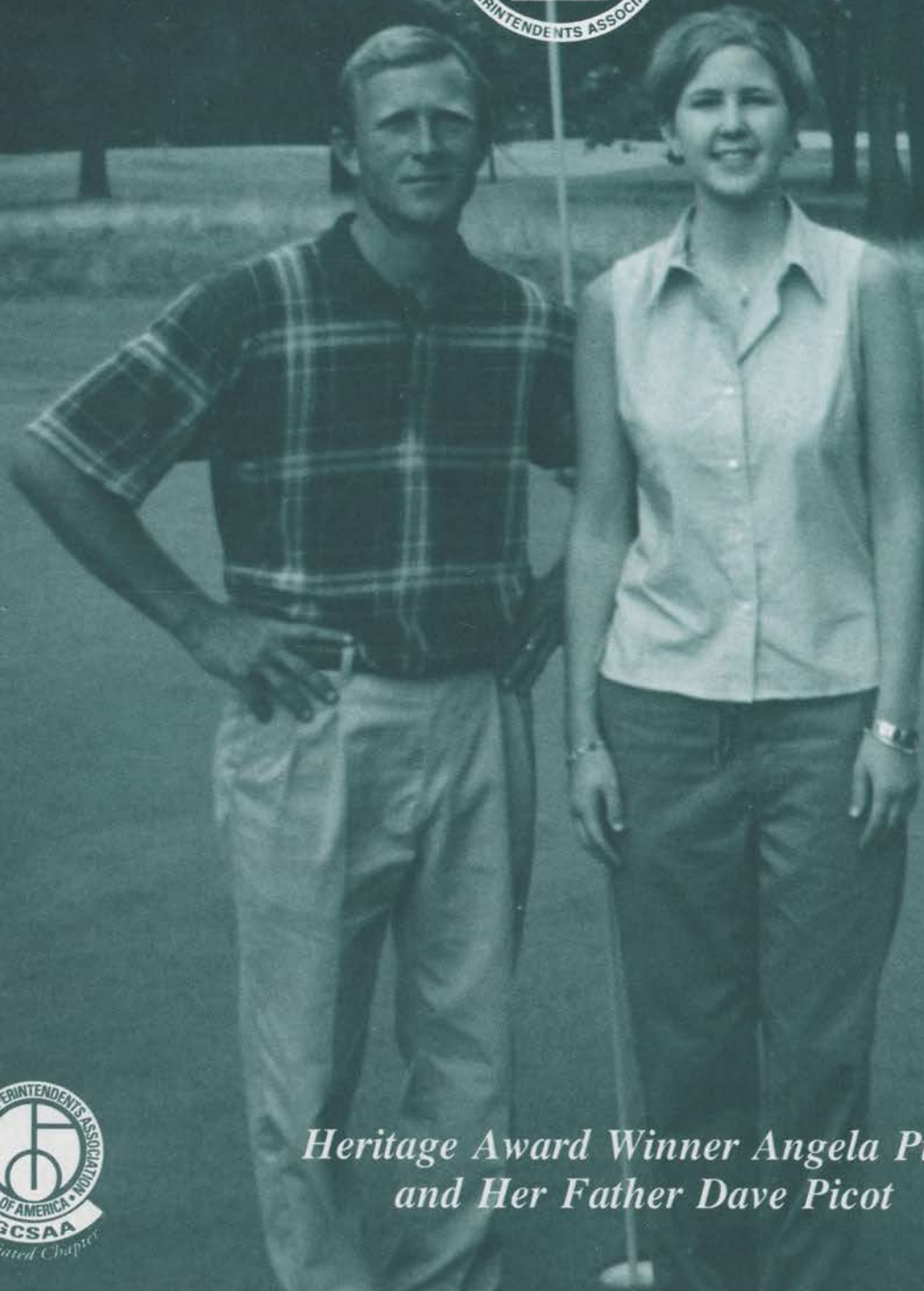


A PATCH OF GREEN



MID-SUMMER, 1999

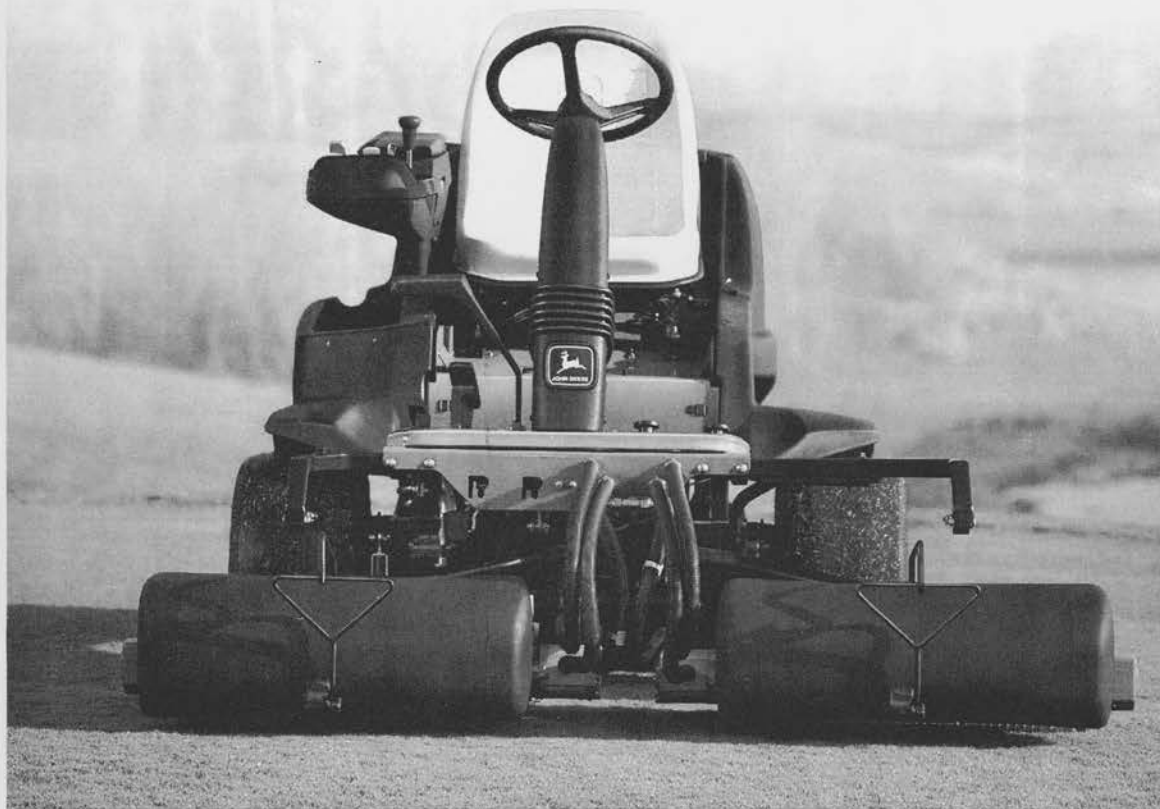


*Heritage Award Winner Angela Picot
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THE BIG EVENT

