Club in St. Johns dialed up for the 12th Annual State Championship, the MiGCSA Major. This event is not just for those competing for the trophy there is also a 2 of 4 net team game so everyone can get in the game. The course was perfect thanks to the great work by Troy and his staff. Also thank you to Past President Jay Eccleton, CGCS and his Wife General Manager Katie Eccleton. This year ended in a two-way tie between 2009 State Champion Jay Eccleton and the defending champion Jim Apsey who both shot 75. It was decided a sudden death playoff was in order so they both went out to the first hole at the Emerald. At the end of the day Jim Apsey, the Equipment Manager at Spring Lake Country Club,

has a par 4 on the first hole to win the playoff and defended his 2018 title. With this win Jim will be returning to the Michigan Open in 2020 thanks to the exemption offered to the Michigan PGA. The team best 2 of 4 net was won by Jason Farah, Marc McCoy,



Jim Apsey, 2018 - 2019 State Champion



2019 Low Net Champion Ryan Maxwell and 2019 State Champion Jim Apsey



Jay Eccleton, Adam Ikamas. The 2019 Low Net Champion is Ryan Maxwell. Jim Apsey, Team Barton and Mark Jackson won the closest to the pins and Jason Farah and Kyle Phillips won the long drives. Thank you to our 2019 Industry Partners for making events like these possible. Please remember to support those who support you.



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MiGCSA Match Play Championship

The second year of the season long MiGCSA Match Play Championship concluded on October 25th at Jackson Country Club hosted by Superintendent James Simmons.

2019 Match Play Champions
Aaron McMaster and Terry Poley

This year the championship match came down to the team of MiGCSA Board Member John Tuckerman and Kevin Haak who advanced from the Western Bracket defeating the Detroit/Mid team of Doug Johanningsmeir and Andy Gilroy versus the team of Aaron McMaster and Terry Poley who won their final four match over Micah Wise and Phil Gutowski out of the Northern bracket. The match was closely contested and was tied through 14 holes. Haack/Tuckerman were one up on #16 in the hole for a par when Terry Poley dropped a 20-footer for par to tie the hole and prevent going two down with two to play. Terry made a par on #17

to win the hole and tie the match going to #18. John Tuckerman was the only player getting a stroke on #18 and he played it very well to make a par 5 net 4, but Terry made a putt for a birdie 4 to take the match to extra holes. On #1 both Aaron and Terry made par to win the 2019 Championship 1 up.

The consolation bracket came down to a match between Jason Farah and Trevor Mills (Team Crystal Mountain) from the Northern bracket who were set to play Robert Klingbeil and Jason Schwieters advancing out of the Western bracket. Farah and Mills won their final four match against Marty Miller and Dave Montgomery from the Detroit/Mid bracket and Klingbeil/Schwieters defeated Ryan Maxwell and Jim Proebe from the Detroit/Mid bracket to advance. This was another closely contested match played at Blythefield Country Club hosted by Colin Romanick. Being 4 down with 5 to play team Farah/Mills came back with some excellent play to tie the match on #18. The match went to extra holes on the par three 11th. Robert Klingbeil made a par to win the match 1 up.

This second year of the Match Play Championship was

again a success. The goal of this event is to promote new contacts and networking among the Members of the MiGCSA and to go experience new golf courses. In addition to that the spirit of competition was alive and



2019 MiGCSA Team Match Play Championship - Sheet1

well. Special thanks to so many members who made accommodations for matches at their facilities this year and all 64 members who participated. The 2020 Match Play Championship registration will open in March of 2020.



2019 MiGCSA Team Match Play Consolation Bracket - Sheet 1

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is a distributor sales representative for Gold Industry Partner Harrell's in south east Michigan. He and his wife Julie have been married for 23 years and live with their son Ross (17) in Howell, he also has another son Dawson Donald, (27) named after Dawson Creeping Red Fescue.



1 HOW DID YOU GET INVOLVED IN THE GOLF BUSINESS? Grew up in it. Dad got his Agronomy degree from Purdue and took a job with Hiram Godwin and son's when I was 2. We moved to MI and lived on one of their sod farms in what is now Canton. At that time Godwins were involved in Sod, Seed, fertilizer, as well as equipment. They owned Salem Hills Golf Course and wanted to build another course, Godwin Glen which is now Walnut Creek CC. Dad was involved in construction and my older brother David and I picked rocks from fairways by hand and hauled them with an old Ford tractor and a flatbed trailer. Payment was lunch at Jimmies in South Lyon and we got to ride on the heavy equipment with the operators at the end of the day. Seemed like more than fair compensation at the time. Later dad bought into one of the first franchised lawn care companies in MI, Fertilize Lawn Culture and I worked there through high school fertilizing and applying plant control products to lawns through high school. I started selling flags, poles, cups, and other course supplies for dad in the winter and liked sales and the people. 45 years later here I am.

