

Hole Notes

The Official Publication of the MGCSA

Is Your Course “Bat
Friendly?”



Vol. 52, No. 1 January and February 2017

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TAKE PART IN THE

GOLF INDUSTRY DAY ON THE HILL

Starts at 7:30 a.m.

Thursday, March 9, 2017

Kelly Inn / State Capitol,
St. Paul



PGA
Minnesota Section

The golf industry in Minnesota has a track record to be proud of. Besides hosting numerous national golf events including the PGA Championship, both Men's and Women's Opens, and the 2016 The Ryder Cup, the business of golf annually generates over 2.3 billion dollars in revenue and employs 35,000 individuals in the state. Do you want to help ensure our industry remains strong and vital in the future? Attend the 2017 Golf Industry Day on the Hill!

Golf Industry Day on the Hill is your chance to **tell your elective officials your story** about the issues you face every day. Recently, the golf industry has been involved in conversations regarding phosphorous fertilizer, a license plate initiative, and limiting unfair taxation. We need YOU to be part of the conversation!

This day will focus on telling the good story of the golf industry including a request to support a Bill providing equitable water allocation upon golf courses in exchange for conservation and drought management efforts.

What key messages will we deliver to legislators?

- Economic Impact of Golf in Minnesota: The golf industry has a \$2.3 billion annual economic impact to the state's economy and sustains 35,000 jobs.
- Event Economic Impact: The Ryder Cup, the largest sporting event to be held in Minnesota, was watched by 500 million people and generated an economic impact of over \$140 million dollars locally.
- Environmental Stewardship: Golf helps to create and steward 21,000 acres of pollinator habitat, wildlife corridors, native plant areas, natural water features and wetlands.
- Green Space: Green space on golf courses increases carbon sequestration, generates oxygen, provides sound abatement and solar/glare reflection as well as dust collection.
- Stormwater Management: Golf courses provide for communities' largest rain gardens, pollution abatement, ground water recharge and erosion control.

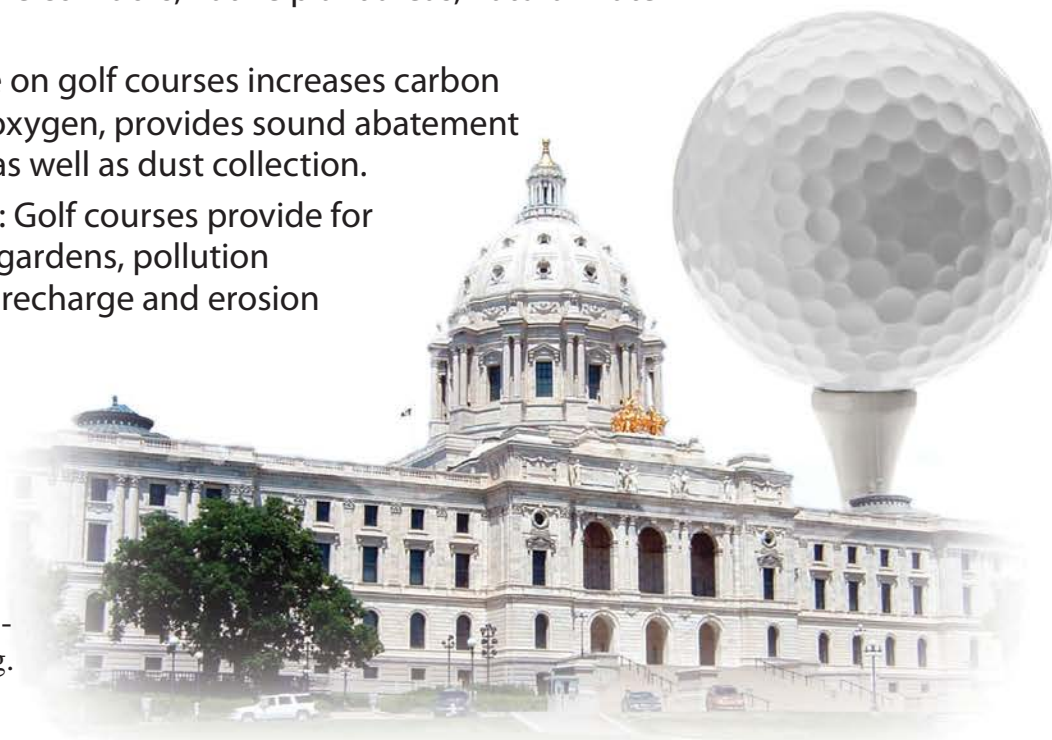
To register, fill out page 2 of this form. Please reserve your spot by February 24th for the March 9th event.

Questions about the topics?

Call Jack MacKenzie at 651-324-8873, or e-mail jack@mgcsa.org.

Questions about registration?

Call the MNLA office at 651-633-4987.



REGISTRATION FORM

GOLF INDUSTRY DAY ON THE HILL

Starts at 7:30 a.m.

Thursday, March 9, 2017

Kelly Inn / State Capitol,
St. Paul



PGA
Minnesota Section

MNLA will be coordinating appointments on behalf of MGCSA, upper Midwest CMAA Chapter, MnPGA and MGA.

Please return this form to MNLA no later than February 24. Never contacted your legislator before? Don't worry – "rookies" are matched up with "veterans!"

☛ Yes, I plan to attend the Golf Industry Day on the Hill.

Company or Organization Name: _____

_____ Main contact name:

_____ Phone: _____ Email: _____ We need all

of the following information from each attendee to make appointments:

Name & Cell:	
Member of: <input type="checkbox"/> MGCSA <input type="checkbox"/> upper Midwest CMAA Chapter <input type="checkbox"/> MPGA <input type="checkbox"/> MGA	
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Name & Cell:	
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Name & Cell:	
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Home Address:	Business Address:
Name & Cell:	
Member of: <input type="checkbox"/> MGCSA <input type="checkbox"/> upper Midwest CMAA Chapter <input type="checkbox"/> MPGA <input type="checkbox"/> MGA	
Home Address:	Business Address:

(Home address will not be published or recorded anywhere. However, we need it to identify which district you actually vote in.)

☛ Are there other legislators you know well enough that you'd like to visit?

Legislator Name: _____

Please reserve your spot by February 24th for the March 9th event.

