



GCSAA AFFILIATE

Turf Times

Monthly Update
November 1995
Vol. 24, No. 11

The newsletter from the Northern Michigan Turf Managers Association

President's Message

The recent NMTMA board meeting drew some well deserved and constructive criticism for the board of directors and the association. It takes feedback and membership involvement to have an effective association, and more so an association you want to be a member of.

The foremost point taken from the board of directors was the lack of communication between the board and the membership and how to improve it. Several ways were discussed. First of all, summer meetings will have set agendas followed by a guest speaker providing the opportunity to give the membership pertinent reports and provide membership involvement in issues facing the association. Monthly reports through the Turf Times on the direction of the board and steps taken to get there is another measure. In addition, steps are being discussed to improve on membership services.

The annual meeting was a great success, and congratulations to all flight winners. Dave Faucher had The Legends in great shape and the meeting facilities proved to be excellent.

Thanks to Jeff Dorrell, Dave Pretznaw, Dave Little, and Tom Heid for their work on the board. The leadership they provided will be missed. They have paved the way for new board members Doug Kendziorski, Karen O'Dell and Gabe Ross.

A winter party is being planned to take the place of our annual Christmas party. The vote of those present at the annual meeting favored the winter party instead. I for one will miss the Christmas party and hope to see it return the next year.

The meeting sites for the '96 schedule is not yet complete, and if for some reason you can't host a meeting this year we welcome meeting sites for the '97 season. This is a great opportunity to show your course, get involved and support the association.

Please take note of the editorial I have written elsewhere in the Turf Times, along with Jon Maderm's article, both in reference to the recent GCSAA chapter affiliation requirements. Member input will direct the NMTMA's future and I am requesting all members of the association to give the matter serious consideration.

Enjoy the holidays!

NMTMA Meetings Calendar:

Dec. '95-Oct. 96

NMTMA Board of Directors Meeting Dates, at Holiday Inn in Grayling are as follows:

Dec. 13, 95 Mar. 6, 96
Jan. 10, 96 Apr. 3, 96
Jan. 31, 96

NMTMA Golf and Meeting Sites for '96

May Marquette Trails
June The Loon, Gaylord
(MTF Fund Raiser)
July To be Announced
August The Rose, LeRoy
September Treetops, Gaylord
(NMTMA Fund Raiser)
October To be Announced

GCSAA/NMTMA Seminar

Feb. 21 & 22, 96 Human Resource Management
and Drainage Systems, Gaylord

Editorial: Chapter Affiliation Requirements

The NMTMA has some very important issues to give serious consideration to as it will direct our future. The foremost being the current GCSAA affiliation requirements.

The long term goal of the GCSAA is to strengthen the golf course management profession, and one way to achieving this is requiring every GCSAA member to be a chapter member and vice versa. All class A and B members of the NMTMA not currently a member of the GCSAA will be grandfathered to meet af-

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Editorial: Chapter Affiliation Requirements

(Continued from Front Page)

filiation requirements. New members who want to join the association must also be members of the GCSAA. Other affiliation requirements include by-law conformity, annual reporting of financial statements, list of current officers, membership roster, copy of tax returns, certificate of insurance and an outline of chapter activities. The board of directors of the GCSAA has already voted in favor of the affiliation requirements. The members of the NMTMA must vote to determine if we want affiliation or not.

We all have to take a stand on this and vote for or against. I vote in favor and here is why. At one time or another we heard someone or ourselves complain about our image and professionalism, this is the GCSAA response. As a non-profit organization I don't care who sees our financial statements because it is public information anyway. Reporting of activities, tax returns and rosters are no great concern to me either, that's free advertisement for this association which may actually increase our membership and participation level.

Dual membership in both the GCSAA and local chapter is also positive because it may for the first time force many of us to "place our money where our mouth is." It is easier to complain than do something constructive and now since the GCSAA has done something to enhance our profession, I agree. I do not agree with the notion the NMTMA will die out if we

adopt these requirements. Chances are if we don't adopt this another "superintendents only" association is going to develop which may very well cause the demise of the NMTMA.