NON-METAL SPIKES MANDATORY

<p>FRANKLIN HILLS CC (FRANKLIN) 11:00 am OAKLAND HILLS CC north/south (BLOOMFIELD HILLS) 11:00 am PINE LAKE CC (ORCHARD LAKE) 11:00 am BAY POINTE GC (W. BLOOMFIELD) 12:00 noon</p>

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MONDAY, OCTOBER 4, 1999

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DINNER PROVIDED AT BAY POINTE GC
LIMIT 100 PLAYERS PER COURSE
(FIRST COME BASIS)

DEADLINE: FRIDAY, SEPTEMBER 24, 1999

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Entry Form .
34TH ANNUAL "BIG EVENT"
TURFGRASS BENEFIT DAY
MONDAY, OCTOBER 4, 1999

BEING PLAYED AT

FRANKLIN HILLS CC.....	in FRANKLIN.....	11:00 am
OAKLAND HILLS CC (North & South).....	in BLOOMFIELD HILLS.....	11:00 am
PINE LAKE CC.....	in ORCHARD LAKE.....	11:00 am
BAY POINTE GC.....	in W. BLOOMFIELD.....	12:00 noon

100 PLAYERS AT EACH SITE - \$125.00 PER MAN

(COST INCLUDES: DONATION (\$60.00), GOLF, CARTS, DINNER, LUNCH AND ENTRY INTO THE "CLOSEST TO THE PIN" CONTEST)

FOUR MAN SCRAMBLE EVENT - Low Gross & Low Net - USGA HANDICAP

NOTE: NON-METAL SPIKES REQUIRED FOR ALL COURSES

Name (Please Print)	HDCP	Dinner Choice (circle one)	
1.		Salmon	Steak
2.		Salmon	Steak
3.		Salmon	Steak
4.		Salmon	Steak

No Entry processed without ALL NAMES AND HANDICAPS!

*

Each course is limited to 100 players **(MUST MAKE THREE CHOICES)**

1.	2.	3.
----	----	----

Confirmation letter w/directions to be mailed to Captain.

Captain Name		Address	
City	State	Zip	Phone

PLEASE NOTE:

- ☒ **MANDATORY - NON-METAL SPIKES**
- ☒ The **\$125.00 PER MAN**, must accompany this entry form
- ☒ Each course is limited to 100 players **(MUST MAKE THREE CHOICES)** On-site lottery for North & South Oakland Hills
- ☒ **FOURSOMES HAVE PREFERENCE.** Others will be assigned by site availability.
- ☒ **DEADLINE:** Entry forms (hcps & dinner choice included) **MUST BE RECEIVED BY FRIDAY, Sept. 24, 1999**
- ☒ **Make checks payable to GDGCS FOUNDATION**
- ☒ **MAIL ENTRY FORM AND CHECKS TO:** GDGCSA, P.O. Box 173, Troy, MI 48099

DONATION FORM

I cannot attend, but would like to make a donation to Turfgrass Research and Turfgrass Student Scholarships. Please, find enclosed my check for \$_____.

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PLEASE HELP PROMOTE "THE **BIG** EVENT"

Get prize donations
Post event flyer in your club or office
Provide copies of the entry form
Sign-up a foursome & attend the event
Make a cash donation
Be a sponsor.

August 1999

Re: Golf Day/"The Big Event", Monday, October 4, 1999

Dear Members and Friends of GDGCSA,

Each year the Detroit Area, its Golf Course Superintendents and Host Clubs raise money for the Michigan Turfgrass Foundation to support turf research at Michigan State University. Subsequently, we all reap the benefits of the improvement of turf and golf courses. We also are able to help deserving scholars enrolled in the two and four year turfgrass programs at MSU.

This is the 34th year GDGCSA will sponsor "The **Big** Event". Last year, we donated \$26,000.00 to the future of golf, while providing opportunity for over 400 people to enjoy a great day at some of the finest clubs in the area. Only the support of our members and friends made this possible.

As you can see, there are a number of ways in which you can join with us in supporting "The **Big Event" .**

- ☐ We hope you will become involved by making a donation of one or more golf packages and/or clothing, equipment and services. We welcome dinner, theater and sporting event passes. A sheet of certificate forms is enclosed on the reverse side of this letter for your convenience. The value of all donations must be included to receive a receipt from MTF.
- ☐ Please support the association and golf industry by soliciting participants for the event. Post the flyer in your clubhouse or office and provide entry forms to those interested.
- ☐ Sign-up yourself or a foursome. Remember...Club choices are honored on a first-come basis. Get your entry forms in ASAP. At Oakland Hills CC a lottery for placement on the North & South courses will be held on-site.
- ☐ For those who are unable to attend, we will accept cash donations.
- ☐ Sponsors are needed. Call (248) 362-1108 for details.

Promptly send your donations and entry forms to:

GDGCSA
P.O. BOX 173
TROY, MI 48099

Thank you,

Tim Dorner and Ron Abbott
Co-Chairmen, Golf Day Fund Raiser Committee

GIFT CERTIFICATE

This certificate is good for

**ONE ROUND OF GOLF & CARTS FOR
"FOUR PLAYERS"**

Compliments of:

Value \$

Club Address/Phone:

Authorized Signature:

"The Big Event" Turfgrass Research Benefit

October 4, 1999

Sponsored by Greater Detroit Golf Course Superintendents Foundation

GIFT CERTIFICATE

This certificate is good for

**ONE ROUND OF GOLF & CARTS FOR
"FOUR PLAYERS"**

Compliments of:

Value \$

Club Address/Phone:

Authorized Signature:

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October 4, 1999

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MERCHANDISE DONATION

CLOTHING, EQUIPMENT, SERVICES & TICKETS (DINNER, THEATRE, SPORTING EVENTS, ETC.)

Compliments of:

Club Address/Phone:

Authorized Signature:

List items: 1.

Value \$

2.

Value \$

3.

Value \$

"The Big Event" Turfgrass Research Benefit

October 4, 1999

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THANK YOU

YOU WILL RECEIVE A RECEIPT FROM MICHIGAN TURFGRASS FOUNDATION FOLLOWING THE EVENT.



