



GCSAA AFFILIATE

# Turf Times

The newsletter from the Northern Michigan Turf Managers Association

Monthly  
Update  
October 1995  
Vol. 24, No. 10

## *Jim Bluck 1995 NMTMA Golf Champ*

Congratulations Jim on winning this year's Chapter Championship at The Legend!

## **New NMTMA Directors Elected**

Elected to the NMTMA Board of Directors at this year's Annual Meeting are: Karen O'Dell, Gabe Ross, Brian Konklin, and Doug Kenziorski. Congratulations to you all.

A sincere thanks go to outgoing directors, Jeff Dorrell, Tom Heid, David Little CGCS, and David Pretznaw for their time and hard work making the NMTMA a successful association.

## *MTF Conference Scheduled*

The 66th Annual Michigan Turfgrass Conference will be held January 15-18, 1996, at the Holiday Inn - South Convention Center in Lansing, Michigan. Details regarding this event will be mailed in

early November. For further information contact Kay Patrick at 517-321-1660.

## **Maddern Represents NMTMA at GCSAA meeting**

Representatives for affiliated Chapters of the golf Course Superintendents Association of America (GCSAA) met at the association's headquarters last month to discuss ways to strengthen ties between the national association and its affiliated chapters. Ninety-five GCSAA's 114 affiliated chapters were represented at the meeting in Lawrence, Kan.

The group reviewed plans for dozens of current, new and potential programs. They continued a two-year discussion of possible changes to the affiliation agreement, which spells out each party's rights and responsibilities, and reached a solid consensus.

This two-year process has involved the annual delegates meetings, a resource group and the chapter relations committee that evolved from the re-

source group. The importance of chapter relations issues led GCSAA's board of directors to make "Serve the members through chapters" one of its mandates for 1995 and beyond.

Continuing expansion of joint or cooperative programs between GCSAA and chapters requires improved liability protection in both directions, that led to the drafting of proposed changes to the affiliation agreement. The draft affiliation agreement was presented to all chapters in advance of the meeting.

The following list summarizes the delegate's recommended changes to the agreement.:

- The conference and show privilege for chapter executive directors should be removed from the agreement.
- The affiliation fee of \$500 for new chapters should not be implemented until July 1, 1997.
- GCSAA Class A and B members should make up a majority of the chapter's board and all of its officers.
- There should be a dual membership requirement in affiliated chapters and GCSAA starting July 1, 1997. Superintendents and assistants who joined

(Continued on Page 2)

### **1996 Meeting Schedule**

February 21 & 22 ..... NMTMA/GCSAA  
Seminars: ..... Human Resource Management &  
Drainage Systems-Gaylord

# Maddern

(Continued from Front Page)

GCSAA or ran an affiliated chapter before that date would be grandfathered into the respective association. Requiring new GCSAA members to become members of an affiliated chapter will require a GCSAA bylaws change.

GCSAA's Standards & Bylaws Committee will meet this month to draft this and other amendments and recommend to the board that these amendments be put to a vote at the 1996 annual meeting in Orlando.

CGSAA's Chapter Relations Committee will update the draft affiliation agreement to reflect the consensus of the chapter representatives and will present it to the board for approval later this month.

The re-affiliation process would begin Jan. 1, 1996, with chapters having until March 31, 1997, to complete the process before affiliated chapter benefits would be suspended. Any chapter still not meeting requirements by Jan. 1, 1998, would have its affiliated status revoked.

The GCSAA Chapter Relations Committee is led by GCSAA Vice President Bruce R. Williams, CGCS, who serves as committee chairman, and GCSAA Secretary/Treasurer Paul S. McGinnis, CGCS, who serves as vice chairman. Williams is a member of the Midwest Association of Golf Course Superintendents (GCS), and McGinnis is a member of the Cactus and Pine Golf Course Superintendents Association (GCSA).

## Midwest Turf Expo

January 24 - 26, 1996

Indiana Convention Center  
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- In-depth workshops on marketing for LCOs, landscape management, USGA greens, basic turf, pond management, and answering pesticide questions
- 11 hours of concurrent educational sessions featuring nationally recognized specialists in all areas of turf and landscape management
- GCSAA Human Resource Management Seminar on Tuesday Jan. 23
- Trade show featuring equipment and products for turf and landscape management

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*For a laugh . . .*

## WANTED: GOLF COURSE SUPERINTENDENT

### Qualifications:

College graduate with extensive knowledge and experience in the following fields: turfgrass management, horticulture, irrigation design and repair construction, personnel management, budget development and implementation, mechanics, and public relations.