2 WHERE DID YOU RECEIVE YOUR EDUCATION? Oakland Community College. Business Administration and Liberal Arts. Also, Life Long education program at MSU and all the Superintendents I have called on.

3 WHO HAS BEEN THE GREATEST INFLUENCE ON YOU IN YOUR PROFESSIONAL AND PERSONAL LIFE? This is a difficult question to answer. I am the sum of all the people I have met in my life both personally and professionally. As you live and interact especially when you listen and watch it's not hard to see the strengths and weaknesses in the in other people's personalities and how they conduct themselves in and out of work. I try to remember and emulate what I see as good and try not emulating so much what is maybe not so good. I remember a professor in World Religion who was careful not to inject his own theological belief into the interpretation of the standard Christian bible. When one student got offended at the discussion, she launched into a heated defense of the religious views that she was raised with. When she finished the professor paused and calmly said "that's an interesting observation but please remember it is your personal observation"

4 PLEASE DESCRIBE IN DETAIL ONE TRUE FUNNY STORY FROM YOUR CAREER THAT YOU SHARE OFTEN WHEN IN THE COMPANY OF OTHERS IN THE INDUSTRY. First time ever playing golf at a Superintendents meeting. St. Clair Shores and it was all tee times. Ended up in the first group off with 20 or more seasoned Superintendents watching and waiting for their start. Nervous as heck I took a mighty swing and looked to pick up the ball flight. Nowhere to be seen. It landed in the stone shrub bed six inches forward and three feet in front of me. Nice first impression.



5 WHAT ARE THE BIGGEST ISSUES FACING SUPERINTENDENTS TODAY?

Personal life vs work time balance is one issue most Professional Turfgrass managers will face at some point in their careers. Dr. Jim Beard mentioned regarding golf course turf management "The closer you get to perfection the easier it is to see how far from perfection you are". Turf and course maintenance work is never "done" as everyone involved knows. When do you go home? Another issue is the expanding divide between the "haves" and the "have nots" in this industry. Superintendents are judged by their employers and their peers by what type of a product they can produce. As the science of turfgrass management continues to evolve the tools used in management are becoming more expensive. Improvements in irrigation control, drainage, mowing technology, sensors and tools help elevate the product quality higher. Facilities with money will get better and better while those that cannot afford labor and infrastructure upgrades will plateau. This is not a new issue but I see the divide growing and that will make job selection more important.

6 WHAT ARE YOUR EXPECTATIONS FROM THE MICHIGAN GOLF COURSE SUPERINTENDENTS ASSOCIATION?

To provide a professional trade association that supports and aids its memberships efforts in their

daily jobs and continues to advance the profession of Golf Course maintenance and management.

7 WHAT IS YOUR MOST EMBARRASSING MOMENT DEALING WITH A CUSTOMER?

Fell asleep at lunch with Mike Bay superintendent at Tam O Shanter CC at the time. He politely woke me up.

8 WHAT IS YOUR BEST ADVICE TO DECISION MAKERS WHEN DOING BUSINESS?

Educate yourself, communicate what you need/want and don't get caught up thinking the cheapest is always best.

9 WHAT IS THE MOST REWARDING PART OF BEING IN AN INDUSTRY SUPPORT ROLE?

Show me a sales person that does not like a paycheck, and I'll show you a person soon to be looking for work.

10 WHAT IS YOUR BEST SUCCESS STORY?

So, it's also not just about money. Success is measured by more than how much you make from a sale. I once dealt with an older not complicated superintendent that did not have a lot of money to spend and made a

lot of mistakes. I liked calling on him because he was appreciative of advice and he did not repeat the mistakes. He retired and sent me a \$100 gift card with a note. The note said simply that he had retired, and his plans were to move north. It also included the simple phrase "Thank you for all the time helping me to get on with being a proper Greenskeeper." I keep that note on my home desk still today.

11 WHAT DO YOU ENJOY THE MOST ABOUT YOUR POSITION?

That's easy. It's the people I get to know and interact with. This profession is very diverse with personalities and that makes it interesting. There have been and continues to be almost limitless opportunities for personal and professional growth.