A PATCH OF GREEN

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Superintendents Association

The Official Publication of the Greater Detroit
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Printed by: Schattenbrand Printing Company
16315 Harper Avenue
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THE BIG EVENT

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Monday, October 4, 1999

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Oakland Hills Country Club (Bloomfield Hills)
Pine Lake Country Club (Orchard Lake)

**YOUR ENTRY FORM IS IN THIS
ISSUE OF A PATCH OF GREEN**



Cougar

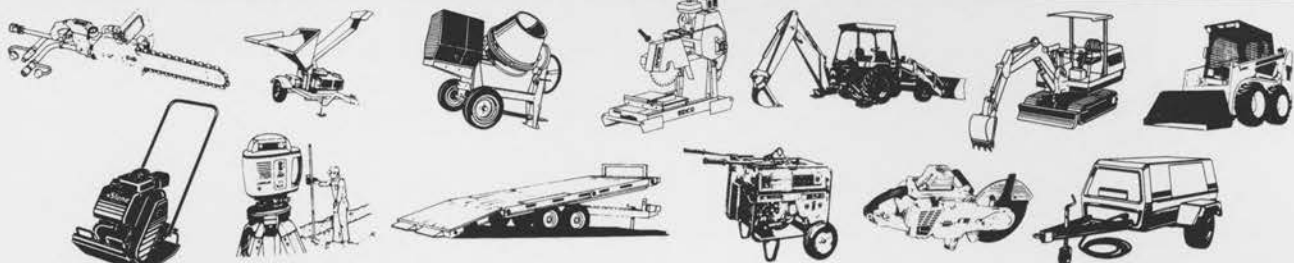
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on par ^{with}_{the} president



"A life is not important, except in the impact it has on other lives"

- Jackie Robinson

The hot, muggy weather is upon us when we annually reevaluate ourselves and look in the mirror and ask ourselves, "What are we doing this for?" Just remember, September 1st will arrive, the maximum temperatures will be behind us, the cooler nights will be refreshing and the answer to the above question will be forgotten till next August.

What keeps us going during these summer months are relationships, not only with our family and friends, but with our maintenance staff. Our maintenance staff is under a great deal of stress to perform daily; many also work seven days a week. We are demanding more work from them, since the labor pool is diminishing. Keeping crew morale is vital. A barbecue or pizza for lunch coinciding with a crew meeting never hurts. A golf scramble before the summer help leaves has become popular and fun, especially when the non-golfers try it out. We probably spend more time with our crew, not counting sleep hours, than with our family.

If you find talented crew members, encourage them to learn many facets of the job. Reward them by learning new skills. Monetary compensation might not be available, so reward them with seminars, tools, and even reference books related to the job. If they're golfers, take them out to a different golf facility and tour the maintenance shop; it will bring out some new ideas. Try to find a niche for your staff and expand on it.

Keeping good crew morale comes in handy and they will respond during the challenging summer months when that extra work is demanded to keep quality turfgrass conditions. This year feels like we've been through three August periods and is similar to the summer of 1995.

Keep your head up because fall is just around the corner.

Paul T. Kolbe

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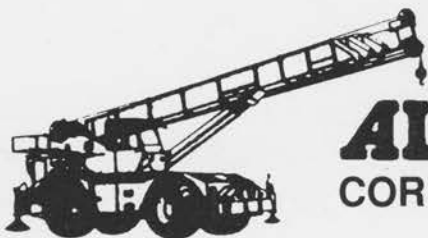
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The Quest for Traction in the Alternative Golf Spike World

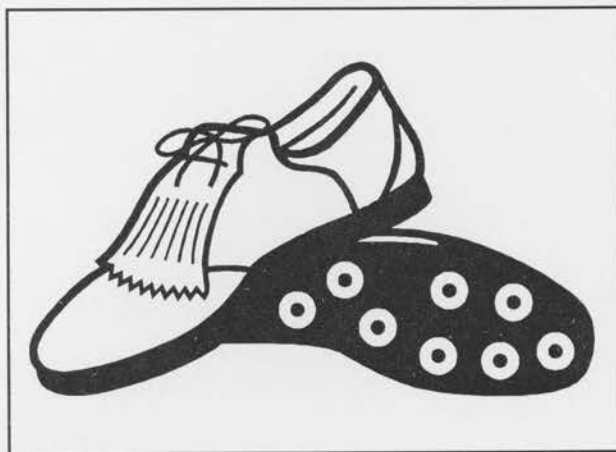
by Thomas A. Nikolai, Michigan State University

Alternative spikes have become anything but alternative as the majority of golf courses have banned 8mm metal spikes. The banning began, in part, by golfers demanding faster green speeds. As a result, golf course superintendents went to tighter mowing heights on the putting surface. The shorter turf required meticulous management practices that resulted in the uplifting of the turfgrass plant from the soil as golfers traversed the green in metal spikes. This uplifting of the plant, commonly called "Christmas trees" by pro golfers, led to a small group of private clubs banning the 8mm metal spike in the early to mid 90's. However, it was probably damage to infrastructure that created the landslide of golf clubs that have banned the metal spike. In January of 1995, 55 golf courses in the world had banned metal spikes, by January of 1998 over 3000 courses joined in the ban. Through this timespan it has become commonly accepted that the 8mm spike produced the most damage to the putting surface and to infrastructure. It has also been commonly accepted that the alternative spikes are more comfortable on the legs and lower back after a round of golf. However, it is also regarded as fact that the 8mm metal spike produced the best traction during the swing and on wet slopes. For this reason Michigan State University (MSU) conducted a survey on July 13, 1999 to find out if there are any alternative spikes on the market that produce traction superior or equivalent to the banned 8mm metal spike.

The study was conducted at the Forest Akers East Driving Range in East Lansing on July 13, 1999. Seventy volunteers from across Michigan, Indiana, and Ohio took part in the survey. All participants were capable of wearing size 11 golf shoes. The participants began an obstacle course by lacing on a pair of golf shoes and proceeding to the tee to hit golf balls. After hitting the golf balls, they were asked to rate the golf shoe for traction on a scale of 1 to 5; 1 = excellent traction, 2 = very good, 3 = good, 4 = fair, and 5 was considered poor traction. Next, the participants proceeded to traverse a dry slope, a wet slope, and then concrete. After traversing each of the stations they were asked to give the golf shoe a traction rating using the identical scale. The volunteers

repeated the course wearing nineteen different pairs of golf shoes with different soles or spikes inserted into each.

Preliminary results indicate the check shoe, a flat soled golf shoe with no spike inserted into them, performed the worst during the swing and on the wet and dry slopes. It also seems apparent that several alternative spikes produced traction as good as the 8 mm metal spike during the golf swing and that the 8mm spike performed the worst on concrete. Look for the complete results of this survey in our next issue. In closing, it was reported by the PGA that in April of 1999 the majority of golfers wore alternative spikes during a tournament for the first time in PGA history.





Annual Golf Championship and Meeting

*Right - Paul McGinnis and
Rick Murphy get ready to
challenge the course*



*Above - GDGCSA President
Paul Kolbe, speaker Paul
McGinnis and Host
Superintendent Dennis Janetta*

*Below - Mike Fouty receives
championship trophy from
Scott Ford*



McGinnis Visits Detroit - Fouty Regains Championship

by Rick Murphy, CGCS

Under bright, sunny skies and moderate temperatures, the Greater Detroit GCSA and 36 of its members visited Scalawags Country Club for the Annual Golf Championship. Mike Fouty bested the field with a 77 and once again regained the title as the association's best golfer. Mike has won this title in three of the past four years. Congratulations, Mike!

Other flighted winners included Doug Palm (1st Flight - 82), Dennis Janetta (2nd Flight) and John Kirkland (Vendor Flight - 80). Congratulations to you all.

Thanks to the work of Dennis Janetta, host superintendent, and his staff, the course was in very good condition and a joy to play. After golf, everyone gathered in the clubhouse for a fine meal and discussion on association business. On the agenda was a proposal to increase association dues from \$75 to \$100. After some discussion, the proposal passed by a margin of 28 to 9.