Fax to: 651-633-4986 or toll-free 888-266-4986 or mail to
MNLA, 1813 Lexington Ave N, Roseville, MN 55113

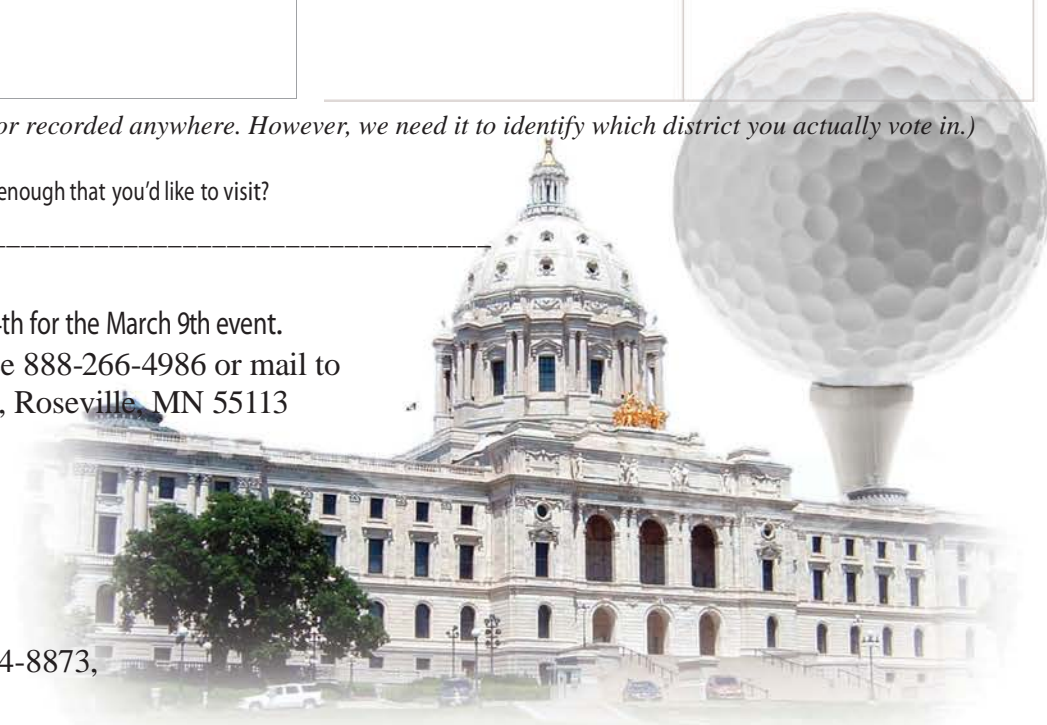
*All Minnesota golf industry
professionals and volunteers are
invited to attend this event.*

Questions about the topics?

Call Jack MacKenzie at 651-324-8873,
or e-mail jack@mgcsa.org.

Questions about registration?

Call the MNLA office at 651-633-4987.



March 9
Day On The Hill @ the Capital
Host Erin McManus

March 13
St. Cloud Area Outreach and Education
St. Cloud Country Club
Host Gary Deters

April 17
Superintendent In-Reach Education and Golf
Olympic Hills Golf Club
Host Jake Schmitz



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EDITOR

DAVE KAZMIERCZAK, CGCS
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their survival?*
Photo Batworld

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AWESOME PICTURE SPREADS THROUGHOUT

Hole Notes (ISSN 108-27994) is digitally published monthly except bimonthly in November/December and January/February by the Minnesota Golf Course Superintendents' Association, 10050 204th Street North, Forest Lake, MN 55025. Jack MacKenzie CGCS publisher. Please send any address changes, articles for publication, advertising and concerns to jack@mgcsa.org.



Presidential Perspective

By Erin McManus, Superintendent Medina Golf and Country Club

The People that Shape Your Career

past 20 years that have shaped my career in this business.

I was looking for colleges to attend and had a very good visit with Dr. Don White when I toured the campus on my recruiting visit for the University of Minnesota Football team. I had made the decision early on to pursue Division I college football as well as major in Turf Management. The winter after my first semester in college I was working at Trollhaugen when I met Rick Frederickson. Rick was working on the ski patrol and one of our conversations led to the opportunity to work at Woodhill Country Club for the next three summers as an intern. Rick gave me an opportunity to expand my turf management skills while I was finishing my turf management degree. I was able to attend the Golf Industry Show in Anaheim, California to participate in the Turf Bowl my senior year

I started in greenskeeping working for my father as a twelve year old at St Croix Falls Golf Club in St Croix Falls, Wisconsin. "Timmer," as he was known in the area, was a very humble man from a modest background. He was not educated in Turf Management but learned the trade from peers and trial and error. I learned early that the most important job qualities a person should have is showing up on time and working hard. My father gave me every opportunity to experience everything a young person could at a golf course. In the winter my father would transition from the golf course to the ski hill grooming the runs at Trollhaugen. My father started my career in greenskeeping and I have had several "mentors" over the

in college. I happened to walk into the Rocky Mountain Golf Course Superintendents Association gathering and talked my way into an interview and internship in Colorado.

I interned for Mike Valiant at Sonnenalp Golf Club west of Vail, Colorado for a summer and was given a great opportunity to get involved in a lot of golf course projects. Neil Tretter was Mike's Assistant Superintendent during my internship and ended up taking over for Mike as Superintendent. Neil called me to offer me the Assistant Superintendent job based on my internship at Sonnenalp Golf Club. Neil gave me a lot of freedom on the golf course and let me learn some good and bad lessons on my own. He gave me the opportunity to learn from my mistakes and build a knowledge base. The opportunity that Neil gave me at Sonnenalp Golf Club made me realize what Dr. White had taught me in college. During my college career with Dr. White as my advisor I had a hard

time understanding his teaching methods and ideologies. I was expecting to learn everything from a book or manual that listed the exact science behind turfgrass management. What I failed to understand at the time was that Dr. White was teaching me how to figure out problems and solutions without just facts and statistics. The art of growing grass and managing the ecology of the system was what he was teaching. He would always say, "When life gives you lemons make lemonade." As a student, I didn't take much of that to heart and was looking at just the research and not at the bigger picture.

In my career, I have learned a lot from personal relationships with a lot of individuals around the country. I was a student with Mike Sonnek and we had many classes together and I always admired his family values during college. He is still a very good friend to this day. Rick Fredericksen gave me an opportunity to get into the private country club side

of turf management and that led me to many opportunities in Colorado as well as my return to Minnesota. I worked for another Superintendent at Vail Resorts, John Martin, who got me to be a little more extraverted and taught me how to build a golf course. The relationships you build in this career are more important than any technical aspect of the job. Even with all the personal relationships I have gained in my career I will always look back to a moment when I was wiring a controller

in at Sonnenalp Golf Club and it kind of hit me what Dr. White had been teaching me for my four years in college. The job is full of problems and solutions and the most important thing to do is make an educated decision and see if you solve the problem. There are many ways to do our job but only one way that might work for you. You need to make the decision and move on with the outcome and sometimes the lemonade doesn't taste good, but sometimes it is almost perfect.

Member Driven Research to be Presented!!



Join Your Turf Management Peers for the:
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Open Turf Forum Event
St. Cloud Country Club
St. Cloud, MN

Host Superintendent Gary Deters

Monday March 13th, 2017



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In Bounds

by Jack MacKenzie, CGCS

I got issues.

My first issue is with representing the golf industry to the very best

of my abilities. Sure I am present at many committee meetings hosted by our diligent state agencies. Of course I attend and provide testimony at legislative committee hearings when the topic touches upon golf. And of course I register for, and participate at the many environmental initiated programs across the state on your behalf. But I could sure use some help, your help specifically.

The issue isn't that I don't want to support the industry, the issue is that I cannot be everywhere for everyone. When you combine the committee hearings, agency programs, private gatherings such as the Environmental Initiative and Freshwater Society meetings and one-on-one visits with specific legislators, there are a lot of folks to touch and tell the "good story of golf" to. As you know, I

am pretty good at telling the tale, but I need your support in your community.