12 WHAT ARE YOUR TRAVEL TIPS FOR THE LESS SEASONED TRAVELER?

Pack light and leave enough extra time to not add stress of being on time.

13 HOW MANY DAYS OF THE YEAR ARE YOU ON THE ROAD?

250+



14 WHAT ARE YOUR HOBBIES OR SPECIAL INTERESTS? Bee Keeping, winter sports, sporting clays, Roses, MTF, Scouting, cycling, camping and unusual beers.

15 HOW MANY MILES DO YOU DRIVE IN A TYPICAL YEAR? 35,000

16 WHO HAS THE NICEST SHOP THAT YOU CALL ON AND WHY? Brad Lazroff at Huron Meadows in Brighton. It is newer with ample cold storage, multiple overhead doors, modern crew area with men's and women's facilities, large parking area, good lighting, built in wash bay, product storage and good sized shop. Modern design with input from Superintendent at the time, Adam Habekorn. Nicest chem room? That's Paul Dushane at Kensington Golf Course. Immaculate and organized all the time. Best inventory management?

Gary Thommes at Red Run Golf Club. Less than \$3000 in inventory most times.

17 WHAT'S THE FUNNIEST STORY YOU CAN SHARE FROM YOUR TIME ON THE ROAD? Playing darts in New Orleans while at conference. One of our group smoked cigarettes and each time he got up to throw we put just enough beer on the end of his cigarette to extinguish it. Each time he returned he cursed the thing and had to re-light.

18 WHAT DO YOU ENJOY DOING OUTSIDE OF WORK? Cycling, hiking, backpack camping, Scouts, skiing both downhill and cross country, and chores in the yard. I get a simple satisfaction from mowing grass with sharp blades. Nothing like a clean cut.

19 WHAT WOULD YOU CONSIDER THE VERY BEST PRODUCT YOU OFFER AND WHY? The one that best fulfills the need of the customer and accomplishes their expectation. What's best for one person may not be the best for another.

20 WHY DID YOU CHOOSE THE PROFESSION YOU ARE IN? Nut doesn't fall far from the tree unless some other factor moved it to a new location.

21 WHAT IS YOUR FAVORITE ITEM TO SELL/DEMO? Polyon fertilizer. Gold standard of reacted layer polymer coated controlled release fertilizer. Those green BBs are what other fertilizers use as a standard to compare to.



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jwilczynski.htp@earthlink.net

- 22 HOW LARGE IS YOUR TERRITORY?** I cover a whole division. What's that? Mike Rupp covers northern Ohio and southern Detroit metro and Andy Gilroy covers northern Detroit metro, thumb and mid MI. I cover the division between those two.
- 23 WHAT IS YOUR FAVORITE GOLF COURSE TO PLAY?** Championship Course at Oak Pointe.
- 24 IF YOU HAD TO HAVE A DIFFERENT PROFESSION, WHAT WOULD IT BE?** Plant physiologist or lawyer. I like understanding how things happen and I like facts and logic.
- 25 WHO IS YOUR FAVORITE GOLFER AND WHY?** Palmer. He was the great golfer when I first became aware of the game.
- 26 DO YOU HAVE A NICKNAME AND IS THERE A STORY BEHIND IT?** My poker playing friends like to call me "sloth". I think slow sometimes.
- 27 HAVE YOU EVER HAD A HOLE IN ONE?** No, best shot was a 190-yard eagle with a four iron at Red Run GC.
- 28 IF YOU COULD TRAVEL TO ANY TIME IN GOLF WHEN WOULD IT BE AND WHY?** 30 years to the future just to see the changes in the game and conditions and 1913 at Brookline CC to see Ouimet as an amateur beat Vardon and win the US Open. It was not as dramatic of a finish as the movie portrayed because Ouimet actually won by 5 strokes. Hole 18 was just a formality in the real match. Still seems like it would have been fun to see.
- 29 WHO HAS THE BEST MAINTENANCE DEPARTMENT DOG? WHAT IS ITS NAME?** Ah this is like asking your wife who she thinks is prettier than herself.
- 30 HOW MANY CONFERENCES/ EDUCATIONAL EVENTS DO YOU ATTEND PER YEAR?** Average 10-15
- 31 HOW MANY ROUNDS OF GOLF DO YOU PLAY A YEAR?** 10-20



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32 WHAT DO YOU THINK IS THE BEST EDUCATIONAL OPPORTUNITY/ CONFERENCE THAT TURF CARE PROFESSIONALS CAN ATTEND?