You must be willing to work as many hours as necessary to get the job done, regardless of personal life.

You must be willing to work for hundreds of bosses who will second guess every decision and program you propose.

You will also be expected to forecast, compensate for, and budget for every whim of nature.

You must be able to motivate underpaid employees to produce top-quality work on a daily basis.

All these goals must be accomplished without interruption to play or inconvenience to the membership.

Finally, you must be willing to work in a barn.

*-New Hampshire GCSA Turf Talk*

## Classifieds

**FOR SALE:** Jacobsen 7-gang Blitzers, \$3500. Call Dan at 616/275-5999.

**GREENSMAN WANTED:** Cadillac C.C. Write or Call Bob Kukla or Bill Smith 616/775-8586, c/o Cadillac C.C., P.O. Box 367, Cadillac, MI 49601.

**FOR SALE:** Toro 7-gang Parkmaster. Call Mike at 616/352-4241.

**GOLF COURSE SUPERINTENDENT:** Crystal Mountain Resort - Responsible for 27 holes plus 10 acre learning center. Requirements: Advanced knowledge of agronomy and turf grass management practices. Assistant superintendency is minimum experience required. Call for further details: Michael Call (616) 378-2000. Send Resumes to: Crystal Mountain Resort, 12500 Crystal Mountain Drive, Thompsonville, MI 49683, Attn: Michael Call.

# Superintendents announce officer and board election slate

Bruce R. Williams, CGCS, has been nominated for the presidency of the Golf Course Superintendents Association of America (GCSAA). The association's 1996 election of officers and directors is scheduled for Saturday, Feb. 10, during its annual meeting at the GCSAA International Golf Course Conference and Show in Orlando, Fla.

Williams, superintendent at Bob O'Link Golf Club in Highland Park, Ill., currently is vice president of GCSAA.

The nominee for vice president is Paul S. McGinnis, CGCS, of Union Hills Country Club in Sun City, Ariz. McGinnis currently is secretary/treasurer of the association.

The nominees for secretary/treasurer are Dave Fearis, CGCS, of Blue Hills Country Club in Kansas City, MO.; and George Renault II, CGCS, of Burning Tree Club in Bethesda, Md.

Six candidates will vie for two director positions. The nominees are Paul A. Dermott, CGCS, of Oakdale Golf & Country Club in Downsview, Ontario, Canada; Ken Mangum, CGCS, of Atlanta Athletic Club in Duluth, Ga.; Samuel Snyder VII, CGCS, of Hercules Country Club in Wilmington, Del.; Robert J. "Bob" Tillema, CGCS, of Sherwood Forest golf Club in

Sanger, Calif.; Michael Wallace, CGCS, of Hop Meadow Country Club in Simsbury, Conn.; and R. Scott Woodhead, CGCS, of Valley view golf Club in Bozeman, Mont. Both Wallace and Woodhead currently serve on the GCSAA board of directors. GCSAA directors serve a two-year term.

Secretary/treasurer candidates Fearis and Renault each have one year remaining on their current terms as director. In accordance with GCSAA bylaws, the incoming president will make an appointment to fill the director's seat vacated by the successful candidate for secretary/treasurer.

GCSAA's current president, Gary T. Grigg, CGCS, of Royal Poinciana Golf Club in Naples, Fla., will continue to serve on the board of directors for one additional year as immediate past president.

Joseph G. Baidy, CGCS, of Acacia Country Club in Lyndhurst, Ohio, whose one-year term as immediate past president expires, will end seven years' service on the GCSAA board.

Board member Tommy D. Witt, CGCS, of Wynstone Golf Club in North Barrington, Ill., has one year remaining on his current term.

GCSAA's International Golf Course conference and Show will be held Feb. 5-11 at the Orange County Convention Center.

The title, "CGCS," that follows a superintendent's name, stands for Certified Golf Course Superintendent. This distinction recognizes the achievement of high standards of professionalism through education and experience. More than 1,400 GCSAA members currently hold the CGCS title.

Since 1926, GCSAA has been the professional association for the men and women who manage and maintain golf facilities in the United States and worldwide. From its headquarters in Lawrence, Kan., the association provides education, information and representation to more than 14,500 individual members in more than 50 countries. GCSAA's mission is to serve its members, advance their profession, and enrich the quality of golf and its environment.