Included in the group was Paul McGinnis, Past President of the GCSAA. Paul was invited to the Detroit area to share some of his thoughts and perspectives about the greens-keeping profession. Paul was excited to have the opportunity to be with us for the day. It was very gracious of him to take the time to come to Detroit and I am very appreciative of that. Thanks, Paul.

As you can see, the day had the makings of a fantastic event - the Annual Golf Championship, a discussion on a proposed dues increase and a presentation by a Past President of the GCSAA. Unfortunately, this event was attended by only 36 members, 18 of whom were voting members. Consequently, the meeting was a flop.

Next meeting - September 20th, Maple Lanes for the Clarence Wolfrom Classic.

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Jeff Kovich

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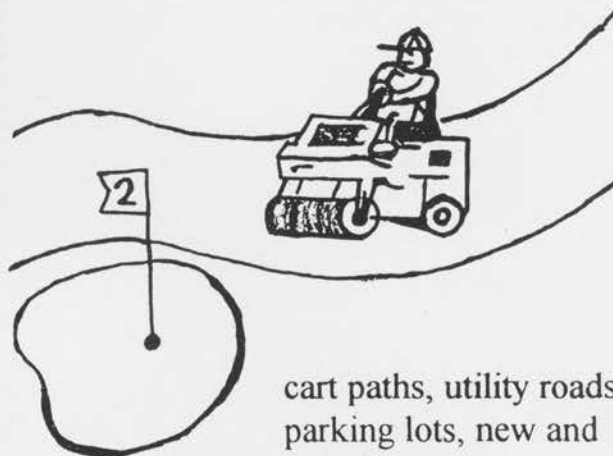
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1999 U.S. Open - Toro Training Program

By Tavis J. Horton

Editor's Note: As an assistant superintendent at Birmingham Country Club, Tavis' career goal is to become a certified golf course superintendent. He was one of three GCSAA members selected from nearly 200 applicants to participate in the 1999 Toro Championship Tournament Training Program at the 1999 U.S. Open at Pinehurst Resort & Country Club in Pinehurst, North Carolina. Seven months ago, the GCSAA and the Toro Company introduced the Toro Championship Tournament Training Program. This program is an incredible learning opportunity for anyone who has never experienced course preparation for a major tournament event. The Toro Company then selected two assistant superintendents and one student from a mass of applications throughout the United States to travel in June (all expenses paid) to the Pinehurst Resort & Country Club, where they helped prepare the course for the 1999 U.S. Open. Under these criteria, Tavis qualified as student applicant. He then proceeded to fill out the application, answer a few questions and submit an essay, describing how he believed participating in this training program would enhance his career as a golf course superintendent. Thanks to the Toro Company and the GCSAA, Tavis found his new career path taking him to the '99 U.S. Open at Pinehurst #2 for the week of June 13-20. He is very proud of this accomplishment and honored to have pioneered the first-ever training program.

As a participant in the Toro Championship Training Program, I was given the opportunity to attend the 1999 U.S. Open as a volunteer with the superintendents' team. It allowed me a chance to gain hands-on experience and a behind-the-scenes look at what a superintendent encounters when preparing for a major golf event. The importance of such skills as teamwork, organization, time management, communication, resourcefulness, flexibility and dedication were reinforced after only a few hours in the presence of the Pinehurst team.

Teamwork/Communication - A leader must promote teamwork. This can be accomplished through providing direction, support, encouragement and inspiration. During the superintendent meetings in the mornings and evenings, it was clear to see that the superintendent's responsibility was not just to provide the staff and volunteers with the information they needed to perform successfully, but to provide it in a way that was meaningful and promoted teamwork. The natural instinct for people is to resist change. The group of 18-20 full-time Pinehurst staff members were mixed with approximately 60 volunteers from all over the country. There were students, assistants and superintendents (active and retired), each with their own skills and experiences. But each person was committed to a common goal - to prepare Pinehurst #2 for the players and fans alike, to make this event the most memorable one in U.S. Open history. All this was accomplished through each individual's dedication and the successful communication from the superintendent management group.

Organization/Time Management - The most subtle but important aspect of leadership comes from solid organization and time management skills. The use and organization of time, especially when you have to manage a staff of approximately 80 people, is critical. A large chart in the superintendents' tent contained everybody's name and daily job assignments for the whole week. The

mornings started at 5 am, followed by a break from 9 am to 1 pm, and then back to work from 1-9 pm. Every hour was accounted for in order to be prepared for the event and to be available to react to unknown situations.

Resourcefulness/Flexibility - Adaptability is a key leadership characteristic. This was evident during my four hours spent riding with Paul Jett, CGCS, Pinehurst #2's golf course superintendent. As the weather changed to rain it became very important to re-adjust the course maintenance approach for the week, quickly and efficiently. Being able to adjust to changing conditions, in this case the weather, is a strength deemed very important to the success of a golf course superintendent.

Dedication - A leader must show by example. This was a leadership quality I saw in everybody, from management to the ground crew, mechanics and volunteers. One of my shifts involved raking bunkers along side Marsh Benson, Sr., Director of Golf Course Operations and Development for Augusta National. For me, this was just one of my many different tasks during my U.S. Open experience, but for Marsh Benson this was his volunteer job all week, morning and evening. I was impressed with his dedication and love for the game.

Someone I looked up to while at Pinehurst was Paul Jett, CGCS of Pinehurst #2. His sense of humor and his laughter were excellent vehicles for building team spirit. Shared laughter helps build camaraderie. During one of our afternoon meetings, Paul was instructing us to get our equipment ready to go, to wait for him and then to follow him down the road through the course; a parade of Toro equipment. With the media cameras taping us as we drove by, Paul quickly mentioned to us that "we would be taped, so go ahead and wave, or don't wave, or if you want, just flip them the bird". Everyone was laughing after this statement; what a way to raise morale and team spirit. Paul was always recognizing the group's contribution by saying "good work people" or giving us the



Subair system is used to pull moisture from top 3-4 inches of the soil to help firm up and increase green speed



Green stimping crew (l. to r.) Rodger Bubbs, Tavis Horton, Pat O'Brien, Jim Snow and Dr. Art Bruneau



The three Toro/GCSAA competition winners and Mr. Jamie Ortiz-Patino. (l. to r.) - Gary Frazier, John Genovesi, Mr. Jamie Ortiz-Patino and Tavis Horton