One super simple way to endorse your industry, and directly your local course, is to volunteer to participate upon your area's Watershed Citizen Action Committee. Everyone lives in a Watershed District, so that isn't an excuse. Your time investment will likely be as little as one, two-hour meeting each month. As a member of the local WDCAC, you will be relied upon for ideas that the WD administration acts upon. Unless it is your desire, your boots will never hit the ground physically on a watershed project.

Because I am a volunteer with the Comfort Lake Forest Lake Watershed CAC, I know from personal experience that golf industry advocacy on this committee is all about your presence and the experiences you bring as a "field expert". You are a professional who uses water, manages excess water,

applies chemistries that potentially could impact water, maintains a cover crop capable of cleaning water and limit erosion, not mention you are a huge environmentalist.

You bring the “good story” of golf from oxygen generation, carbon sequestration, wildlife corridors, pollinator habitats and noise and solar glare mitigation. You can talk about a variety of experiences you have had from irrigation practices to nutrient management, BMPs and soil composition. Your experiences lend credibility rarely associated with a voluntary position. Your interest and advocacy will not only help your local golf club, but because watersheds are vast in size, your impact will also be large.

As a professional in the turf industry, and specifically the golf course turf industry, you can make a difference at a local level-A big difference. I would argue that you will have fun on the committee as well. If you perceive that you don't have the time for community civic service, then the MGCSA has made available the

Minnesota Golf Industry Day On The Hill for a one-day injection of advocacy. It is both fun and simple too.

Another issue I see is the practically unending reach of over-regulation. Many of you have already been tapped out by the state agency Department of Labor and Industry's long arm of rule making in the form of the Power Limited Technician requirements. As if eight hours of training every two years was bad enough, it was doubled just a few short years ago. B as in B and S as in S. The education isn't even relevant, but you already know that.

So how does an industry get out from under the thumb of over regulation? By developing relationships with the folks, our legislatures, who can change the law to either pressure the agency into modifications or mandate it through the creation of new orders. Your association, with the support of other allied golf associations, has begun to turn the tide on water appropriation and there is no reason we cannot change the ridiculous

electrical edicts. All it will take is the proper representation at the proper time.

Recently I have heard rumblings about new plumbing code to require “professional” services to install pipe outside of buildings. Hmmm, isn’t this something the golf industry has been doing for what, almost a hundred years? Crazy talk, but all possible if we are not organized to reduce this threat or at the very least get golf written out of any impending rules or laws.

Of course this may well require a “call to arms” to each of you. Be ready and participate when the time comes. We cannot allow the communication of over-regulation to fall upon wax encrusted ears. The industry must stand united and shout the message loud to those who can mold golf’s future with a few written words.

And now on to the elephant in the room; where are the people who used to be interested in becoming golf course superintendents? When

I entered the industry, over four decades ago, getting a job wasn’t difficult, especially if you had a good pedigree from a reputable college. And the pay scale was on the way up. Through the 1990’s and early 2000’s, thanks to the National Golf Foundation’s drive of opening one new course every day for ten years, times continued to be fine with many opportunities. Colleges were developing programs and graduating professionals at an amazing rate. Then reality struck home in the form of a national recession and perhaps even worse, a severe golf recession. Opportunities shrank with far too many applicants.

Plus, too add salt to the wound of course closure, growth in the form of salaries and compensation packages froze up. Some golf courses reduced staff by eliminating positions. This, combined with higher costs of education, makes me wonder “WHY” anyone would enter this industry? I pursued turf management because I enjoyed growing grass and the pay scale worked fine in my personal economy. Can that model work

today?

Until turf managers, as they are the first to see this meteor coming, squeal like an ungreased wagon wheel that compensation packages for new and upcoming turf managers need to be increased, it isn't going to happen. In the near future you may be left holding the empty bag when you look for an intern, technician or assistant. However, and perhaps worse than that, the industry will suffer long term as fewer and fewer newbies enter the market, and the pool of qualified superintendents shrinks.

To stave off this impending challenge and to bring more point to the issue, the MGCSA Board of Directors is working toward sharing our concerns with our allied associations the MGA, CMAA and MNPGA. With full appreciation that this lower management recession is rampant in all sectors of the golf course clubhouse hierarchy, it is incumbent upon all allied organizations to join forces and reflect upon the challenges of enticing quality individuals to

maintain our industry, the golf industry, into the future. Perhaps the game of golf will need to become a bit more expensive?

Yes, I have issues, or perhaps I am only looking out for the Association. The MGCSA needs your advocacy at both the local and state level to help support our common challenges. Future support will certainly be necessary if we are to change current regulations and prevent any new encroachments upon the industry. And from the cheap seats I see an ever-shrinking base of new talent entering the industry although I don't believe this message is being carried to the golfers who use your property.

As your biggest cheerleader, I can only shout so long before my voice grows worn and soft. Your help in advocacy and bringing issues to the forefront is extremely necessary for the health of your job and our industry. Thank you for your continued support.

Making Golf Fun Again

By Kevin Norby, Herfort Norby Golf Course Architects



We've all heard it said "golf is too hard, too expensive and takes too much time". We've also heard it said that kids are the future of our game. Unfortunately, I still see ads and websites inviting golfers to come play their "challenging course" and wonder how some owners can be so disconnected. We are an aging population and our customers have many opportunities to participate in activities that don't cost

as much, have as many rules or take as long as the game of golf does. Foot Golf and Snag Golf are good ideas but don't really address the fact that we need to have golf courses that are fun, playable and accessible to golfers of all abilities.

We need to be looking at how to attract those who golf but don't carry a USGA handicap or even consider themselves "a golfer". This starts

by designing golf holes that have generous landing areas, multiple teeing options and carefully placed hazards.

Studies conducted by the National Golf Course Owner’s Association (NGCOA), the USGA and the Royal Little Family Foundation along with our own observations have taught us that most courses are designed with little consideration for the ability of what we call the “average golfer”. We know that the average male golfer has a swing speed of 90 mph and hits their driver 230 yards while the average women golfer has a swing speed of 65 mph with an average distance of 145 yards. Although factors like wind, soil moisture, ball spin and cutting height can affect these yardages, what is clear is that too many golf courses are simply designed to be too long and too difficult. Then add forced carries, 2.5 inch rough and poorly

placed bunkers and golfers quickly become frustrated and disenfranchised.

So what can be done? For starters, we need to design courses that are fair and enjoyable for golfers of all abilities. That starts with “proportional tee design”. Much research has been done on swing speed and golf ball distance so it’s surprising to me that courses are still being built and holes being remodeled with forced carries and forward tees that are simply too challenging for kids, women and seniors.

The following is a chart which represents nearly three decades of tee design research by the National Golf Course Owner’s Association, the USGA and Golf Laboratories on proportional tee placement and the correlation between golfer swing speed and golf ball distance.

