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A PATCH of GREEN

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HAL VOGLER

Hal Vogler, a dear friend of all golf course superintendents of Michigan passed away on May 3, 1991.

Hal was the owner of W.F. Miller Co. for 30 years.

Hal was a leader in service for our industry as the W.F. Miller Co. has continued to grow from its humble beginning to its present size and reputation under his guidance. He will surely be missed by us all.

The leadership will now be under his son, Mark Vogler, who will continue the reputation of this fine company.

Hal is survived by June, his wife of 40 years, Mark and a daughter, Susan.

**"A PATCH OF GREEN"**

Published Bi-Monthly by the
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UPDATE ON THIS SUMMERS MEETINGS.

April's Joint Meeting of the Ontario and Michigan and Border Cities Golf Course Superintendents Association's was held at Grosse Ile Golf and Country Club. This was superintendent Ed Hock, Jr.'s first opportunity to host a Meeting. Ed's hard work and enthusiasm for the Association were apparent with the organization and hospitality shown to members and guests.

Dr. Bruce Branham from Michigan State University spoke about summer weed control in turf and ornamental, respectively. Some interesting questions were asked: Does fertilizer applied immediately before, with or after post-emergent herbicide applications effect the performance of the herbicide? What is the best time to control clover in fairways?

The Meeting was followed by lunch and golf. Of the 142 that attended the Meeting, 134 played golf. Who won, eh?



Ed Hock, left, discussing turf with Greg Christian at April's joint meeting with Canadian Supt's.



Dr. Bruce Branham of MSU, discussing summer weed control; at Grosse Ile Country Club.



Ed Hock, Host Superintendent, at Grosse Ile, center, passing out golf prizes.

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GRASS COMPOSTING PRINCIPLES



AUGUST 12 MEETING

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TIM DARK, Host Superintendent

Speaker — RAY S. AYER

1. Keep proper carbon/nitrogen ratio
2. provide aeration to keep material aerobic
3. provide 60% moisture
4. provide and maintain bacterial populations

1. Grass is very high in nitrogen and will give off ammonia gas and other smells like silage if not fixed with carbon. 30 parts carbon to 1 part nitrogen (30/1 ration). This translates out to about 2 parts leaves to 1 part grass. If leaves are not available cornstalks, sawdust, straw, dead weeds or other high carbon materials **must** be used. Grass alone **cannot** be successfully composted without having a slimy stinky mess.

CARBON TO NITROGEN RATIOS

Grass Clippings	20:1
green leaves	40:1
dry leaves	80:1
sawdust/wood chips	500:1
dry straw	100:1
cow manure	20:1

2. If the material is not turned and mixed it will go anaerobic and smell bad. The entire pile must be mixed and turned once or twice a week. Leaves alone may be turned 3-5 times per year. The site must allow

equipment to turn the material under varying weather conditions.

3. Material should be damp but not wet. This allows maximum bacterial action to break down the material. In the spring the material may stay wet enough, but if it gets too wet it drives out the oxygen and it will go anerobic. In the summer it may dry out and slow down the bacterial break down process. Water must be added to the center of the pile. The material may be turned during a rain storm if conditions allow.

4. The bacteria to digest anything is already on that thing. Thus the natural bacteria are already present, however conditions must be maintained to allow them to thrive and multiply. "Starters" are not normally needed although soil or manure may be added to give it a boost.

The above requires the application of the M & M's principle. Money, manpower, and motivation. None of the above will happen if the program is squeezed in between other duties. A person must be put in charge with adequate time, management support and money.

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GCSAA NEWS

SUPERINTENDENTS RESPOND TO NEW YORK ATTORNEY GENERAL'S REPORT

The Golf Course Superintendents Association of America (GCSAA), responding to a report published late last week by the New York State attorney general's office, called the report "unsupported by fact, inaccurate and misleading."

The report, **Toxic Fairways: Risking Groundwater Contamination From Pesticides on Long Island Golf Courses**, is based on a survey of 52 golf courses on Long Island, N.Y. The report claims that the golf courses surveyed are treated with as much as seven times more pesticides per acre than are used to grow food crops. The report implies that the chemicals could pose a risk to local groundwater supplies.

GCSAA President Stephen G. Cadenelli, CGCS, stated, "A number of points from the report are unsupported by fact, inaccurate or misleading. The primary thrust of the report seems to be that simply because these materials are applied on golf courses, they will *de facto* enter groundwater. Yet, no scientific evidence is cited in the report to support this notion. In fact, actual monitoring and sampling studies suggest that there is very little movement of materials applied on courses — even in more vulnerable soils than those found on Long Island."