As a voting member I am going to voice my opinion and I encourage all members to do the same regardless of your stance. We will have the opportunity to vote on the affiliation requirements in the future and I am positive the NMTMA Board of Directors will call a special meeting for members to ask questions and hopefully provide answers.

-Mark R. Wildeman, CGCS Member NMTMA

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Recording Secretary:	Brian Conklin

NMTMA Committee Chairs

Program and Golf:	Doug Kendziorski
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Scholarship Interview:	Kim Olson
Finance:	Jon Maddern
Membership:	Pat Mertz
Publications:	Jon Maddern
MTF Fund Raiser:	Pat Mertz
Public Relations:	Dave Faucher
NMTMA Fund Raiser:	Pat Mertz
By Laws:	Mike Meindersma
Winter Party:	Kim Olson
Mechanics Group:	Gabe Ross
Environmental:	Jon Maddern
GCSAA/MTF Liaison:	Jon Maddern
Nominating:	Brian Conklin
Member Scholarship:	Karen O'Dell

GCSAA Seminars Coming Soon To Your Area

Human Resource Management
February 21, 1996
Gaylord, Michigan
(Code #847)

Drainage Systems
February 22, 1996
Gaylord, Michigan
(Code # 848)

**Calibration and Safety of Pesticide
Application Equipment**
March 19, 1996
Grand Rapids, Michigan
(Code # 924)

For a more detailed description of seminars, with dates and registration forms, please refer to your GCSAA Professional Development Catalog 1995-96. You may also reference your monthly issue of *Golf Course Management*.

Watch your mail for reminder post-cards highlighting seminars in your area!



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Classifieds

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1995 Christmas Party Dec. 8 in Frankenmuth

NMTMA members are invited to the Mid-Michigan Christmas Party on Friday, December 8 in Frankenmuth.

- Times: Open bar 7-12 p.m.
Social Hour with
Hors d'oeuvres 7 p.m.
Buffet Dinner 8 p.m.
Karaoke and D.J. 9-1
- Cost: \$60.00 per couple
\$35.00 Single
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Good Managers

"We don't want geniuses for managers," says a well-known company president. "We want people who can motivate other people to do good work."

That takes genius too, but it's a different kind of genius than most people mean when they refer to someone as being "brilliant."

Do you think you're a little brighter— maybe a lot brighter— than the people who work for you? Perhaps a little brighter than your boss?

And do you feel a need to have other people recognize this fact?

If so, you've got problems. Because good leaders are the kind of people who go around passing out the credit and encouragement— not trying to scoop up all they can for themselves. They recognize the importance of other people's contributions and soft-pedal their own.

Good managers have egos and like to get individuals recognition just as much as everyone else— maybe more so. But they're also smart enough to realize that the only kind of credit really worth having comes without asking. They also recognize the tremendous gains in goodwill and encouragement that come from passing credit along to others.

Good leaders are big enough *not* to compete for personal credit with their own people. They identify subordinates' suggestions when they pass them up the ladder, aren't afraid to let them step into the limelight now and then, and refrain from putting their own names on another person's work or ideas.

In short, they let their people shine and are content to shine as their managers. After all, isn't being able to get people to do good work what being a manager is all about?

—Bits & Pieces

GOLF

"Golf is an insurmountable game in which one attempts to put an insignificant ball into an obscure hole with an absurd weapon," says Harry B. Trout.

That's why Bob Hope says, "I'd give it up if I didn't have so many sweaters."

—Bits & Pieces

An employee went to his supervisor to ask for a raise. "I'm planning on giving you a raise," said the boss.

"Oh! Great!" said the employee. "When will it be effective?"

"As soon as you are," was the reply.

—Bits & Pieces

NMTMA and the GCSAA

As stated in the October issue of this publication I attended the Chapter Relations meeting in Lawrence, Kansas at GCSAA headquarters representing this chapter. The reason for this meeting was to receive an update of the association from the President Gary Grigg and CEO Steve Mona, to meet the candidates for the upcoming GCSAA elections, and to discuss various issues including GCSAA/Chapter relations past, present, and proposed changes. The biggest proposed was changes in affiliation agreement.