PROPORTIONAL	TEE DESIGN	
SWING SPEED	YARDAGE	RELATIONSHIP TO OTHER TEES
65 mph-average woman	3900 - 4100	65%
75 mph	4700 - 4900	78%
85 mph	5600 - 5800	93%
90 mph	6000 - 6200	100% *Base tee
95 mph - average man	6400 - 6600	107%
105 mph	6800 - 7000	113%

Most courses, public and private, should be designed for swing speeds between 65-105 mph and yardages between 4,000 yards and 7,000. This means that the forward tees should be roughly 65-75% of the base tee distance. At most regulation courses, this will require at least 5 sets of tee markers.

In addition, tees and bunkers need to be positioned so that golfers using the forward tees are not unfairly penalized and required to hit a disproportionately longer approach shot to the green. More often than not, golfers playing the forward tees are left hitting their approach shot from the same yardage as the more

skilled golfer. As a result, a golfer playing from the forward tee might be hitting a 5 wood or 3 wood from 140 yards while the player who is hitting from the back tee is playing an 8 or 9 iron from 150 yards. Ideally, properly designed tees would leave both golfers hitting the same or similar club for their approach shot.

The following chart shows yardages for the “average women” and the “average male” golfer.

Many courses have now started using “combination tees”. This is a simple and inexpensive way to add more teeing options to make golf

CLUB DISTANCE

CHART

<u>Club</u>	<u>Average Woman</u>	<u>Average Man</u>
Driver	145	230
3 Metal	128	210
5 Metal	118	200
7 Metal/3 Hybrid	110	191
9 Metal/5 Hybrid	102	170
5 iron	94	163
6 iron	88	151
7 iron	82	143
8 iron	76	132
9 iron	72	120
PW	54	110

****Note:** These distances are based on data from a variety of sources including Golf Laboratories, the National Golf Course Owners Association and the USGA.

more enjoyable for a wider range of golfers.

Lastly, I often suggest to my clients that they abandon the traditional red, white and blue tee marker system and instead utilize a marking system that requires the golfer to select their tee based on the yardage rather than the color of the tee. I've never heard anybody complain that a golf course was too easy or too profitable.

Kevin Norby is the owner and senior designer at Herfort Norby Golf Course Architects. For more information, you may contact Kevin at (952)361-0644 or via email

at knorby@HerfortNorbyGolf.com. You may also visit Herfort Norby's website at www.herfortnorby.com.

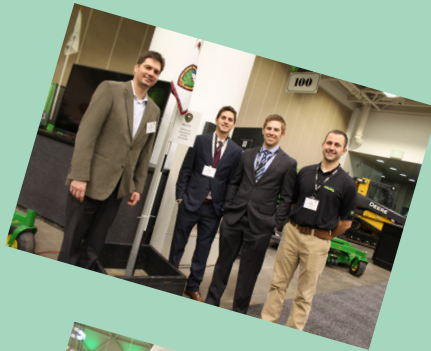




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Edina Country Club Superintendent Strengthens Business Skills with Colleagues Across U.S.

By Syngenta

- Edina Country Club superintendent participates in eighth annual Syngenta Business Institute
- Competitive three-day educational program provides superintendents with key tools for business management

Brandon Schindele, golf course superintendent at Edina Country Club in Edina, Minnesota was one of 26 superintendents across the country to graduate from the Syngenta Business Institute™ (SBI). SBI is an exclusive professional development program for golf course superintendents hosted by Syngenta and the Wake Forest University School of Business in Win-



ston-Salem, North Carolina.

While agronomic expertise is critical to superintendent success, Syngenta also recognizes the need to provide superintendents with business management skills.

“We offer this program to 26 superintendents as a commitment to our customers and their development in the industry,” says Stephanie Schwenke, golf market manager, Syngenta. “At the Syngenta Business Institute, we focus on the business aspect of superintendents’ responsibilities, rather than agronomics, and really work to hone their skills in leadership and management, which is just as important as managing turf quality.”

During the three-day educational program, participants gained knowledge in financial and human resources management, negotiation skills, effective communications techniques, managing generational differences and more. Classes were led by professors from the School of Business at Wake Forest University, who provided ideas and tools to assist superintendents in

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their daily management and long-term planning.

Schindele was selected from a talented pool of superintendents across the country based on an application process that reviewed their educational background, professional achievements and an essay that demonstrates why they should be selected for the program.

To learn more about Syngenta Business Institute, please visit GreenCastOnline.com/SBI.

About Wake Forest University School of Business

Founded in 1834, Wake Forest is a private, coeducational collegiate university based in Winston-Salem, North Carolina. One of the leading institutions of its kind, Wake Forest blends the intimacy of a liberal arts college with the academic vitality of a research university. Guided by our motto Pro Humanitate (For Humanity), Wake Forest is dedicated to an ethically informed education in a climate that values personal growth, community interaction and individual honor. At the School of Business, the mission is to shape the whole person. They help businesses create a better world through developing passionate, ethical business leaders who get results with integrity, and thought leadership that is visible and positively impacts the practice of business.

About Syngenta

Syngenta is a leading agriculture company helping to improve global food security by enabling millions of farmers to make better use of available resources. Through world class science and innovative crop solutions, our 28,000 people in over 90 countries are working to transform how crops are grown. We are committed to rescuing land from degradation, enhancing biodiversity and revitalizing rural communities. To learn more visit www.syngenta.com and www.goodgrowthplan.com. Follow us on Twitter at www.twitter.com/Syngenta and www.twitter.com/SyngentaUS.



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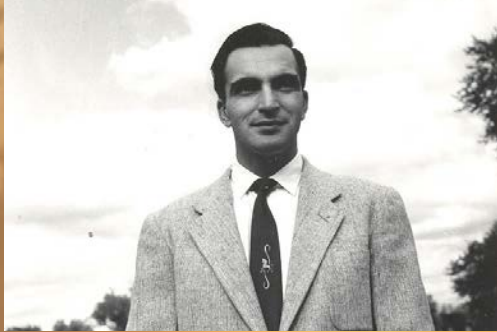
In Passing, An Icon In The Minnesota Turf Industry

Dr. Don White, 1930-2016

Dr. Donald B. White, 86, of White Bear Lake, a professor of turfgrass at the University of Minnesota, passed away December 23. Throughout his distinguished career, he had a significant impact on the turfgrass industry locally, nationally and internationally. White began teaching at the University of Minnesota in 1961, where he taught several courses related to turfgrass science, landscape design and nursery management to many of today's superintendents throughout Minnesota and the United States.

As a scientist, White's most important contribution to turfgrass research was the development of a commercially viable annual bluegrass, *Poa annua*. His research led to the release of the first creeping bluegrass in 1992, and is being used by golf courses throughout the world including Pebble Beach. As an environmentalist, he was a huge proponent of prairie grasses and reduced impact grasses, later called "sustainable" turf. As an educator, his 45 years of passionate education touched many individuals who became professionals in the turf industry, both on and off the golf course.

"I spent my first three years of college on track to major in Accounting. I started working at the golf course in junior high school and continued to do so throughout my college career. As is true of so many others in the industry, I realized that the golf course was my true passion. I was getting anxious to be done with school, so the idea of completely changing my major during my fourth year of college was not very appealing to me. Since I had already been taking as many electives as possible within the College of Horticulture, I was able to seek the guidance of Dr. White who helped me design my own major through the University of Minnesota Inter-College Program. After an extra semester of college, and a few correspondence courses, I received a B.S. Degree in Business and Horticulture through the Inter-College Program and was able to apply most of the



credits I earned my first three years of college towards that degree. Dr. White was very influential in guiding me through the process, and assuring that I did ultimately receive a college degree," said Norma O'leary CGCS, superintendent at Silver Bay Golf Club.