A major independent study completed on Cape Cod, Massachusetts and other university studies at Cornell and Pennsylvania State University show that golf course chemicals do not pose a threat to groundwater supplies when properly applied. "Any suggestion that turf chemicals, when professionally and properly applied, will enter groundwater under golf courses in any amount sufficient to pose risks to humans is without foundation in science," Cadenelli said.

Cadenelli continued, "The report and the news release that preceded it refer to the fact that pesticides are applied to courses for 'merely aesthetic' reasons. Plant protectants are used to control diseases, insects and unwanted plants that cause damage to a very valuable piece of property. Golf course superintendents manage golf courses in an environmentally responsible manner to ensure that there are acceptable conditions for golf and to protect the significant investment that golf courses represent."

Golf courses are businesses: they provide thousands of jobs and millions of dollars in property taxes. The value of land around the golf course is also enhanced, creating a larger volume of tax revenues from homes and businesses located nearby.

Properly maintained turfgrass actually benefits an entire community by preventing erosion, cleansing

the air of pollutants, acting as a "heat sink" that cools the atmosphere, maintaining much-needed green-space in urban settings, providing habitat for thousands of species of birds and wildlife, and filtering pollutants from rain and irrigation water.

More and more golf courses around the country are utilizing effluent (reclaimed wastewater) for their irrigation purposes. The natural filtration properties of turfgrass allow this wastewater to be disposed of on golf courses and be cleansed before it reaches the groundwater supply.

Cadenelli continued, "Golf course superintendents were putting the principles of integrated pest management into practice long before 'IPM' became a government buzzword."

Integrated pest management, or IPM, is the utilization of turfgrass management strategies that are economical and have the least possible effect on people, property and the environment. Reduced pesticide usage is an important element of any IPM program.

"Given the expense of chemicals and our own deep concerns about protecting natural resources, why would we use them unnecessarily? Modern emphasis and education is on using pesticides 'curatively,' as a doctor would use a specific medicine to treat a specific problem. Ask those who know — extension agents, pesticide regulators, educators — and they will tell you that golf course superintendents are leading the way in implementing IPM practices," said Cadenelli.

Maria Cinque, turf specialist at the Cornell Cooperative Extension on Long Island, backed up that statement. "We at the Cornell Cooperative Extension have been teaching IPM practices for the last 10 years. Many of those practices are used by golf courses in Long Island," Cinque said. "I believe that the amount of pesticides has definitely been reduced during this period," she continued.

Cadenelli noted that superintendents nationwide are using fewer and fewer chemicals more effectively each year. "It seems ironic that this report is issued at a time when we're using better materials in increasingly small amounts. If there isn't a problem now, I don't see how there could be one in the future," he said.

The report itself stated that : "There is no reason to believe that any water now supplied to Long Island exceeds safe drinking water guidelines for any pesticides."

GROUNDWATER PROTECTION LEADS OFF ENVIRONMENTAL FORUM

Growing awareness of fertilizer and pesticide use on golf courses brought golf industry officials and government representatives together in a forum sponsored by the Golf Course Superintendents Association of America (GCSAA). The GCSAA forum, entitled "Golf Course Management, Governmental Regulation and the Future," covered subjects ranging from pesticide use to wetlands management.

Leading off the forum was a presentation on groundwater protection given by Kathy Kronopolus, special assistant in the Field Operations Division of the U.S. Environmental Protection Agency's (EPA) Office of Pesticide Programs.

Kronopolus, who develops implementation plans for EPA's groundwater contamination program, said that EPA Administrator William Reilly is trying to develop a comprehensive strategy by drawing together all of the different EPA departments that are involved.

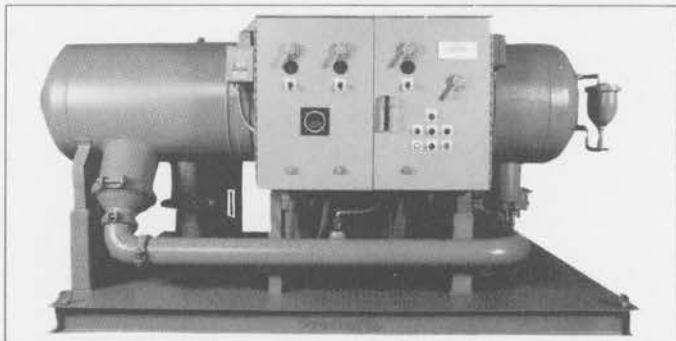
Kronopolus emphasized three main points in this strategy: 1) preventing groundwater contamination, 2) utilizing priorities that are focused on current or reasonably expected sources of drinking water, and 3) giving states a substantial role in the protection of

groundwater supplies.