Mowing crew in formation on fairway at Pinehurst #2



Parade of Toro equipment heading toward Pinehurst #2



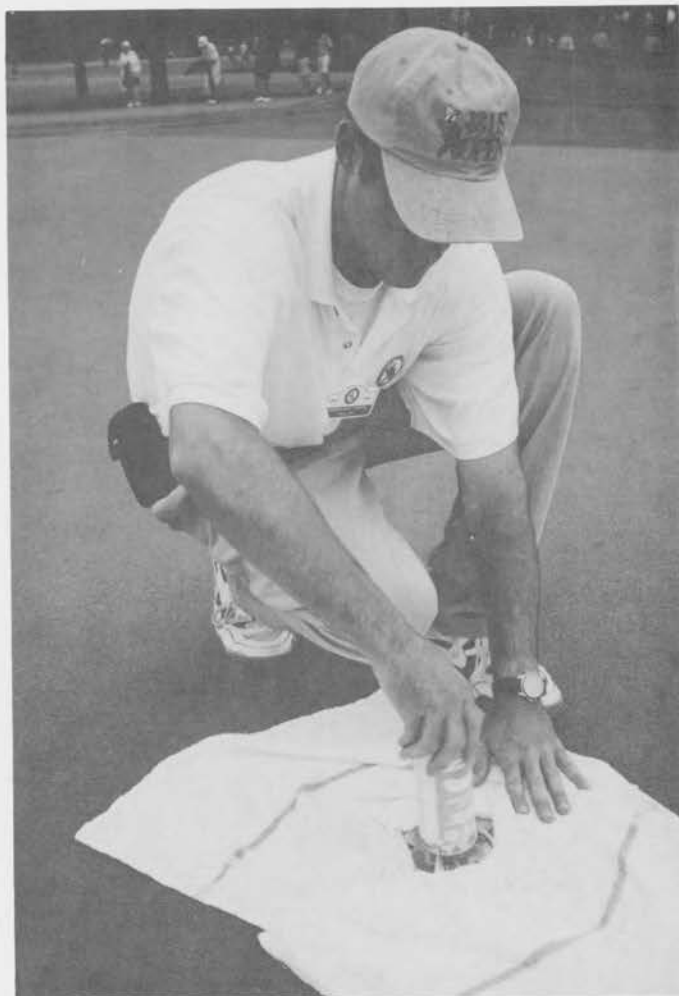
Grounds crew at work on 4th hole after golfers rounded the turn

thumbs up. This type of recognition reinforces teamwork and emphasizes each team member's contribution to the group.

Upon reflecting on my time at the U.S. Open, I have realized how valuable this experience has been for my career development as a superintendent. I was able to see the wide range of skills required in becoming successful in the turf management field and I was able to develop relationships within my peer group for future reference.

It was a great feeling being part of the superintendent team with the opportunity to help the team prepare the course and display its beauty to the spectators and the professional golfers. As a volunteer, I performed a variety of jobs, such as mowing fairways, changing cups and course set-up, stimping greens with USGA agronomists, mowing tees, pole whipping the grass clippings from tee to green, raking bunkers and natural areas. When I wasn't working, I was scheduled to meet with key management personnel and was given tours of the new construction on course #4, the grounds surrounding the Carolina Hotel, the media tents and the maintenance shops. I also spent time discussing issues pertaining to the 2000 U.S. Open with Mark Michaud, superintendent at Pebble Beach. I met and spoke briefly with one of the game's greatest benefactors, Mr. Jaime Ortiz-Patino. When time allowed and exhaustion hadn't set in, I took an hour or so to enjoy the fruits of my labor. I was a spectator on the same side of the ropes as the professional golfers. I rather enjoyed this little perk. And finally, towards the end of the week, I met with the brass from the Toro Company and the GCSAA - pictures were taken and new peer groups developed.

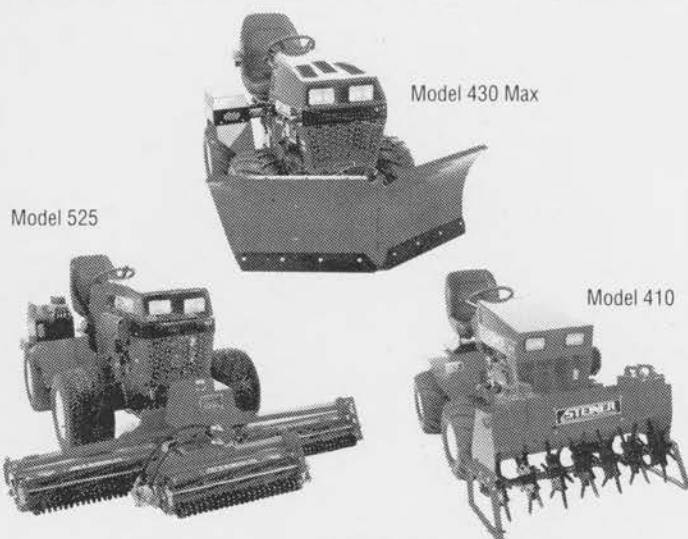
I would like to thank the Toro Company and the GCSAA for providing me with this opportunity, as well as Tom Mason and Birmingham Country Club for supporting my attendance at the U.S. Open. If anyone would like to see my many photos from the U.S. Open or speak to me about my experience, please feel free to call me at (248) 644-6320 or e-mail me at Horton31@aol.com.



Top - Tavis Horton changes cup at U.S. Open

Middle - Superintendent Paul Jett, CGCS (left), with Tavis Horton

Left - Superintendents' tent during morning meeting at U.S. Open



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Irrigation Application Rates

By: David B. Beck, P.E.
David B. Beck & Associates, Inc.

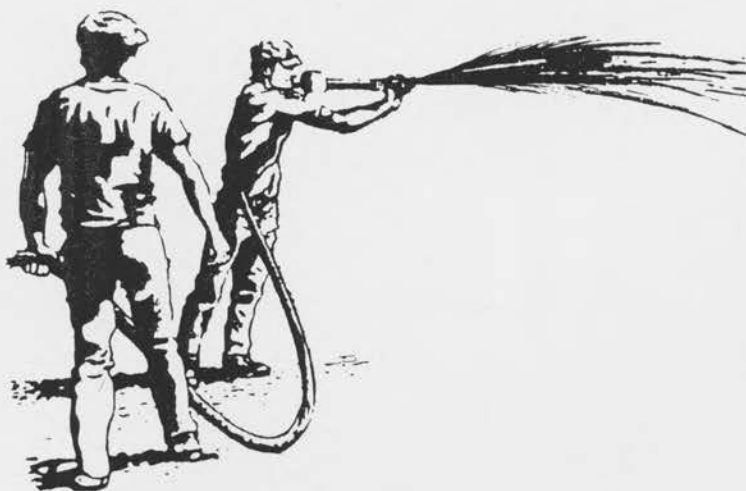
In order for golf course superintendents to manage irrigation on golf courses at a high level of efficiency, a firm understanding of irrigation application rates is required. Sprinkler precipitation or application rates are a measure of the speed with which the irrigation systems applies water to the golf course. Precipitation rates can vary greatly from one golf course to the next, as well as from one location to another within the system itself. Measurements of precipitation are made in inches of water per hour (or centimeters per hour) and can be calculated from theoretical sprinkler performance or directly measured using rain gauges.

Many factors combine to influence precipitation rates. Sprinkler spacing, consistency of sprinkler spacing, sprinkler flow rates, wind speed and direction, slopes, nozzle types, etc., all combine to make precise estimates of sprinkler application rates site and time specific. Compensation for slight variations in sprinkler precipitation rates within a system is an essential part of highly efficient irrigation. Sprinkler patterns or individual sprinklers which provide smaller application rates require longer run times than areas of higher application rates to apply the same depth of water.