"Dr. White was fatherly and down to earth. He knew a great deal of our education would be hands on in the work force so he wanted us to be open minded with our education, focused

on the big picture of why things are occurring in the turf setting and realizing that the simplest answer is most likely the correct answer. I have warm memories of a man who was proud to see his students succeed and find joy in their lives," said Mike Sonnek Assistant Superintendent at Spring Hill Golf Club. Before the USGA offered their on-

course turf advisory services, White was providing consulting services on his own time to courses all across the Midwest.

His leadership served the game well and his contributions to education and research made a lasting impact on golf course superintendents in Minnesota and beyond. 2001 brought Dr. White notoriety as he was awarded the newly created Presidential Award from Rick Frederickson CGCS for his



lifetime of MGCSA support. And in 2006, the MGA and the Minnesota Section PGA recognized White's career contributions by electing him into the Minnesota Golf Hall of Fame. In 2013, the MGA recognized White with its highest award, the Warren J. Rebholz Distinguished Service Award.

Dr. Don B. White, 1930 - 2016, "When life serves you lemons, make lemonade."



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A man in a white and black polo shirt is holding a rectangular cake. The cake is decorated with a map of Michigan and the text "Congrats to the 2013 Supporter" and "MGOUSA". The background is a blurred indoor setting.



Tours Hills GC Links in Cities onal Day!!



That's A Fact, Ralph

At many facilities, the golf course superintendent is the local “go-to” expert on all issues. As the course manager, it is in your best interest to know a little something about the topics that your constituents may be interested in.

This month's topic: Bats and White Nose Syndrome

White Nose Syndrome Introduction

From Bat Conservation International

White-nose Syndrome (WNS) is a fungal disease that has killed millions of bats in North America. The disease is caused by a fungus from Eurasia, which was accidentally transported here by humans. The fungus, *Pseudogymnoascus destructans*, invades the skin of hibernating bats and disrupts both their hydration and hibernation cycles.

Hibernating bats awake repeatedly during the winter, burning up limited fat reserves. They often leave hibernation sites in late winter, dehydrated and in search of food, and ultimately dying.

The fungus is transmitted primarily from bat to bat. Today, WNS is found in 29 US states and 5 Canadian provinces. The fungus that causes WNS is found in three more US states.

WNS is known to affect hibernating bats, and 7 species of bats have been diagnosed with the disease. Five additional species (†) have been found with the fungus, but have not yet developed the disease.



*Symptoms of White-nose Syndrome include white fuzzy growths of the *Pseudogymnoascus destructans* fungus as seen on the chin of this little brown bat. Photo: Michael Schirmacher*

White-nose Syndrome - Memoirs from the Front Line

By Katie Gillies, BCI Director of Imperiled Species

Looking back, I can remember exactly where I was when I saw the first images of what would come to be known as White-nose Syndrome (WNS). I was sitting in a computer lab at the Smithsonian Tropical Research Institute in Panama. It

was the dry season in the tropics, but winter in North America. Those first images came through a few different email strings. Each email asked, “Does anyone know what this white, fuzzy growth is?”

After scanning the comments, I remember squinting at the photos and quickly disregarding them. I didn’t know what that growth

was, and the problem seemed half a world away from me. And at the time, it was. Little did I know, almost 10 years later, WNS would be such a big part of my life. The first photos of WNS are from 2006. With the devastating news that the



A northern long-eared bat carcass shows evidence of White-nose Syndrome. Photo: Michael Schirmacher

disease has jumped from the east coast to the west, recently having been confirmed in the state of Washington, it’s time to reflect on what we’ve learned, where we are now and

where we need to go.

When White-nose Syndrome (WNS) first emerged in New

England, the fungus didn't even have a name. We didn't know if it was a native fungus that mutated to cause this destruction, or if it came from someplace else. We now know that WNS is caused by the cold-loving fungus, *Pseudogymnoascus destructans*. The fungus is not native to North America and was accidentally introduced here. European researchers, with the support of Bat Conservation International (BCI), have been using genetic techniques to determine where this fungus came from. Last year, we learned that the fungus most likely came from Western Europe—perhaps France, or Germany.

More astonishing, this year, we learned that the fungus is present not just in Europe, but in China as well. Since European and Asian bats have not suffered the devastating population declines that our North American bats have, it appears that the fungus has been present there for millennia. Consequently, it is likely that Eurasian bats have evolved a resistance to WNS over that time.

When we first started seeing dead bats at hibernation sites, we didn't know if WNS would affect all of our bats or not. Now, we know that WNS affects different species of bats in different ways. Today, the disease has been confirmed in seven species of hibernating bats. Five additional species have been confirmed for the fungus, but have never developed the disease. Three species of bats appear to be most sensitive to WNS: the little brown bat (*Myotis lucifugus*), the northern long-eared bat (*Myotis septentrionalis*) and the tri-colored bat (*Perimyotis subflavus*). These three species of bats bear the brunt of the devastation from WNS, suffering population collapses across their ranges. Other species, such as the big brown bat (*Eptesicus fuscus*), the eastern small-footed bat (*Myotis leibii*), and the endangered Indiana bat (*Myotis sodalis*) are also impacted by WNS, but not to the same degree. And there are surprising anomalies. The endangered gray bat (*Myotis grisescens*) can develop the disease, but doesn't appear to suffer fatalities. Clearly, we still have much to learn about the subtleties of

WNS.

In the early years, everyone felt helpless. This fungus, this disease, was destroying our hibernating bats, and it seemed there was nothing we could do. But a few years ago, we became more hopeful. BCI began to focus our support on potential treatments—tools that controlled the growth of the fungus. The first treatment that BCI funded—the naturally-occurring fungus *Rhodococcus rhodochrous* DAP 96253—continues to show promise in its development. Researchers at Georgia State University and the U.S. Forest Service have conducted treatment trials on bats in the lab and in the field in Kentucky and Missouri. The trials are ongoing and the data are being analyzed. We hope the efficacy in the field is as positive as the efficacy in the lab environment.

In 2014, BCI and the Tennessee Chapter of The Nature Conservancy (TNC) supported a truly cutting-edge research project. The U.S. Forest Service is investigating the use of gene silencing to control the effects of WNS. The approach

uses “gene finding” and “gene editing” techniques to downregulate the genes (i.e., to decrease the production of specific gene products) that are so destructive to our bats.

“This [gene editing] technology gives us the ability to understand the pathogen better than ever before,” said Dr. Daniel Lindner, a mycologist and principal investigator for this line of research. “Once we understand at a molecular level how this fungus causes WNS, it will give us a chance to design tools to help defeat the fungus. Our ability to understand exactly how pathogens cause disease is one of the most powerful weapons we have against diseases like WNS.”