According to Kronopolus, the EPA emphasizes the prevention of groundwater contamination because remediation (treatment and clean up of groundwater) is much more expensive. "The prevention policy includes promoting the use of 'safer' chemicals, non-chemical pest control alternatives and environmentally sound agricultural practices," Kronopolus said. She said the EPA will assist states in developing strategic management plans to accomplish these and other groundwater protection goals. However, noted Kronopolus, "the bottom line is that the user will continue to be responsible for pesticides in the field."

GCSAA Director Charles T. Passios, CGCS, moderated the groundwater session and pointed to a number of ways that golf and golf course superintendents have developed and implemented strategic plans to achieve groundwater protection. "I think that golf's willingness to participate in research projects, like the Cape Cod Study (on groundwater) and develop integrated pest management education programs shows that superintendents want to do the right thing. The results are showing that golf course superintendents are doing a good job in managing pesticide use," he said.

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PESTICIDE APPLICATION AND STORAGE KEY ELEMENTS IN ENVIRONMENTAL FORUM

The requirements for the application and storage of pesticides will be more stringent in the near future. That's the message that came from a recent environmental forum hosted by the Golf Course Superintendents Association of America (GCSAA).

Arty Williams, chief of the Environmental Protection Agency's Field Operations Division, said the requirements for people who apply restricted-use pesticides (RUPS) — especially certified applicators, will be getting tougher.

The proposed recommendations are based on a 1985 task report on the certification and training of RUP applicators. These recommendations reflect the need to address several areas of concern including ground-water protection, worker protection, endangered species protection, chronic toxicity of RUPs and waste and container disposal.

The federal law that covers pesticide application is the Federal Insecticide, Fungicide and Rodenticide Act (FIFRA). FIFRA's Section 3 requires that any pesticide classified by the EPA for restricted use "shall be applied only by or under the direct supervision of a certified applicator." Section 4 gives each state an opportunity to implement its own pesticide applicator program. Virtually every state has its own version of this program.

The new rules will require certified applicators to keep records of site-specific training, as well as to show competency of non-certified applicators who are applying RUPs. In addition, recertification will be required at least every five years for all certified applicators. Some states already have regulations similar to these. Williams said the final rule should be "on the streets" in 1992.

GCSAA Director Randall P. Zidlik, CGCS, said, "A recent survey has shown that over 95 percent of all golf course superintendents have at least one certified applicator on staff. Many courses have more than one. Although these new requirements will be tougher, they shouldn't place more of a demand on the superintendent because many of them already have these record-keeping elements in place."

Dennis Howard of EPA's Environmental Effects and Fate Division next addressed the forum of pesticide storage. Regulations concerning pesticide storage and mixing/loading are still under development, Howard said, and are not expected to be effective until 1993 and 1994, respectively. The storage requirements are not expected to affect the majority of golf course superintendents because they would apply only to facilities that store 11,000 pounds or more of pesticide

product. Rinse pads will likely be required in areas where concentrated pesticides are routinely transferred. This regulation would affect golf courses that do most of their mixing in the same location.

"Even though the storage requirements may not affect golf course superintendents, they should provide good standards to those courses who are building or remodeling their pesticide storage facilities," said Zidlik.

NUMBER OF CERTIFIED GOLF COURSE SUPERINTENDENTS REACHES 1,200

The number of golf course superintendents who have met the toughest professional standards has reached a new mark.

A Pennsylvania superintendent recently completed the rigorous testing process required to become a Certified Golf Course Superintendent (CGCS) through a program administered by the Golf Course Superintendents Association of America (GCSAA). With the addition of David R. Schwall, CGCS, of Sky Top Lodges, Sky Top, Pennsylvania, there are now 1,200 certified superintendents.

"Few people realize the skills, talents and education needed to manage a golf course today," said Stephen G. Cadenelli, CGCS, president of GCSAA. "For 20 years, our certification program has spurred superintendents to new heights of expertise and given the golf community a better understanding of the level of professionalism required to provide great conditions for great golf."

To earn the title, the superintendent must have five years experience as a golf course superintendent and be employed in that capacity. The candidate must pass a rigorous six-hour examination covering turf-grass management, pest management, financial and organizational management and the rules of golf. In addition, an on-site inspection of the candidate's golf course operation is conducted by two currently certified superintendents. Certification must be renewed every five years.