The most effective way to obtain actual sprinkler application rates is to place rain gauges within the desired sprinkler pattern and operate the sprinkler for a given time. Measure the actual water captured and divide by the sprinkler operating time. Keep in mind that several nights of data may be required to obtain average precipitation rates due to changing wind conditions and variations in system performance. Theoretical rates of water application can also be calculated and are based on spacing of sprinkler heads, type of spacing used, and flow rate of the sprinkler head and nozzle. Irrigation references are available which can assist in calculating theoretical application rates for any given variation in sprinkler configuration.

Once estimated, precipitation rates can be used to estimate daily run times for individual sprinklers. By using daily or cumulative water use information from a weather station, Etagage, or other source, run times can be calculated by dividing the evapotranspiration requirement by the precipitation rate and multiplying by 60 to get minutes. As an example, a daily evapotranspiration rate of 0.20 inches will require 20 minutes of water for a system applying 0.60 inches per hour.

Generally, precipitation rate for a valve in head golf course irrigation systems are around 0.60 inches per hour. This precipitation rate can be generally applied to many valves in head golf sprinklers spaced between 60 and 80 feet. At 0.60 inches per hour, each minute a sprinkler operates provides approximately 0.01 inches of precipitation. This provides a good rule of thumb when estimating application depths and run times.



Understanding precipitation rates and having a knowledge of these rates for your individual golf course will add to your ability to make wise irrigation decisions and proper scheduling of daily water requirements to match water use. The superintendent must adjust sprinkler run times for not only differences in turf water use within the golf course but must also compensate for differences in application rates within the irrigation system.

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ZPP-HER-009

Heritage Award Essay

In 1996 GDGCSA initiated the Heritage Award to recognize individuals in non-turf related post graduate secondary education, whose parents are members of our association. The recipients are selected on the basis of an essay. This year's participant's essays were based on their response to the following question: ***Your parent plays a key leadership role in your family and in the golf course industry. Please describe your views on what leadership is and the attributes that make your parent an effective leader.*** Award winners for 1998 were: Brandice Ross, daughter of Tom Ross and Angela Picot, daughter of Dave Picot. If you have questions about the Heritage Award, contact Co-Awards Chairmen Mark McKinley or Mike Jones.

Par Five and Five for Par Leadership on the Golf Course and in the Family

By Angela Picot

The truism "respect has to be earned" is understood by anyone who has ever been in a position of leadership or by anyone who has ever followed a leader. The importance of an effective leader cannot be underestimated. It is the leader who determines the attitude of the group and as a consequence of this interaction produces either a satisfactory or insufficient product. In order to earn the respect necessary to operate at an efficient level, the leader must have certain skills. These skills include good interpersonal interaction and a working knowledge of managerial techniques. In order to capitalize on these strengths it is necessary to begin the approach to leadership with a resource of paradigms and a desire for continuous learning. My father, in both of his social roles as a father and as a golf course superintendent, is in a position where it is necessary to be an effective leader. He defines this task at home and at work in a similar manner.

My father approaches the task of management seriously and diligently. He believes that his ability to lead will be reflected by the satisfaction of his children and of his employees, who will in turn work hard to succeed at the tasks they face. He is conscious of the advantages and disadvantages of various leadership styles and continually revises his theory of management to include new variables that will improve his effectiveness. The most defining element about my father's style is that he continuously seeks new information on how to become a better leader and he willingly admits that learning is an ongoing process for him. The experience of gradual growth has been something that my father makes a point of sharing with me; it is a major topic of our conversations and a way in which we relate to each other.

As I was growing up my father taught me the importance of approaching a situation from more than one perspective. I remember him holding out a book for me to interpret a picture and then, with the help of a few prompts, I was able to see the picture in an entirely new form. My father explained that this was a lesson not only for deciphering pictures but also a good model for how to

approach life. This was a special moment for my father and me and it was also the time that my father began to recognize and utilize multiple paradigms to expand his views of leadership. It was never hard to accept these things coming from my father because he could admit that he was learning at the same time that he was teaching my brothers and me.

In the last few years I have come to understand the components of my father's job as a golf course superintendent with increased clarity and respect. He shares with me the content of work related meetings and seminars that increasingly focus on the management aspect of his job. Together we make sense of various approaches and suggest ways that we see these approaches at work in our own lives. For example, the presence of a mission statement for an organized group is helpful to define the roles and responsibilities for each member. My father is currently attempting to build a mission statement that reflects the interests of the members of the golf course, the grounds crew and the administrative board. By incorporating ideas gained through interaction with individuals and his recent studies, my father believes that the statement will be a useful tool to motivate all parties involved. When everyone is focused on a solitary statement of purpose there is a unified effort that produces a superior product. My father has built a similar statement for use in our household. This statement is one of trust, and that if each member of the household acts in ways that promote their best interests and well-being, then other family members will grant the other a trusting confidence in their actions.

I define my father's leadership style as idealistic. He believes that with the appropriate motivation, his family and his employees will desire to perform tasks for a common goal and seek a feeling of accomplishment as reward. There are countless times in my childhood when he would insist that I finish a difficult project in order to gain a sense of accomplishment and understand how it feels to generate a quality product. Similarly, I have seen him encourage and spend time with employees whom he

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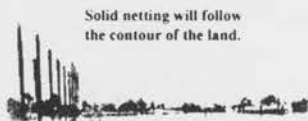
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Heritage Award (continued)

felt had the potential to be great workers. With such beliefs, my father is often disappointed when people do not follow through with their job or take great pride in the final product. However, he does not let this disappointment carry over into other situations or other aspects of his life. Instead, he believes that pride in a job well done is an attribute that others will develop over time and with proper motivation. I am proud of my father because he retains his positive view of human nature as he becomes more educated about management techniques and leadership strategies.

As I continue on to graduate school next fall, I hope to take with me the idealistic and energetic style of my father. I plan to approach my future in clinical psychology with multiple paradigms and a desire to continue learning about my interests. I will discuss these things with my father so that we can learn through each other's experiences. My father will continue to become a more effective leader and I will get a chance to apply the things he has taught me about leadership and about life in my own profession.

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VOTING SUMMARY FOR DUES INCREASE

A dues increase was the topic of discussion at several board meetings. After reviewing the current fiscal year budget and looking ahead toward future costs, the board determined it to be in the best interest of the association to request an increase of \$25 in dues for the next fiscal year. The reasons behind the boards request were:

1. The cost of doing business continues to escalate. There have been two increases in postage alone. The fees charged to the association by professionals, such as lawyers, accountants and printers continue to rise. At times it is necessary to seek outside professional help to provide us with legal and accounting advice and printing services for mailings and flyers.
2. The office equipment owned by the association has logged a great deal of use and is stretched to its maximim capacity. A portion of the dues increase will help replace and upgrade some of these items.
3. The costs involved with the social fuctions such as the Holiday Party, Michigan Roon and Annual Picnic continue to rise. In order to maintain and improve these functions, greater revenues are needed.