Last year, BCI and TNC selected another promising treatment tool to test: a naturally-occurring probiotic. Initial laboratory research showed it could reduce WNS lesions and mortality. Now, it is being tested in the field in Wisconsin. The research proposal came from a team at the University of California, Santa Cruz and included BCI’s new Senior Director of Conservation Science,

Dr. Winifred Frick.

“Finding treatment solutions for WNS is very challenging, but is urgently needed,” said Frick. “Field trials that test whether we can find

get creative and try our best to find F solutions.”

There is currently no silver bullet for improving bat survival from WNS. It is critical that we develop



*A Little Brown Bat infected with White Nose Syndrome
Photo from the USFS*

ways to help bats with WNS survive through the winter is an important step toward protecting bats from the devastating impacts of this disease. When the stakes are as high as possible extinction, we have to

several tools in our toolbox to fight against this disease. Multiple tools will be needed, given that so many different species are impacted by WNS, and impacted in different ways, across a large landscape.



Win win. A nocturnal Eastern Red Bat (inset) catching up on some sleep as the sun sets on a golf course's green (background). Fotosearch.com; Chris Harshaw/Wikimedia Commons (Inset)

Do Golf Courses Make Good Bat Habitats?

By Yasmin OgaleAug

Many environmentalists see golf courses as the enemy: Their manicured landscapes often replace natural habitat, excessive irrigation causes runoff, and a heavy use of pesticides and chemicals damages ecosystems. But wildlife ecologist Kevina Vulinec of Delaware State University in Dover had a different take: “I was driving past a golf course and I thought, ‘Wow, those forest patches look like good habitat for foraging and commuting bats!’ “

Her curiosity piqued, Vulinec set out to see if her hunch was accurate. At the Ecological Society of America’s (ESA’s) annual meeting in Austin, she reported that golf courses can, indeed, create a “win-win” situation for both winged and bipedal mammals. The courses serve as a potential refuge and buffet for the nocturnal bats while providing groundskeepers with a free insect-control service.

Vulinec's research was funded by the National Fish and Wildlife Foundation's Wildlife Links Program, which investigates golf's relationship with surrounding wildlife. Although not a golfer herself, Vulinec and her team of graduate students spent 22 nights at five golf courses in the Delaware-Maryland area, deploying mist nets to capture species, as well as ultrasonic acoustic detectors to measure bat activity in each one of five, distinct "micro-habitats" on the course.

They found that bats were most likely to visit ponds serving as water hazards on the individual holes as well as the parklike areas bordering the fairways. The mosquito-rich and forest-edged environment is similar to what bats prefer in the wild, Vulinec says. And because local bat populations are threatened by habitat destruction and the fatal pandemic, White-nose syndrome, she says, golf courses could provide an important refuge.

"[This study] seems like a very good idea, something that fits into that whole area of urban wildlife ecology," says Ed Arnett, director of programs at the nonprofit Bat Conservation International in Austin and co-organizer of the ESA session. "It lays the groundwork for other efforts to look at the importance of golf courses and other types of human [and wildlife] interface habitats like green belts—where we generally know very little about."

Vulinec and her team are now collecting information on insect activity along the courses, and they plan to resume their bat studies next spring. She hopes her findings will suggest ways in which golf course managers can make their landscape more bat friendly. "We complain about [golf courses]," she says, "but that may not necessarily be the right attitude to have. We should look at these places as opportunities" to make everyone a winner.

And those are the facts Ralph, on White Nose Syndrome and the beneficial relationship between bats and golf courses.

Announcing the 2017 Legacy Scholarships

The Minnesota Golf Course Superintendents' Association offers a scholarship program designed to assist children and grandchildren of Class AA, A, SM, C, D, Associate and Affiliate members. The MGCSA provides scholarships to students attending college or vocational programs at any accredited post-secondary institution. The program is independently managed by Scholarship America, a national non-profit student aid service organization. Awards will be granted without regard to race, color, creed, religion, sex, disability, national origin or financial need.

Selection of Recipients:

Scholarship recipients are selected

on the basis of academic record, potential to succeed, leadership and participation in school and community activities, honors, work experience, a statement of educa-

tion and career goals and an outside appraisal. Selection of recipients is made by Scholarship Management Services.

In no instance does any member of the MGCSA play a part in the selection. Applicants will be notified by the end of July whether they

have been awarded or denied a scholarship.

Eligibility:

Applicants for the MGCSA Legacy Scholarships must be: children/grandchildren of Class AA, A, SM, C, D, Associate or Affiliate



members who have been members of the MGCSA at least five years; High school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two- or four-year college, university or vocational-technical school, and under 23 years of age.

Awards:

Three awards will be given to children and grandchildren of Class AA, A, SM and C members.

One award of \$1,500 in the name of Joseph S. Garske will be given to the highest evaluated applicant. That award will be renewable for one year contingent upon full- time enrollment and satisfactory academic performance. One other \$1,000 award will be given to other qualified applicants from this group. One \$1,000 award will be available to children and grandchildren of Class D, Associ-

ate and Affiliate members. These awards are not renewable. However, students may reapply to the program each year they meet eligibility requirements. Awards are for undergraduate study only.

Obligations:

Recipients have no obligation to the MGCSA or its members. They are, however, required to supply Scholarship Management Services with current transcripts and to notify Scholarship Management Services of any changes of address, school enrollment or other relevant information.

Except as described in this brochure, no obligation is assumed by the MGCSA.

**Application Deadline:
June 1, 2017.**

Visit mgcsa.org for more information



MGCSA Strategic Planning Session

Yeilds Results

Provided by Steve Randall, GCSA Director - Chapter Outreach

On January 23, 2017 members of the Minnesota GCSA met at Cragun's Resort for a retreat and a facilitated strategic planning session. The event was an effort to redefine the mission, vision and goals of the organization. The group expressed a great interest in setting up 2017 initiatives and to focus on concepts for the near future. This document recaps that event.

After introductions we asked the group what their expectations were for the meeting. The following comments were provided:

Expectations:

- Benchmark with other association and where we stand
- What's the next "Big Thing"
- o Currently have research, education, advocacy and outreach
- Jobs/Job #s/Salary/Aide to get people into the industry
- Wealth of the game/participation
- Next step with regulations at the capitol/advocacy
- Providing value to members

Next, the group executed a SCOR analysis, discussing the chapter's strengths, challenges, opportunities and threats (numbers indicate the top priority areas in each item).