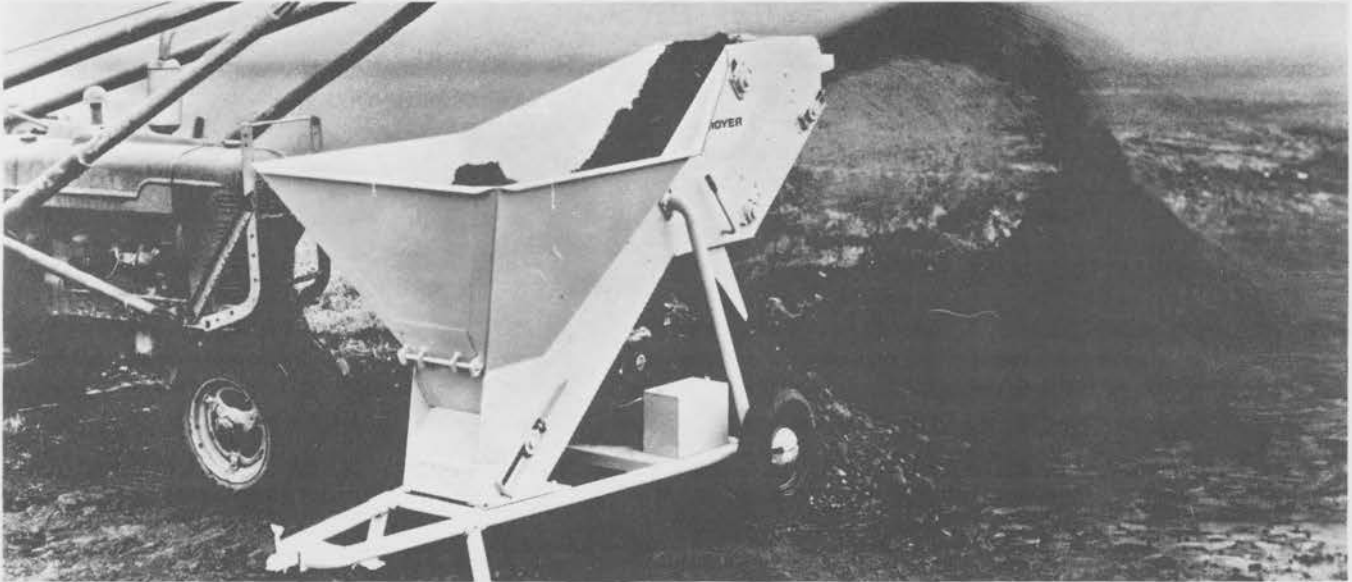
ANNUAL: Any plant that dies before blooming. See **PERENNIAL**.

PERENNIAL: Any plant which, had it lived, would have bloomed year after year.

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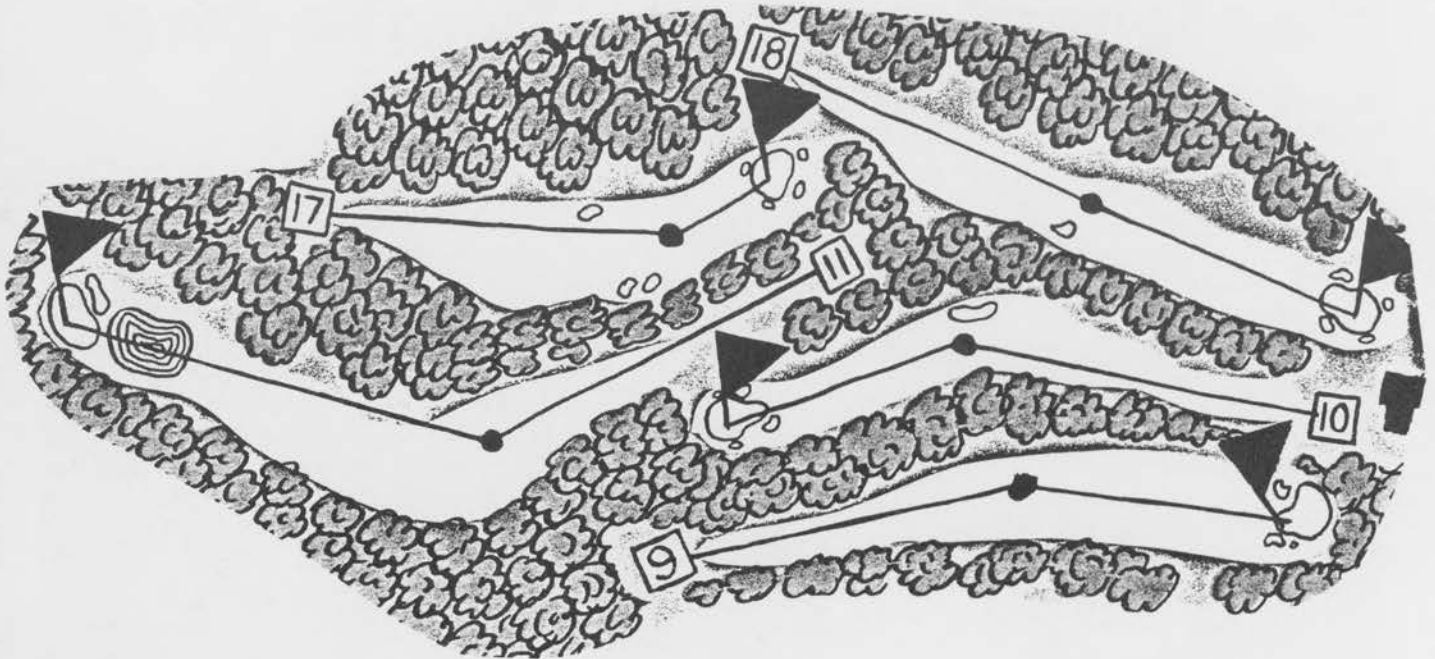