## *A Good Manager Finds the Cause*

A good manager must always be alert for changes in work attitudes. The sooner you find out what is causing them, the less damage they will be likely to cause.

Reduced efforts, slowdowns by people who are normally good workers, sullenness, irritability, indifference, increased absenteeism, or worker turnover can indicate trouble. What is the source of the problem? With a little inquiry, you can probably find out and correct it. That's one of the important things managers are paid for.

*-Bits & Pieces*

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## Golf in Michigan in November? YOU BET!

At the Michigan Golf Summits Nov. 17-18 1995 at Eastern Michigan University in Ypsilanti, golf will be atop the agenda, even though the clubs may be packed away or ready for Florida.

Join your golfing friends and colleagues Friday, Nov. 17, 1995 at Michigan Golf Summit IV and Saturday, Nov. 18, 1995 at Michigan Women's Golf Summit II!

Here's who you'll see and some of what they'll be talking about:

LPGA Hall of Fame Member  
Kathy Whitworth  
PGA Touring Pro Ed Humenik

### Michigan Golf Summit IV

Dr. John Rooney of Oklahoma State University, golf architect Tom Doak, TPC superintendent Mike Jiuffre, Michigan State University researcher Bruce Branham, environmental lawyer Henry Caraby, Cecil McKay of the Michigan Association of Public Golf Courses, Chris Holman of the Lansing Visitors and Convention Bureau, Golf Association or Michigan Executive Director Brett Marshall, directors of the First of America, TPC Seniors and Oldsmobile Classic golf tournament and many others.

### Topics

A look at Michigan's golf market • Golf and the environment • Private club issues • Customer service • The Internet and golf • Marketing your facility/product • The implications of the Americans with Disability Act • Michigan's professional tournament circuit • The women's market • What's ahead for Michigan's golf industry.

### Michigan Women's Summit II

President of the Futures Tour Vikki Wainwright, LPGA teaching pros Sheila Tansey and Patti Butcher, golf architects Jerry Matthews and Laurie Harmon, Michigan Women's Golf League - Metro Detroit Chapter Founder Fanina Jacobs and Oldsmobile Classic Tournament Director Dru Mitchell.

### Topics

The status of women in golf • Marketing to women golfers • a look ahead for women's golf in Michigan • Workshops on access issues • Golf and the Internet • Rules • Equipment • Fitness for golf • Mental strategy.

For more information or a Michigan Golf Summits brochure, call (313) 487-0407 or (800) 777-3521.

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# Give to Your Employees

There are lots of ways to make employees feel that their jobs are important:

- Talk with them frequently.
- Explain the importance of doing this job well.
- Give them occasional special responsibilities.
- Watch for special abilities; praise good work in front of others.
- Ask their opinion about various problems.
- Listen to their opinions.
- Show an interest in them and their personal lives.

A piece of machinery works a lot better if you oil it and service it regularly. So do employees.

The people who work for you need attention regularly. The more generously you give it to them, the better they will like working for you. And the better work they will turn out.

The way to get more and better work out of almost anybody is to show more interest in them. Doing so is the first step in becoming a better boss.

Many people, if they can't get attention by doing something constructive, will resort to something destructive. The craving for attention is a common cause of disruptions in the workplace. People want to be noticed. When they show improvement, tell them. then, don't forget to mention it again.

But why save this kind of treatment for problem cases? It will give you better results in dealing with everyone! Even the people who do a good job day in an day out without

coaxing like a little special attention. They work better when they get it, too.

—John L. Beckley, *Bits & Pieces*

## Tough-Minded Management

There was a time when the basic manager-employee relationship was simple and straightforward. Managers gave orders and employees carried them out. Over the past few decades, however, the practice of human relations has come of age. The most capable managers now realize that recognizing the needs and motivations of works is an essential part of day-to-day management, and that understanding human relations enables them to build a more satisfied and productive work force.

The authoritarian approach largely overlooked two things that are basic to human nature and to the effective management of people:

1. People want a voice in determining the direction to be taken in their jobs or departments. They cannot be fooled by supervisors who make a meaningless habit of asking about their families or administering a pat on the back when it is not genuinely earned.

2. People are basically happier when their work provides them with stretch and challenge. Most managers, surprising as it seems, do not expect enough from their people. Those who do find that employees are highly motivated to produce more and better work.

—Joe Batten - (AMACOM) *Bits & Pieces*

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