Well I'm a bit biased but the MTF Conference in January. This is the 90th year that turfgrass professionals have gathered to discuss and learn new information and practices for maintaining turfgrass. Also the GCSAA National Conference is an event everyone should attend at least once.

34 ARE THERE ANY NEW PRODUCTS ON THE HORIZON? Yes there are.

New plant control products to prevent damage from pests are under constant development. Most of this is driven by agriculture and the need for increased yield on food crops based on how the world eats today. Profit is a factor obviously. As new products are developed in Ag, Turf and Ornamental uses are explored as well. When a safe and profitable solution is identified T&O will see a new product. Just this fall BASF

introduced a compound they call Revysol world wide and named it Maxtima for turf use. Corteva has two new broadleaf herbicides just out called Game On and NativeKlean. Harrell's, our company just introduced a product called Amino Pro V that contains a root hair promoting Peptide developed by a group of Japanese researchers. They were working to improve tomato root growth for an Italian company and since has been demonstrated that this Peptide form of Amino Acid had similar effects on turf.

33 HOW DO YOU THINK THE INDUSTRY WILL BE DIFFERENT IN 10 YEARS? I'll be retired! More serious answer is that automation will be the norm not the new idea.

There will be some advances in understanding how to prevent damage from pathogens and how to alleviate other stresses managers cause on plants in preparing



5 THINGS PEOPLE MAY NOT KNOW ABOUT ME

1. In the Big Book of Harley Davison on my FLHT.
2. I am a apiarists, or a Beekeeper.
3. Current President of MTF.
4. Started college as a photography major, switched to business administration after taking business law.
5. Cycled down the Mediterranean coast with Rich Locke.



HORIZONS OF SILVER

BY TIM MATTY, ASSISTANT GOLF
COURSE SUPERINTENDENT,
COUNTRY CLUB OF DETROIT

On an office window sill in Cleveland sit several photos of a father's children holding their trophy catches of bluegill and bass. These photos depict my siblings and I on childhood trips to the farm pond with dad. The excitement of seeing that red and white bobber dance and dunk beneath the water's surface is just as tangible today as it was 25 years ago.

My love of the outdoors, and fishing in particular, continued to grow throughout my childhood years. I graduated from the Zebco push button reel at the farm pond and began casting for walleye near the Cleveland shoreline with my father and long-time family friend/mentor, Earl Martin. Earl taught us as much about life, politics, and how to maintain a sharp edge on your filet knife as he did walleye fishing. Mr. Martin would often recall from his living room years later that we walleye fished together for 7 years before he heard me say a word on his boat. Quiet indeed, but attentive. Many lessons were learned on the water: Respect for the power of nature. The importance of taking a moment to appreciate the beauty of one's surroundings. The responsibility of passing along lessons learned on the water. Most importantly, no fishing trip is complete without a stop for ice cream on the way home.

"There are always new places to go fishing. For any fisherman there's always a new place, always a new horizon" – Jack Nicklaus.

A true passion developed within me throughout my high school years as I discovered the horizons of river fishing for migratory steelhead trout and salmon in tributaries of the Great Lakes. Below are highlighted some of the aspects that make river fishing so enjoyable.

The Fish: Steelhead and Salmon spend most of their lives in the deep waters of the Great Lakes and Pacific Ocean before returning to their natal streams to spawn. Spawning runs occur from Late August (King Salmon) throughout the fall and winter months (steelhead) into April. Calm clear river currents of summer come alive with fall rains. As river flows elevate waves of chrome bright steelhead and salmon enter the systems pushing upstream in search of suitable spawning gravel...in some river systems these fish swim over 400 miles before reaching such gravelly flats. Incredible.

The Rivers: Variety is the spice of life. Much the same is true of the rivers these fish run. From small tributaries within 20 minutes of Suburbia in Cleveland, Detroit, Milwaukee, Grand Rapids, Buffalo, Portland or Seattle to the remote reaches of the Olympic Peninsula, Columbia River, Manistee National Forest, or Zoar Valley. All of these rivers are unique, yet none look the same two days in a row. Here in Michigan the riparian environments



Pere Marquette River January 19



Manistee River March 18



Pere Marquette Brown Trout March 19

located in the Northwestern and Northeastern corners of the state are as stunning as they are suitable for steelhead and trout fishing. Sandy substrate and bountiful ground water supplies create cold, clear, winding rivers lined by red pines as they find their way from Manistee National to Lake Michigan. The Au Sable, Pere Marquette, and Manistee host some of the finest steelhead and salmon runs in the world.