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THE PAPER MAKERS

by Chet Ryndak, Naturalist

From the late summer until the first hard frost of autumn, the frequent telephone calls to our nature centers relate to 'bee' problems. Usually, the actual problem animals or culprits are not bees but wasps.

During mild autumn weather these insects gather on ripened fruit, harass picnickers, fly about the sides of buildings (seeking out the warmth of the sun) and cruise into the interiors of homes (hunting for food or a place to winter over). Wasps prey upon other insects and are largely meat eaters. When swatted at, wasps are quick to retaliate and to turn the tables. Female wasps are armed with a stinger, which can be used several times succession and will furiously defend their nest.

Ants, bees and wasps all belong to the same group of insects, the order of **Hymenoptera**. Many of the species in this order are called 'social' insects. They live in a 'colony' consisting of a queen, a mated female, who does the egg-laying; unmated females, the workers, who do most of the chores; and drones, a colony's only males, who mate with new queens. Workers, who make up the majority of the colony's population, function under a caste system in the division of labor.

The bald-faced hornets, the yellow jackets and a species called the paper wasps are grouped together as 'paper wasps,' because they rear their young in intricate cells of paper similar in appearance to the honey bee's wax comb. These wasps are the world's finest paper makers, constructing their paper nests from chewed pieces of wood and paper. An egg is laid in each chamber and the grubs are fed by the queen and later by infertile female workers.

Quite conspicuously, the species named paper wasp builds an umbrella-like comb which is suspended by a short stem from beneath eaves, windowsills and other over-hanging structures on houses; or in trees and shrubs. The queen hibernates in winter, using the walls of a building or crevices in logs or trees as a hiding place. When she emerges in the spring, she constructs a small wood-pulp nest, made up of only a few cells. After the first eggs are laid and hatched, she busily feeds the growing larva until they cover the cell with silk. Upon emergence, the wasp is now an adult worker who aids in feeding young and nest building. The nest usually reaches a diameter of four to six inches. Toward the end of summer, males and queens are produced. Mating occurs and the young queens go into hibernation. The workers and males do not survive.

The bald-faced hornet builds an oval nest, which can be larger than a basketball. It is suspended from the branch of a tree or anchored amongst the stems in a bush. The nest contains many levels of paper combs and has an outer covering made up of sheets of gray to brown paper. A bald-faced hornet nest can contain

thousands of hornets. They are extremely aggressive to any intruder. When summer is over, workers and males perish and only the young queens survive by hibernating.

In contrast, a yellow jacket's nest is built within something else such as in the ground, in hollow trees, stumps and in the outside walls of houses. The paper combs are in layers, enclosed in sheets of brown paper. Other than nest location, this wasp's life style is similar to the two species described above. It is the species commonly found around areas used by people.

To avoid being stung by wasps and bees, there are some precautions you can take. When being pestered by a wasp or bee, rather than swatting at the insect, walk away from it. By trying to shoo them away, they can become more aggressive. When on a picnic, keep food covered so as not to attract wasps. Also, use bottled pop rather than canned soda. An open pop can becomes an invitation to a yellow jacket or bald-faced hornet. Once in the can, the risk of being stung in the mouth or throat can become quite real. If you have fruit trees, remove any fallen or rotting fruit, as this becomes a congregating place for wasps. If a hornet nest should be built in your yard, avoid removing it until the first hard frost. If the nest is in a precarious position, where there is constant danger of someone being stung, then a competent animal removal agency should be contacted to eliminate the nest. Rotting or hollow timbers in flower or vegetable gardens should be removed, for they offer ideal locations for yellow jacket nests. Also mortar should be tuck-pointed and wood frame structures caulked tightly, to prevent the yellow jackets from nesting in the home. Using petroleum jelly, Vaseline, in the ceilings of bird nesting boxes usually stops the paper wasp from building its nest, which will aid both the nesting bird and the person monitoring or examining the box.