Two years ago discussion was given concerning getting members of locals members of the national like we were supposed to be per affiliation agreement when we became an affiliated chapter. Over the years the percentages had been lowered. Last year we learned that GCSAA did not have signed agreements from a lot of chapters. We discussed being a professional association and what other groups require and how they do it. We discussed history of GCSAA and all agreed that a goal would be to be 100% members of local and national. After this meeting the chapter relations committee met a couple of times and had numerous issues to discuss and hear our opinion on.

The major issue of discussion was proposed changes to affiliation agreement and standards required. The biggest of this membership requirement. As I stated earlier the reason for this discussion to finalize this issue was that the agreement had changed considerably over the years and everyone had not signed one standardized agreement which is important and there were turfgrass foundations included as affiliates. The purpose of this agreement is that both GCSAA and its affiliated chapters have an interest in supporting each other with regards to activities and programs that benefit their members and the golf course superintendent's profession. It is a set of ground rules which serve as the foundation of the relationship. Many of the affiliation standards have been already required by the present affiliation agreement but have not been enforced. Significant changes in requirements are made to strengthen the profession, better represent the profession and protect both the affiliated chapter and GCSAA from potential liability.

The discussion was good and lengthy. Prior to meeting and upon returning from meeting the major concern I had for NMTMA was the inclusion of assistants. Not including them we qualified under the proposed membership percentage. That meeting discussion was long on how to impose this and be fair to all chapters. Percentages were dropped for requiring all new superintendents and assistants who join July 1, 1997 on to be a member of both associations. All those prior to that date were grandfathered in agreement. Since then the board of directors met and approved the proposed affiliation agreement with dropping assistant superintendents from membership requirements.

I will be discussing in detail with your board about this meeting soon and have asked that we have a meeting to discuss this important issue with you the members. This is too important and big of an issue to act on without you being able to hear the proposed changes and why, and for the board to hear your concerns. I have not voted or stated NMTMA position because I did not have a chance to discuss these with you prior to meeting. So I went with an open mind and listened well to the proposals.

Look for a meeting in the future to discuss this issue. It is your association and it is important to NMTMA's future with GCSAA. This meeting will be the time to be active and express your opinions. Today we have a voting strength of 58 which is second highest in this state. This voting strength would be higher if 21 of you when your dues statement comes in you would designate your vote or state you are a member of the Northern Michigan Turf Managers Association. If you have any questions prior to the meeting please feel free to call me and I will try to answer them. Have a great holiday season and look forward to discussing this with you soon.

—Respectfully submitted,
Jon D. Maddern, CGCS,
GCSAA Liaison & Delegate

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Better Business Correspondence

If you want to make your business correspondence more effective, try these three things:

1. Imagine what the person you're writing to looks like. "Seeing" the other person will help you write the way you talk. Picturing the other person also may help you speak into a tape recorder or a dictaphone, or type your letter on a word processor or a typewriter, that you may say something you wouldn't say if you were speaking to your reader in person. In other words, it's easier to be diplomatic to a person than it is to a machine.

2. Figure out exactly what you want to accomplish in your letter. That sounds obvious, but it's amazing how many letters are written without clear purpose in mind. A letter is a conversation on paper designed to achieve positive results for you or your company. Therefore, before you start to write, determine what result you want your letter to get.

3. As you write, keep in mind how you want your reader to feel when he or she finishes your note.

Ideally, they should feel glad they're doing business with you.



With the approach of the Holiday Season, our thoughts are directed toward the many important friendships and associations we have enjoyed during the year.

As a business and as individuals, we would like to say Thank You and extend to you our sincerest wish that the peace and happiness of the season will be yours every day throughout the coming year.

Happy Holidays from

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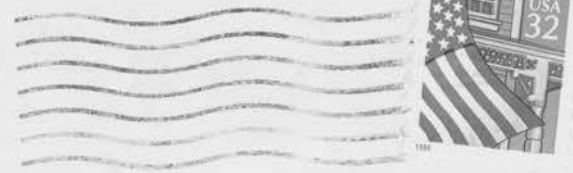
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