The Fight: Tie a lead weight onto a fishing rod one afternoon when you have some free time. Then toss that weight into a passing freight train. You'll have an idea of what it's like to hook a king salmon in a river. Drag burning, leader busting runs of 50 yds or more are not uncommon. Steelhead are sought out across the globe for their acrobatic jumps and incredible fighting ability. Ten to fifteen pound fish leaping 3 feet out of the water in dead-of-winter single digit temperatures. Simply stunning, and certainly keeps you coming back for more.

The Camaraderie: My trips around the Midwest and Pacific Northwest over the years have created unforgettable memories. Increasingly vivid are the memories made with friends and newcomers on these trips. The only thing better than landing one of these incredible fish yourself is putting someone's else's in the net. The reactions are priceless. The fireside conversations following these trips often center around the beauty of the surroundings, the impressive strength of the fish, and the need for plans to get back on the river in the future.

Dad's 29 lb King Salmon Sept. 19



Sept 34 lb. King Salmon Betsie River



Double Header Conneaut Creek (OH) Steelhead Nov 18

The Michigan DNR publishes a weekly fishing report with exceptional information for all areas of the state from Metro Detroit to the UP. Whether you have 5 minutes or 5 days, the opportunities around Michigan are plentiful, and the surroundings spectacular. Give it a shot, or give me a call... we'll head out to find a new horizon!



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MSU Student WELCOME EVENT

This year there was a new twist on the annual MSU Student Welcome event. In the past there was a 9-hole scramble golf event hosted by Carey Mitchelson at College Fields. This year the event was moved even closer to campus to the Hancock Turgrass Research Center. Thanks to Dr. Trey Rogers in coordination with Hancock Center Manager Jesse Scholl and Adam Palmatier Operations Coordinator for devising some fun and interactive games. There was a putt-putt style course on the sloping green site along with a closest to the pin shout. The points scored from these events were totaled and prizes awarded. After the contests and dinner many industry leaders including current MiGCSA President Jeff Sweet, CGCS spoke to the students and answered questions.



Special thanks to Carey Mitchelson and College Fields who provided the food with preparation and to our 2019 Industry Partners who covered all the costs of this event. Thank you also to the MiGCSA Members who attended this event Harvey Cole, Shane Conroy, Doug Johanningsmeier, Dan Mausolf, Marc McCoy, Ross Miller, Jared Milner, Michael Rabe & Douglas Ware.

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The 33rd Annual TUCK TATE CHAMPIONSHIP



GCSAA Vice President John Fulling, CGCS discusses the initiatives and goals for 2020.



MiGCSA Northern Board Member Scott Pulaski thanks the 2019 Industry Partners for their support.

The 33rd Tuck Tate Championship was hosted by True North Golf Club in Harbor Springs. A huge thank you to Superintendent Steve Sump and his Assistant Karl Ness. Thank you to General Manager/Director of Golf Michael Kernicki, PGA for all of his help in running such a great event. The course was in phenomenal condition!

This was a best 2 of 4 net team game with prizes for individual net and gross as well. Here are the results from the day.

Closest to the pins were won by Joe Ettawageshik, John Fulling, Spike, Shawn Osborne and Shawn Pranger. Long drives were won by Jason Fels and Shawn Pranger



Best 2 of 4 net team game
was won by Kevin Graf, Shaun Osborne,
Nick Shaw and Mike Still with a net score
of 100. Second place was won by Seth
Britton, Drew Butterfield, Gene Davis and
Phil Gutowski with a 110 and third place
shooting 114 was Jace Nichols, Nathan
Thortaon, Steve Sump and Brian Klebba.

**2019 Low Net Tuck Tate
Champion** Drew Butterfield with a net
score of 62

2019 Tuck Tate Champion Dr.
Kevin Frank with a score of 73



*MiGCSA Presidents #1 John Fulling, CGCS and
#2 Steve Hammon catching up before the event.*



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2019 GCSAA Chapter Delegates Meeting

BY ROB STEGER, CGCS
SAGINAW COUNTRY CLUB
MIGCSA VICE PRESIDENT



I attended the GCSAA Chapter Delegates meeting in Lawrence, Kansas October 28-30th as a representative of the MiGCSA Board and Membership. The meeting is held annually in order to spread the word on what the GCSAA has been working on and to give the delegates an opportunity to hear from the candidates for the GCSAA Board of Directors.