A word to the wise, let it bee, even if it isn't!

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Professionalism and the Golf Course Superintendent

The Golf Course Superintendent comes across the term "professional" on a regular basis. Whether it be watching professional football, basketball, baseball or hockey players compete or watching the Golf Professionals compete on the PGA Tour, it is a word that comes into view quite often.

The word **profession** as defined in the American Heritage Dictionary is "an occupation or vocation requiring training in the liberal arts or the sciences and advanced study in a specialized field." The word **professional** when used as a noun, according to the American Heritage Dictionary, is "one who is assured competence in a particular field or occupation."

The term professional, when it applies to the Golf Course Superintendent, is a combination of both previously mentioned definitions: one who has training in the sciences through advanced study (hands-on experience and continuing education) in a specialized field (golf course maintenance) which creates an assured competence in that particular field. It sounds like nonsensical rhetoric, but it really does make sense.

To be viewed as a professional by your club or employer requires different sets of circumstances in varied situations. Some clubs want to see their Golf Course Superintendents clad in golfing attire without a trace of grime or grit on them. Fine.

Other clubs or companies want to see their Golf Course Superintendents dressed in jacket and tie and carrying out only administrative duties from their offices while delegating other responsibilities. This is fine.

Some clubs want to see their Golf Course Superintendents dressed in blue jeans, wearing sneakers or the like, and not minding one bit if they had to jump in and help out in certain situations on the golf course. This is fine also. Each situation is different, and one is no more professional than the other.

In being considered a professional by your peers or employers, there are some definite requirements. While at your place of employment to be always clean shaven, hair neatly combed or brushed, teeth clean and dressed as neatly as the situation dictates is of utmost importance.

When representing your club at a Golf Course Superintendents' meeting or at an educational seminar it is important to wear a jacket and tie or a jacket with a golf shirt at a minimum. Looking good never hurts in these situations.

While attending board or green committee meetings, always dress as the situation dictates. Some clubs have laid-back dress requirements at those functions; others don't. Dress accordingly.

Being considered a professional by your employers obviously will hinge a great deal on your finished product — the golf course. Producing the best quality golf course possible with the particular funds avail-

able while always giving one hundred percent effort in all categories will gain the respect of most people.

Being viewed a professional by your fellow Golf Course Superintendents has its own set of criteria. Participation at the local level is of utmost importance. Involvement at the board level, on a committee, at monthly meetings, hosting monthly meetings and contributing when asked are all vital in being considered a professional. Everyone's involvement in a local association will only help solidify our being viewed a group of professionals. So get involved; it's only going to help.

The Golf Course Superintendents' involvement with available continuing education is a must in becoming a professional. Through GCSAA, regional seminars are offered. They are excellent and you're missing out if you don't participate. Local Golf Course Superintendents' associations offer educational seminars with varied topics. Try to participate; they also are excellent and, above all, local Golf Course Superintendent Associations' monthly golf/educational meetings are on-going and excellent. When speakers are present, they are usually excellent and interesting. I learn more at times just talking with my fellow Golf Course Superintendents about related problems than I do in many other situations, educational or other.

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Having five or six Golf Course Superintendents sit down and discuss whatever comes to mind can be a tremendously educational experience.

Another part in being considered a professional is in how you treat people. Always treating your employees with respect and dignity will show in their work on the golf course. Your ability to communicate with golfers and members at your club while treating them with respect will help insure your being viewed as a professional. Having a solid line of communication with the commercial people in our industry, for they are very important, is a must.

Remembering that it is a two-way street is important, and to give them a chance when warranted. Sometimes it works out, but other times it doesn't. At least you tried, and they will respect you and view you as a professional for it.

In conjunction with the aforementioned subject matter, to be viewed as and to become a professional, four matters are of the utmost importance.

First, you must always use common sense. Taking unnecessary chances and not thinking things through are examples of not using common sense.

Second, one must become adept in the art of people management. Properly communicating with people from all levels of society is a must in succeeding as a Golf Course Superintendent.

Third, you must be or become educated. Whether

you are a two-or four-year college graduate, a holder of an educational certificate, a holder of a Masters degree, or a person who is involved with continuing education as a Golf Course Superintendent, becoming educated is vital.

Fourth and last is participation. To be considered a professional, you must have participated or are participating on a local level. Remember, everyone's involvement on a local level will solidify our being viewed as professionals. Get involved. You'd be surprised how it will help.