SCOR

Strengths:

- Outreach/Inreach – balance metro with outstate (3)
- Advocacy/Presence at the Capitol/Value (2)
- o Provide protection, visibility and a seat at the table
- Research
- BMP Development
- Communications/web site/social media

The Retreat for MGCSEA Strategic Planning



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- Members have the opportunity to participate
- Show value of the golf course
- Education
- Executive Director (2)

Challenges:

- Participation (1)
- Money
- Fresh Education/Research
- Member Numbers (3)
- Government Agencies (2)
- MN Golf Course Owners Support – no communications
- Employee recruitment
- Executive Director retainment/succession planning
- Board/Committee participation
- University of Minnesota

Opportunities:

- Board/Committee Participation (1)
- Grown member numbers/participation (3)
- Assistants/EM's/Events and activities for them other than golf
- Day of the hill participation (2)
- Magazine/superintendent writing content
- Affiliates – ensuring their voice is heard
- o Outreach – affiliates invite non-member for free
- Other allied groups – exchange articles and invite to meetings
- o Add GM's to magazine distribution list
- Tapping into tech schools – Anoka/Crookston
- Disaster relief – committee and possible financial assistance

Risks

- Legislation (3)
- Regulatory action
- Financial
- Loss of executive director/succession planning/response under this situation
- Too many events/stacked in fall (1)
- Running out of quality speakers/keeping education fresh
- Skilled labor pool

Through the SCOR analysis, participation levels, both with the board and general membership are areas of priority. The chapter does a great job with advocacy and has a strong presence at the Capitol in St. Paul. There is also a desire to grow and retain membership. The chapter has recently provided complimentary memberships for students.

Mission Statement

The Minnesota Golf Course Superintendents Association:

“Advancing the art and science of golf course management and promoting the welfare of its members and the profession.”

This will remained unchanged from the 2013 session in which a long mission statement was condensed into the current version. The statement was

approved and will be incorporated and communicated to the membership. It was discussed that the mission statement should be known and understood. It should be a tool to discuss with members and potential members the existence of the chapter. Following the mission statement, we discussed the vision of the chapter. “What does the chapter want to look like?” “How do members want to view the chapter?”

Vision

- The Minnesota GCSA will be viewed as the leading regional organization in golf course management, at the forefront on issues regarding advocacy, education, research and the environment. (Statement adjusted to the leading regional organization opposed to “a” leading regional organization).

Following the discussion on our mission and vision statement, we moved into a goal setting and action item exercise.

Goals

- 1) Reach 50 Minnesota GCSA members attending legislative/golf day in St. Paul in March, 2017 and have 60 MGCSA members attend in 2018
 - a. Pursue affiliate support and inform outstate members – calls completed by Feb. 15, 2017
 - b. Tim to chair
 - c. Justin to co-chair



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- d. Focus on outstate areas, including Duluth, Rochester, St. Cloud
- e. Board members will be responsible for two other calls to members
- i. Engagement will be monitored to determine numbers in future years
- 2) Establish discussion with allied Minnesota Golf Industries on labor pool concerns (conducted in 2018)
 - a. Discussions will be conducted with allied groups, including club managers, course owners, Minnesota Golf Association
 - b. Conduct a golf labor pool summit (late 2018) with these groups
 - c. Create a 1-page fact sheet (by early Feb, 2017) that will include:
 - i. What the labor problem is
 - ii. Facts regarding labor
 - iii. Ideas to help
 - iv. How the golf industry can support the effort
 - d. Monitor progress for next steps

Action Item:

- 1) Develop an executive director succession plan through the executive committee
 - a. Meet by April 15
 - b. Create plan during/after the meeting
 - c. Submit plan to the board during May, 2017 meeting
- 2) Have at least 1 non-affiliate board member attend each outreach/in-reach meeting in 2017
 - a. Board member will be part of the program and present on MGCSA initiative during the meeting
 - b. Participation with outstate members will be key
- 3) Revamp committees and number of members on each committee

(Immediate)

- a. Determine the number of non-board members on each committee as part of the SOP
 - b. Committees will be set by May, 2017 board meeting
 - c. Consider a 2-year cycle for each committee member – with discussion at strategic sessions every-other year
 - d. Use annual dues renewal to request committee service – can use to fill positions on committee every other year or if appointments are needed
- 4) Re-Initiate outstate membership growth campaign
- a. Letters have been sent
 - i. Follow-up from board will continue with summary at May, 2017 board meeting
 - b. Look at having 1-outstate member per affiliate rep receive a 1-year complimentary membership
 - c. Discuss regional affairs concept with MGA with discussion at an upcoming 2017 meeting to determine feasibility of having regional ambassadors across the state
 - i. If feasible, further discussions and duties will be strategized.
- Other Discussion:
- At this point, we concluded that the

participants were satisfied with the progress made during the session. We had everyone review our objectives for the meeting and all agreed they had been met.

There was enthusiasm among attendees to push forward and work to accomplish these items. GCSAA staff will also assist, as needed, in goal accomplishment as well as reviewing this document to ensure it is current and meeting the needs of the chapter.

We encourage the Minnesota GCSA to contact the GCSAA as needed in efforts to accomplish this plan. We look forward to our continued relationship.

Respectfully Submitted
Steve Randall – GCSAA Director,
Chapter Outreach
800/472-7878

***Thank You Steve
for your excellent
leadership skills***

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Prevent Backflow to Protect Water Sources

By Corinne du Preez, Agricultural Chemical Investigator



Backflow prevention

A backflow prevention device is used to protect the water supply from potential contamination due to the unexpected flow of water in the reverse direction. Minnesota Department of Agriculture ([MDA](#)) and Minnesota Department of Health ([MDH](#)) regulations require the use of a backflow prevention device or a fixed air gap when filling pesticide or fertilizer application equipment from a municipal water supply, a private well, or from surface water.

Statutory authority

Minnesota Statute 18B.07, Subd. 5. **Use of water supplies for filling application equipment.** (a) A person may not fill pesticide application equipment directly from a public water supply, as defined in section 144.382, or from public waters, as defined in section 103G.005, subdivision 15, unless the equipment or water supply is equipped with a backflow prevention device that complies with the Minnesota Plumbing Code under Minnesota Rules, parts 4715.2000 to 4715.2280.

Minnesota Statute 18C.201, Subd. 2. **Use of public water supplies for filling equipment.** A person may not fill fertilizer application equipment directly from a public water supply, as defined in section 144.382, unless the outlet from the public water supply is equipped with a backflow prevention device that complies with Minnesota Rules, parts 4715.2000 to 4715.2280.

Below are examples of **acceptable** and **unacceptable** backflow prevention practices and devices. Feel free to cross reference them with the MDA's fact sheet, Backflow Prevention Guidelines for Filling and Rinsing Fertilizer or Pesticide Application Tanks at:

<http://www.mda.state.mn.us/~media/Files/chemicals/pesticides/bfprevent.pdf>

Acceptable Backflow Prevention Devices

Air Gap: Maintain a fixed and permanent physical separation from the discharge outlet to the rim of the tank, container, etc. The physical distance from the opening of the application equipment to the end of the water line must be two (2) times the diameter of the water line. An additional device for rinsing containers is required.



Fixed ridged air gap



Removable fixed air gap

Reduced Pressure Principle or Reduced Pressure Zone Device (RPP or RPZ): Installed, tagged, and inspected by a certified plumber.



Pressurized Vacuum Breaker (PVB): Install a PVB twelve (12) inches above the overflow level of equipment that is being filled under continuous pressure with a shutoff valve downstream.



Atmospheric Vacuum Breaker (AVB): Install an AVB on a water line not subject to continuous pressure, six (6) inches above overflow level of equipment being filled, and downstream of a shutoff valve. An additional device is needed to rinse containers.



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Rinsing Empty Pesticide Containers/Application Equipment Only

Hose Connection Vacuum Breaker: Attach this breaker on the discharge side of the last control valve. Do not install a hose with a spray control valve following the hose connection vacuum breaker.