The folks at Headquarters are experts at getting a lot accomplished in a short amount of time. I flew in at 2:30pm on Monday and meetings began at 3pm. On Tuesday we were busy from 6am to 6pm sitting in town hall style meetings and hearing from the BOD Candidates. There are a few things that I took home from the meeting that I think will impact all of us going forward.

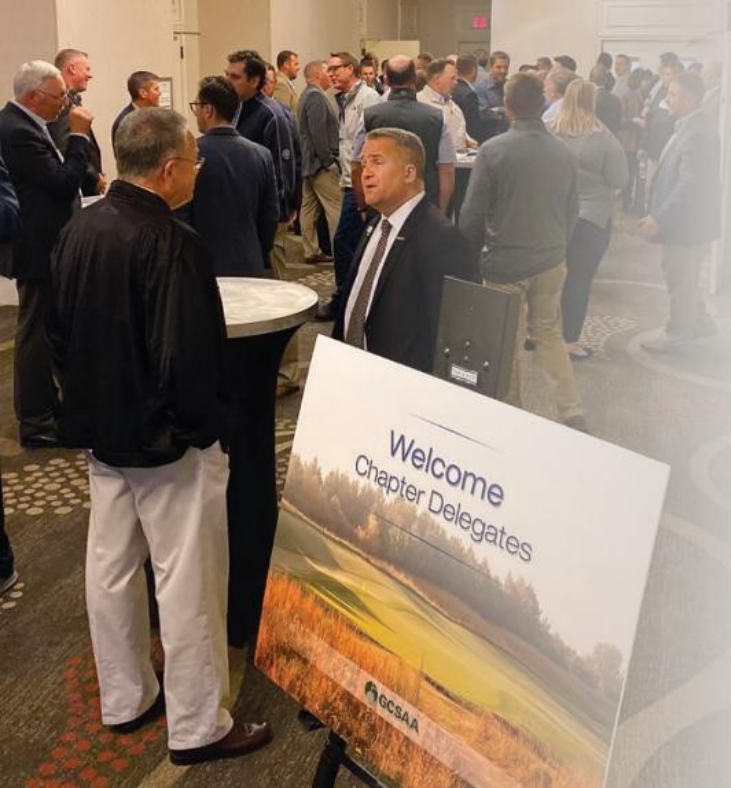
Brand Recognition

As many of you know the GCSAA has released a new logo, the new logo isn't much different than the old logo; but it is more user friendly to print and social media platforms. The plan is to use this logo on everything GCSAA related, increasing its recognition. At the Golf Industry Show, you will see the GCSAA logo everywhere instead of the circle hourglass logo used previously. The goal is to make the GCSAA logo as recognizable as the PGA logo or Amazon for that matter. By developing a strong brand golf courses will take pride in hiring GCSAA members. How nice would it be to eventually not need to explain what a Golf Course Superintendent is to every person who asks, "what do you do?"?

GCSAAPAC

The GCSAA has developed a Political Action Committee which will help our friends in Washington have closer contact with the men and women who make laws that impact everything related to maintenance of golf courses. The environmental issues facing golf courses in the court of public opinion have been on the rise. Sharing our story of conservation with law makers is critical to us having the tools we need to produce great golf course conditions.