VOTE TABULATION

	<u>YES</u>	<u>NO</u>
ABSENTEE BALLOTS	19	4
ON-SITE BALLOTS	<u>13</u>	<u>5</u>
TOTAL	28	9

The new rates will be in effect for the year 2000, invoiced in August and due October 1, 1999. The new rate structure will be:

A, B, C & Associate	\$100
Affiliate	\$150
Student (no increase)	\$ 20

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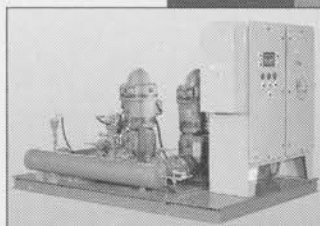


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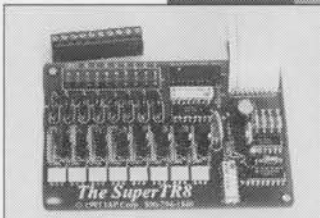
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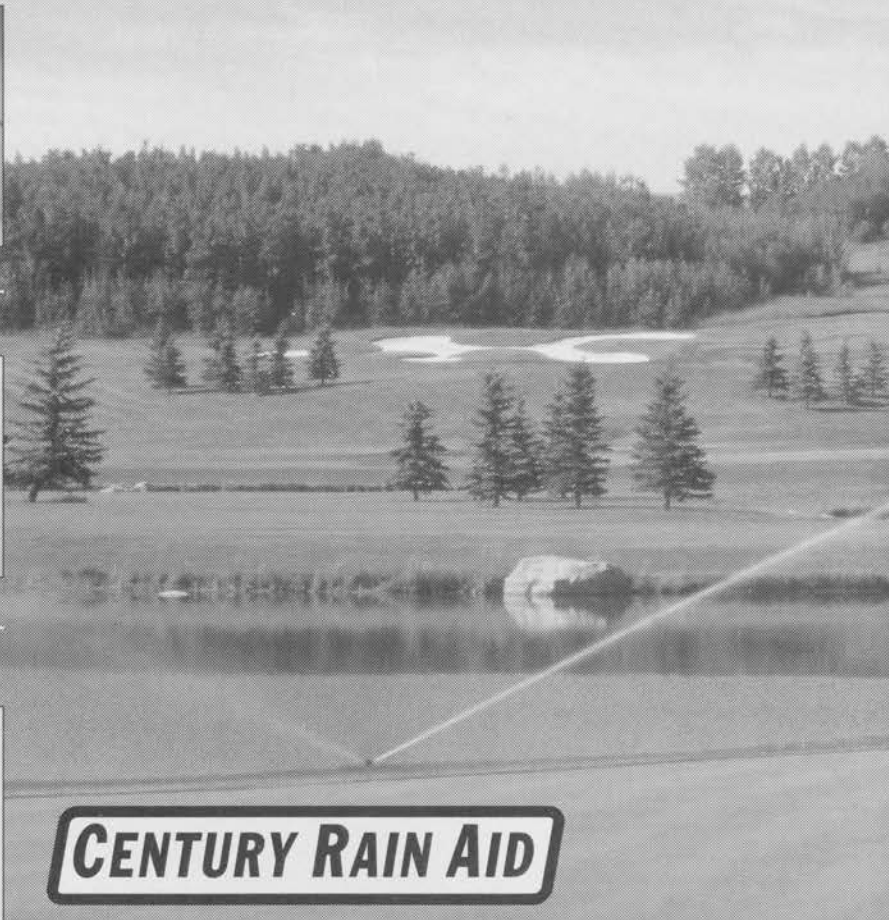
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Board Meeting, Knollwood Country Club, Tuesday, May 26, 1999



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Roll Call:

Present - Abbott, Dorner, Dushane, Kolbe, McKinley,
Murphy, Schall, Szyndlar, Thommes
Absent - Jones

FINANCE (McKinley)

April Assoc. savings: \$23,054.87 April Assoc. checking: 62,406.43
April Fdtn. Savings: \$4834.39 April Fdtn. checking: \$310.74

1998 Financial Statements will be published in the
Summer Issue of *POG*.

Dues proposal to be voted on at Scalawags CC
meeting, June 21, 1999. Increase A,B,C & Associates
to \$100. Affiliate to \$150. No increase for students.
Proposal and absentee ballot will be included with mtg.
flyer.

SPECIAL OLYMPICS (Schall)

Preliminary accounting - Raised \$20,000 for donation.
Hole in One - John Cooney (Prize - \$500 certificate at
Bald Mountain Pro Shop)
Total donation over 18 years - \$115,225

EDUCATION (Murphy/Schall)

June 21 mtg - Site: Scalawags, Speaker: Paul
McGinnis, Past Pres GCSAA,
Topic: Ethics and GCSAA history
Event: Association Championship

MEMBERSHIP (Murphy)

Membership - 427. Applications - 2
Class Change - Jim Tilley, Flint GC retired
(A to AA).
New membership brochures available.

GOLF DAY (Dorner/Abbott)

Sites: Bay Pte., Franklin Hills, Oakland
Hills (N & S), Pine Lake
Flyers to be mailed in the Mid-Summer
issue of *POG*.

NOMINATIONS (Dushane)

Nominees for two director positions will be
contacted.
Bios and photos to appear in *POG*.



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Board Meeting Knollwood Country Club Tuesday, June 29, 1999

Roll Call:

Present- Abbott, Dorner, Dushane, Kolbe, McKinley, Murphy, Schall, Szyndlar

Absent- Jones, Thommes

FINANCE (McKinley)

May Assoc. savings: \$29,053.90 May Assoc. checking: \$3,531.56
May Fdtn. savings: \$29,192.85 May Fdtn. checking: \$81.04

\$25 Dues increase for A, B, C Associate and Affiliate members approved by 16% of the voting membership.

SPECIAL OLYMPICS (Schall)

Final accounting - Raised \$20,000 for donation to Michigan Special Olympics.

Lawnmower and washer/dryer will be donated to Flint group home for "special athletes"

PICNIC (McKinley)

Date: July 20, 1999. Site: Kensington Metropark

EDUCATION (Murphy/Schall)

June 21 meeting - Site: Scalawags, Speaker: Paul McGinnis, Past Pres GCSAA. Very poor turnout.

Sept 20 meeting - Site: Maple Lane GC Event: Wolf from Classic/Education

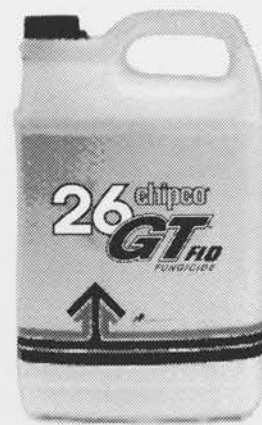
MEMBERSHIP (Murphy)

Membership - 432. Applications - 1

MADDERN (Kolbe)

GDGCSA is sending letter to nominate Jon Maddern for GCSAA director.