The Hole Nine Yards
March, 1991

ROSTER CORRECTION

In error the 1991 Membership Directory has not listed Editor Ted Woehrle's new Office Phone. Following is the correct information to update your files:

*** WOEHRLE, TED CGCS (Mary)**

A

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COMING EVENTS —

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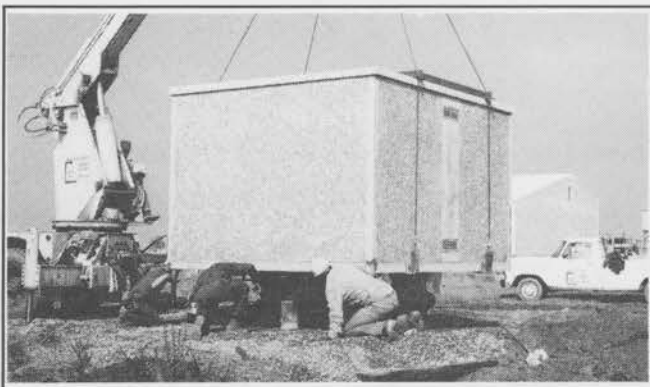
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PICNIC



Jim Eccleton filling up Kevin's plate. Allison isn't sure she wants any.

MORE PHOTOS STARTING PAGE 24

This years Annual Picnic was held at Kensington Metro Park on August 20. The weather turned out to be beautiful. There were approximately 140 people for dinner. This was one of the best attended picnics on record. Plenty of games were organized for the kids. I would like to thank my picnic committee. Without their help this event could not have been run so smoothly. They are as follows:

Paul Dushane Jim McGuire
Paul Kolbe Mark McKinley
Ken DeBusscher

Many long hours go into preparation of food and activities for 140 people. I would also like to thank everyone else who helped during the day. Also, thanks to **Kim McKinley** for helping Jim and Mark with all the kids games. She kept all ages busy with one game after another. A special thanks to **Mr. Jack Lucido** at Wolverine Golf Club for letting Paul Dushane use the roaster to cook the pig. Paul had a long day on the grill and I am sure everyone appreciated his efforts. Finally, I would like to thank **Ernie Fuller** for his generous contribution towards our picnic. His donation was used for supplies to entertain the children. Again, thanks to everyone who participated. I hope to see everyone at next years picnic.

James Eccleton
Picnic Chairman

NATURAL CARCINOGENS CAUSE 98% OF CANCER RISK

According to Dr. Robert Scheuplein, Director of the Office of Toxicological Sciences at the U.S. Food and Drug Administration, natural carcinogens in meat, grain, and other foods are a far greater danger than pesticides and additives, accounting for more than 98% of the cancer risk from diet.

Basing his conclusions on a statistical analysis of the quantity of cancer causing agents in the diet, Scheuplein said that the risk of dying from cancer from dietary exposure to both natural and man-made carcinogens, or cancer-inducing substances was 7.7%. The risk from naturally occurring carcinogens alone was 7.6%. Scheuplein went on to say that "even a modestly effective attempt to lessen the dietary risk of natural carcinogens would probably be enormously more useful to human health than regulatory efforts devoted to eliminating traces of pesticide residues or other specific trace-level chemicals.

(Freestone Newsletter, California Freestone Peach Association, March 2, 1990, via Georgia Pesticide Digest)

The longer a man works the more he realizes that organizations seem to be governed by certain mystical, unalterable laws. Some of the most famous of these are:

MURPHY'S LAW: If something can go wrong, it will.

WEILER'S LAW: Nothing is impossible for the man who doesn't have to do it himself.

CHISHOLM'S LAW: Anytime things appear to be going better, you have overlooked something.


FINAGLE'S LAW: Once a job is fouled up, anything done to improve it makes it worse.

CRANE'S LAW: There is no such thing as a free lunch.

The test of a people is how it behaves toward the old. It is easy to love children. Even tyrants and dictators make it a point of being fond of children. But the affection and care for the old, the incurable, the helpless, are the true gold mines of a culture.