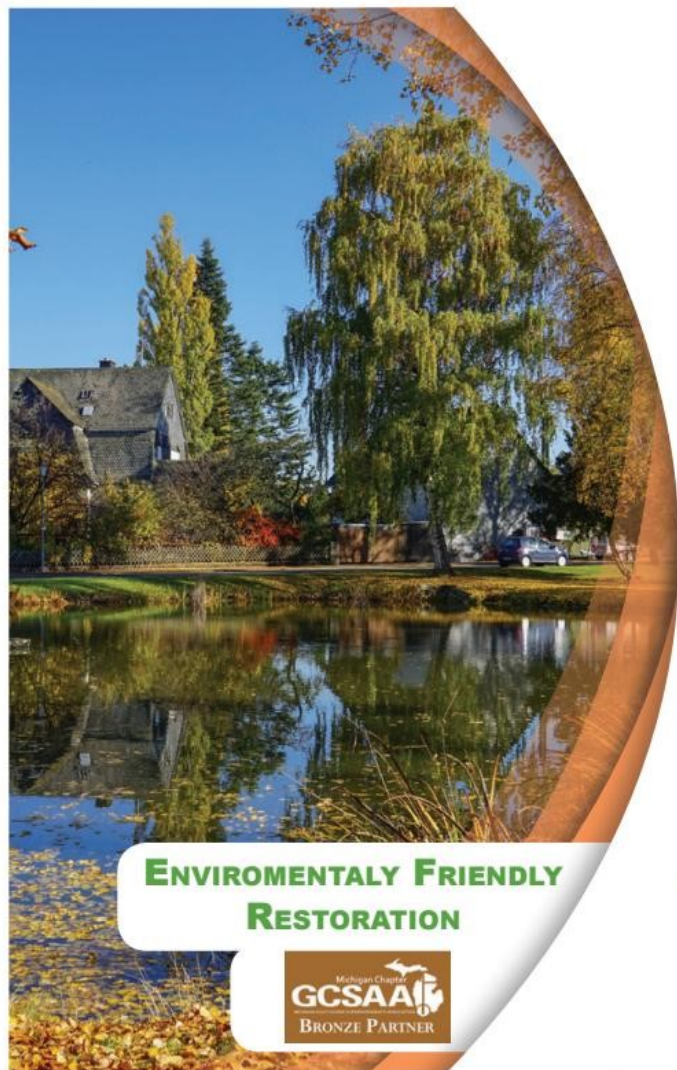




BMP

Mark Johnson with the GCSAA has been working hard to get all 50 states up and running with a Best Management Plan for every golf course in the country. Scott Pulaski has headed up this effort for the MiGCSA and we are close to publishing our document. Once the Michigan BMP document is published, you will be able to create a BMP plan specific to your golf course. This document helps to influence public opinion on golf courses. Applying BMPs to everyday maintenance decisions is nothing new to us, the document will help us show law makers, our golfers, and the general public that Golf Courses are Green Space and should be preserved.

Thank you for the opportunity to represent the MiGCSA at this important meeting. The people at headquarters are working hard on our behalf. I am looking forward to hearing about the GCSAA initiatives in 2020 under President John Fulling's leadership!



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BY SHANE CONROY AND GCSAA STAFF

Overtime Pay Rule Finalized

Along with many industries, the golf industry has been following the proposed changes to the Department of Labor's Fair Labor Standards Act (FLSA). A proposed final rule change to the overtime thresholds was barred by the United States District Court for the Eastern District of Texas on November 22, 2016 and was subsequently invalidated by that court.

Three years later, and after a few changes, the rule has been finalized.

On September 24, the Department of Labor (DOL) announced the new Overtime Pay rule will raise the standard salary level from \$455 to \$684 a week. The rule becomes effective January 1, 2020. This will allow all employees who earn less than \$35,568 annually eligible for overtime pay of at least time-and-a-half after they complete a 40-hour work week. The DOL estimates the new rule will affect 1.3 million employees nationwide.

This is the first time the rule has been changed since 2004 where the threshold for exemption of eligible employees from overtime pay was \$23,660. According to the DOL press release, the final rule updates the earnings thresholds necessary to exempt executive, administrative, or professional employees from the FLSA's minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses (and commissions) towards meeting the salary level. The new thresholds account for growth in employee earnings since the currently enforced thresholds were set in 2004. In the final rule, the Department is:

- Raising the "standard salary level" from the currently enforced level of \$455 to \$684 per week (equivalent to \$35,568 per year for a full-year worker).
- Raising the total annual compensation level for "highly compensated employees (HCE)" from the currently-enforced level of \$100,000 to \$107,432 per year.

- Allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10 percent of the standard salary level, in recognition of evolving pay practices.
- Revising the special salary levels for workers in U.S. territories and in the motion picture industry.

The GCSAA government affairs team has been following the proposed changes closely and have worked with other golf industry associations including the Club Management Association of America, National Golf Course Owners Association of America and National Club Association in May 2019 to submit comments to the federal docket on the proposed Overtime Pay rule.

The DOL is making available many resources to help employers and employees better understand the new rule.

GCSAA's government affairs department is working to ensure members are well-prepared and will host a webinar to help educate GCSAA members on the new requirements. Please be on the lookout for more information in the Advocacy section of This Week, the weekly email updates from GCSAA. If for any reason you are not receiving the This Week emails, please reach out to me.

If you have any questions on the DOL Overtime Pay Rule, please contact the GCSAA government affairs department at 800-472-7878.