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Commerce Twp. MI 48382

Club, Address, Phone

REBHAN, STEVEN M. (pg.61)

Battle Creek Country Club
106 Old Wentworth
Battle Creek, MI 49015
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FAX-(616) 209-4631

Class, Address

TILLEY, JAMES L. (pg.67)

CLASS AAN

152 McFarland
Grand Blanc, MI 48439



Golf Course Superintendents of America

Education Seminars August 8, 1999 - November 18, 1999

Date	Seminar Title	Location
08/23/99	Maximizing Job Satisfaction	Palos Verdes, CA
09/09/99*	Maximizing Job Satisfaction	Phoenix, AZ
09/10/99	Advanced Weed Management	Kauai, HI
09/21/99	Human Resource Management	Orlando, FL
10/04/99	Protecting Natural Resources on the Golf Course	Syracuse, NY
10/07/99*	Bentgrass Management and Rootzone Maintenance	Billings, MT
10/13/99	Bentgrass Management and Rootzone Maintenance	Hauppauge, NY
10/13/99*	Sustainable Golf Course Landscape Design: Enhancing Aesthetics, Function and Maintenance	Jackson Hole, WY
10/18/99	Advanced Weed Management	Little Rock, AR
10/19/99	Lake and Aquatic Plant Management	Little Rock, AR
10/19/99	Protecting Natural Resources on the Golf Course	Grand Rapids, MI
10/25/99*	Wildlife Management and Habitat Conservation	Manchester, NH
10/26-27/99	Physical Problems of Turfgrass Soils: Identification and Correction	Brewster, MA
10/26/99	Bentgrass Management and Rootzone Maintenance	Rockford, IL
10/26/99	Management Strategies for the Turfgrass System	Lexington, KY
10/27/99	Bentgrass Summer Stress Management for Cool/Humid Regions	West Orange, NJ
11/01/99	Maximizing Turfgrass Disease Control	San Marcos, CA
11/04/99	Employee Safety Training	Providence, RI
11/04/99	Integrated Disease Management for Bermudagrass Golf Courses	Jacksonville, FL
11/05/99	The Microbiology of Turfgrass Soils	Providence RI
11/05/99	Lake and Aquatic Plant Management	South Center, WA
11/8-9/99	The Assistant Superintendent: Managing People and Jobs	Arvada, CO
11/9-10/99*	Managerial Productivity	Andover, KS
11/09/99	Employee Safety Training	Novi, MI
11/10/99	Turfgrass Ecology	St. Louis, MO
11/15-16/99	Golf Greens: History, Theory, Construction and Maintenance	Myrtle Beach, SC
11/15/99	Bentgrass Management and Rootzone Maintenance	Robinsonville, MS
11/16/99	Human Resource Management	Bolton, MA
11/16/99	Financial Essentials for the Superintendent	Myrtle Beach, SC
11/16/99*	Wildlife Management and Habitat Conservation	Couer d'Alene, ID
11/16/99	Turfgrass Stress Management	Ames, IA
11/17/99	Budgeting and Forecasting	Bolton, MA
11/17/99	Maximizing Job Satisfaction	Tarrytown, NY
11/18/99	Sustainable Golf Course Landscape Design: Enhancing Aesthetics, Function and Maintenance	Hudson, OH
11/18/99	Human Resource Management	White Haven, PA
11/18/99	Bentgrass Summer Stress Management for Cool/Humid Regions	Centerville, OH

* Indicates seminars without a GCSAA provided lunch

Golf Course Superintendents Association of America

Education Seminars December 1-8, 1999

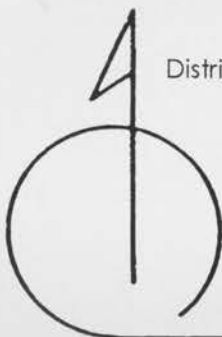
Date	Seminar Title	Location
12/01/99	Golf Course Construction Management and Grow-In	Dallas, TX
12/01/99	Bentgrass Summer Stress Management for Cool/Humid Regions	Berlin, CT
12/02/99	Bentgrass Management and Rootzone Problems	Dallas, TX
12/02/99	Problems and Solutions: Using Annuals and Perennials in the Golfscape	Berlin, CT
12/06/99	Management Strategies for the Turfgrass System	Albuquerque, NM
12/06/99	Drainage Systems	Hammond, LA
12/06/99	Maximizing Job Satisfaction	Atlantic City, NJ
12/07/99	Sustainable Golf Course Landscape Design: Enhancing Aesthetics, Function and Maintenance	Brookfield, WI
12/08/99	Bentgrass Management and Rootzone Maintenance	Brookfield, WI
12/08/99*	Drainage Systems	Lincoln, NE

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Greater Detroit GCSA 1999 Meeting Schedule

Aug. 18	M.S.U. Field Day/State Supt. Tourney (Forest Acres)
Sept. 20	Wolfom Classic (Maple Lane)
Oct. 4	"The Big Event", MTF Fundraiser
Oct. 18	Annual Business Meeting (Twin Lakes CC)
Nov. 9	Regional GCSAA Seminar (Double Tree Hotel)
Dec. 11	Holiday Party - Dunham Hills
Dec. 7	Supt. Roundtable Mtg. (Birmingham CC)

Western Michigan GCSA 1999 Meeting Schedule

Sept. 13	Golf Day (Kent CC)
Oct. 5	Annual Meeting (Walnut Hills CC)

Mid-Michigan GCSA 1999 Meeting Schedule

Aug. 16	Apple Mountain
Sept. 27	Fundraiser (Emerald at Maple Creek)
Oct. 18	Annual Meeting (Indianwood)

Northern Michigan Turf Managers Association 1999 Meeting Schedule

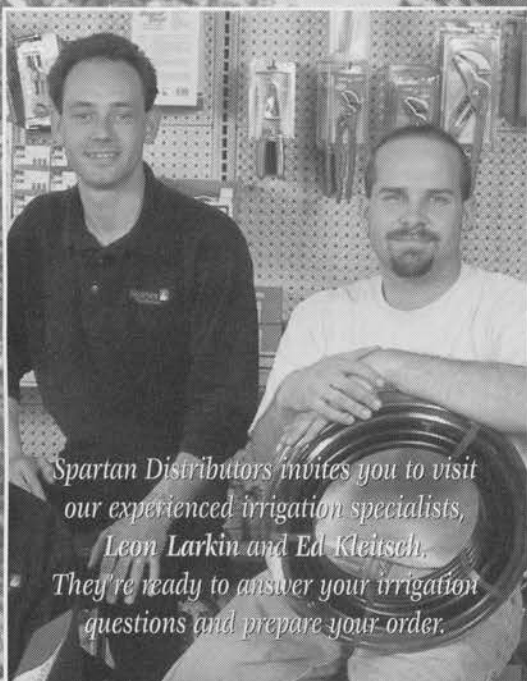
Aug. (TBD)	Association Meeting (Lakes of North GC)
Sept. (TBD)	NMTMA Fundraiser (Indian River GC)
Oct. (TBD)	Annual Meeting & Tuck Tate Championship (Red Hawk GC)

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