Abraham Heschel

Bits and Pieces, March 1973



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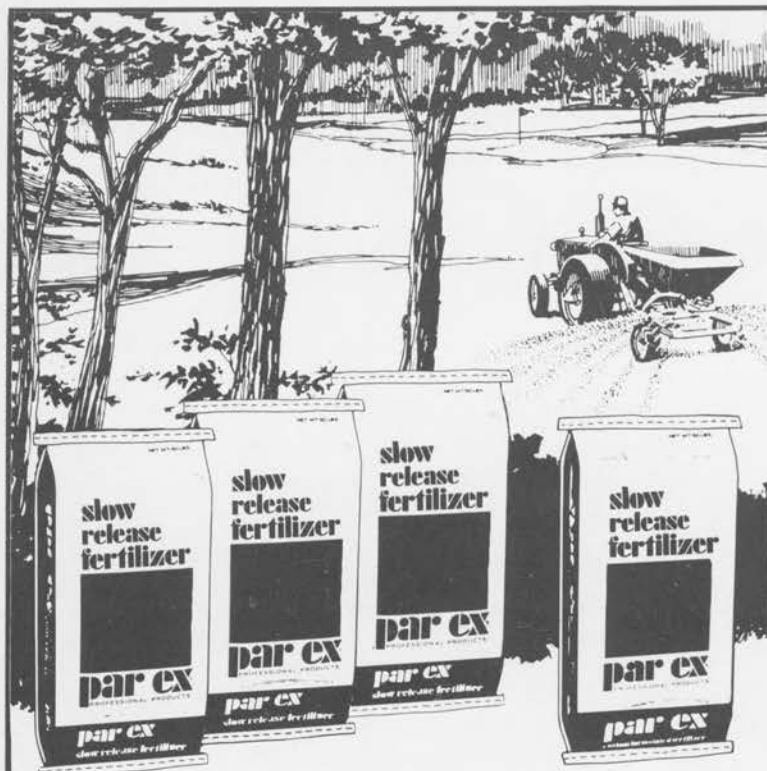
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If an employee misunderstands his instructions, is it his fault? Probably not.

First, the superintendent may have incorrectly evaluated the employee's ability to comprehend a certain level of instructions.

Second, the instructions could have more than one interpretation — or a misleading single interpretation. Instructions or orders have to be given with due consideration of the experience and the level of the employee who is on the receiving end.

Of course, excessively detailed instructions are time-consuming, but a presumption that can be frequently made is that "if an instruction can be misinterpreted, it will be."

That premise too often can be true, whether the employee is careless or conscientious in complying with his superintendent's orders. Therefore, before issuing an instruction, consider if there are any possibilities for alternative reactions on the part of

subordinates.

In order to maintain optimum levels of productivity it is paramount to avoid confusion and offer good instructions.

Guidelines for Instructions To Employees

1. Who is to perform.
2. What is to be done.
3. When is it to be done.
4. What are the exceptions.
5. What is to be done with the exceptions.
6. What are the alternative methods.
7. When are alternative methods to be used.
8. Who has additional know-how.
9. Where are written instructions.
10. When should advice be sought.
11. What tools are available.
12. Which equipment is to be used.
13. Which examples should be followed.
14. What follow-through is required.
15. What checking should be done.
16. How are errors to be handled.
17. When is the task considered to be complete.
18. What is to be done after the task is over.

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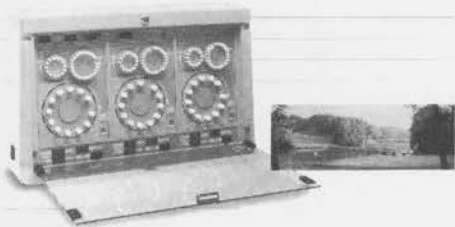
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The kids are learning how to syringe — Mark and Kim McKinley.



Ken DeBusscher throwing 'shoes — a Hoosier tradition where close counts.





Paul Dushane and the pig; Jim Eccleton looks on.



Ken, the Good Humor Man — Looks like Haagen Dazs to me.



Jim Timmerman, left, the official toaster, showing Roy and the kids how to sample food.



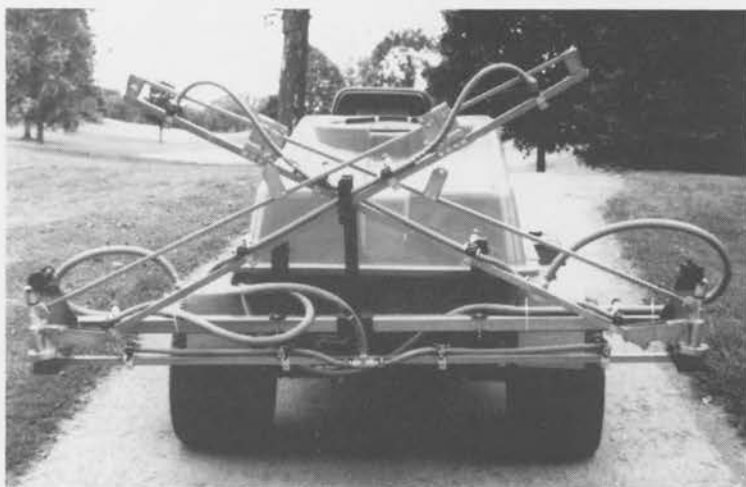
Charlie Gaige waiting his turn.



Roy (the Snake Charmer) Szyndlar

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