► Download the MiGCSA Membership Directory App in the **Apple & Google Play Store**

There is an App for that & The 2020 Spring Meeting

This spring the Board of Directors approved the expense to create an application for both Android and Apple phones to replace the printed MiGCSA Membership Directory. This decision was not made lightly but after careful consideration of what is the best options for our members. We know that the paper directory is a popular item for members and sales representatives alike. However, some of the major drawbacks of a printed directory is the information, it is only as good as the day it is printed. Almost immediately there are changes in employment or contact information. With the launch of the new migcsa.org website last year came a much-improved online membership directory; this is still available on the website once you log into the members only area. This information can be updated by any member at any time, again by logging into the members only area. If there is information that is not correct it can be fixed in seconds by the member or by calling us to update it for you. With the prevalence of smart phones and the expectation of information speed this made a lot of sense. From a financial perspective the app will pay for itself in offset design, printing and mailing in three years. The app also has a good base that we can build on to for future expansions like event registration and push notifications. If you have not yet search for MiGCSA in the Apple Store or Google Play to get it on your phone, one you log in for the first time it will save your information so you have one click access to every MiGCSA Member in your pocket! There has been rigorous testing of this application but as with any new technical thing there may be bugs, please let us know if you find one as we continue to improve this new member benefit. This is another example of how our 2019 Industry Partners support you, this app would not be possible without them.

After some great work by our Education Committee: Jerry Husemann, Robert Pylar, Marc McCoy, Chris Wilczynski, Ross Miller, Eric Davey and Chairman Jeff Hopkins the lineup for the 2020 Spring Meeting, The Best 24 Hours in Turf, is set! This year we are heading to the Greektown Casino on February 26th & 27th. In order to better accommodate our members schedules we will begin at 1:00 on Wednesday February 26th and conclude on Thursday February 27th at 12:30 pm. To make this event as affordable as possible the cost will again be only \$75 for class A, B and AFF Members and \$25 for all other classes, or for employees of Class A&B MiGCSA Members. This is also made possible by the support of our Industry Partners. Hotel rooms will be available for \$142.00 minus a \$40 discount per room for MiGCSA Members again thanks to our Industry Partners to bring the cost down to \$102.00 (\$123.30 after taxes). Call 877-424-5554 and reference the MiGCSA for this group room rate. Beverage and raffle tickets for the cocktail reception and full hot breakfast are included with registration. As a special bonus this year we will be hosting a GCSAA Presidential celebration for our own John Fulling, CGCS with special guest Rhett Evans, GCSAA CEO and our allied golf groups here in Michigan. As you can see so many of our marquee items are made possible with the support of our Industry Partners. Please try to take this support into consideration as you make important decisions this off season. It is critical for this continuing partnership to show them the same support they show to you.

Adam Ikamas, CGCS
MiGCSA Executive Director



The 2020 Spring Meeting

The Best 24 Hours in Turf



Dr. Thom Nikolai
MSU



Dr. Jim Kearns
NCSU



Rhett Evans
GCSAA



Ray Hearn
RHGD



Dave Wilber
Turfhead

Wednesday, February 26th

The Turfgrass Talkshow, hosted by Dr. Thom Nikolai

1:00 - 2:00 - Dr. Thom Nikolai - Monologue
MTF/MSU Research

2:00 - 3:30 - Dave Wilber, Mental Health and Effective
Communication for the Golf Course Superintendent

3:45 - 5:00 - Dr. Jim Kearns, Fungicide Program
Development & Soil Borne Diseases

5:00 - 6:00 - Presidential Reception for John Fulling,
CGCS with GCSAA CEO Rhett Evans

Thursday, February 27th

8:00 - 9:00 - Full Hot Breakfast Buffet

9:00 - 10:00 - Dr. Jim Kearns, Turfgrass Microbiology

10:00 - 11:00 - Ray Hearn, Practical Renovation Proj-
ects that are Affordable

11:00 - 12:30 - Rhett Evans, Relentless Focus

Do you want to build momentum toward your goals,
stop feeling overwhelmed, and master what matters
most?

In an effort to make this event as affordable as possible the cost will again be only \$75 for class A, B and AFF Members and \$25 for all other classes, or for employees of class A&B Members. **This is possible thanks to the support of our Industry Partners.** Hotel rooms will be available for \$142.00 minus a \$40 discount per room for MiGCSA Members **thanks to our Industry Partners** to bring the cost down to \$102.00 (\$123.30 after taxes). Call 877-424-5554 and reference the MiGCSA for this group room rate.

Online Registration at migcsa.org or by phone: (616) 834-0450



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