Double Check Valve with Intermediate Atmospheric Vent: This valve and vent must be used together on $\frac{1}{2}$ and $\frac{3}{4}$ inch water supplies for inline applications with continuous pressure. This valve is for rinsing containers/equipment only; it is not a substitute for a RPZ or RPP.



Filling hand/backpack sprayers: Fill a water-only service container and transfer the water into your sprayer



Unacceptable Backflow Prevention Practice or Devices

No backflow used

Use of check valve only

RPZ without inspection/tag

Air gap not permanent/fixed

Inadequate separation for air gap (2x the width of the water line is required)

No physical gap for filling backpack sprayers

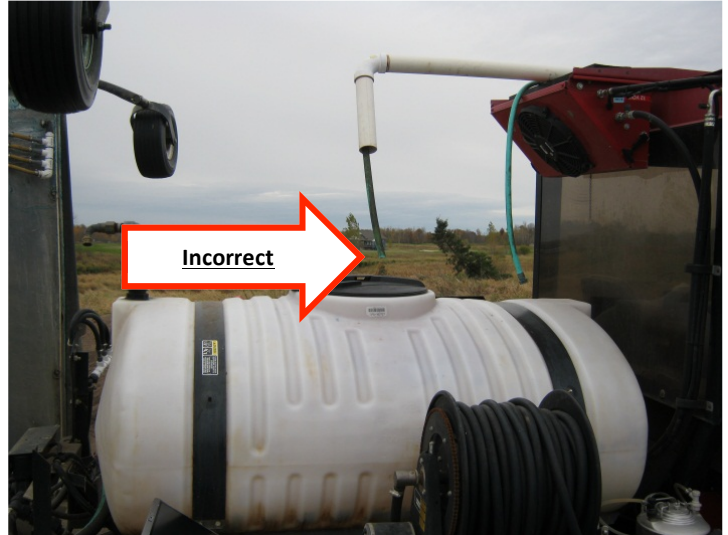
No check valve for rinsing containers

Air gap maintained by a person/not fixed

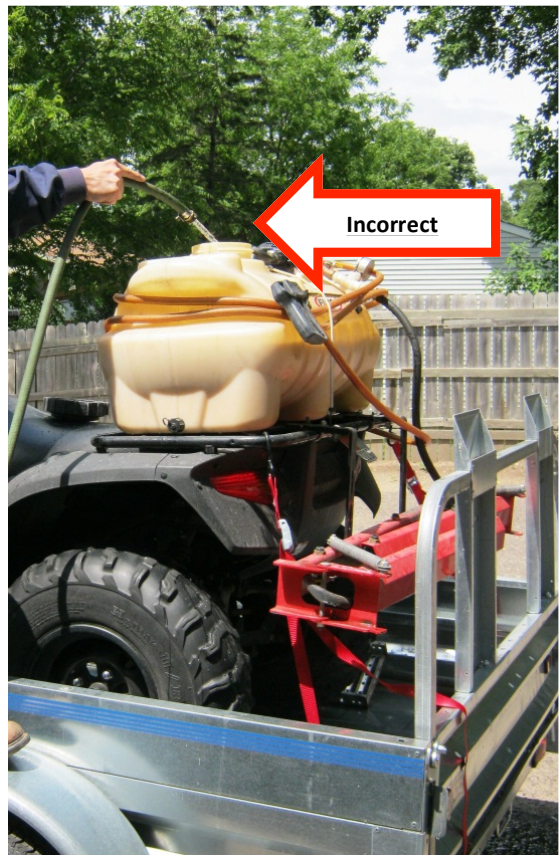
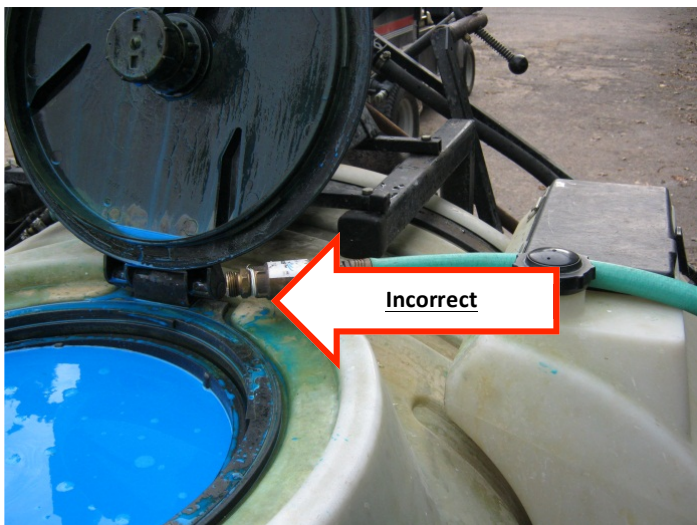
No physical separation in air gap



No physical separation in air gap



Air gap is not permanently fixed.



Air gap is maintained by a person and not permanently fixed.

Backflow Prevention Violations and ORDERS

During an inspection, an Agricultural Chemical Investigator (ACI) will observe the backflow prevention device(s) at your golf course. If non-compliance is documented, one or more of the following Orders will be issued and re-inspection may occur.

1a. Cease and desist the filling of pesticide application equipment until an MDH approved backflow prevention device is properly installed.

1b. Statement of Completion - Properly install a MDH-approved backflow prevention device before filling pesticide application equipment. (Timeline to complete included.)

RPZ specific orders:

2a. Cease and desist the filling of application equipment until the RPZ has been inspected by a certified person.

2b. Statement of Completion - RPZ backflow device must be inspected annually by a certified person. Submission of a copy of the certification tag is considered adequate proof of completion. (Timeline to complete included.)

Financial Penalties

The MDA views the lack of backflow prevention device to be a serious and direct threat to groundwater. Pesticides have been and can be easily directly back siphoned into groundwater. Due to the potential health and environmental risks associated with the lack of adequate backflow prevention, be advised that documented noncompliance may result in additional enforcement, including financial penalties. In fact, this is one of the more common financial penalties levied on golf courses.

As mentioned above, for additional information and/or examples of acceptable backflow prevention devices, refer to MDA's fact sheet, Backflow Prevention Guidelines for Filling and Rinsing Fertilizer or Pesticide Application Tanks at:

<http://www.mda.state.mn.us/~media/Files/chemicals/pesticides/bfprevent.pdf>

Thank You,

Corinne du Preez, Agricultural Advisor/ACI
[Minnesota Department of Agriculture](http://www.mda.state.mn.us)
Pesticide and Fertilizer Management Division
3555 9th St NW, Suite 350
Rochester, MN 55901
Office (507) 206-2883
Corinne.dupreez@state.mn.us

The Nat Tommy B Orla



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Within the Leather

by Dave Kazmierczak CGCS, Editor Hole Notes
Superintendent at Prestwick Golf Club

Ahh, that feels better.

After a year spent up the dial acting presidential, it certainly is good being back in the friendly confines of the back pages of the ol' magazine. The experience of being President of the MCGSA was great, but it's good to be back as just a guy with a computer and an opinion, which I am full of, right or wrong.

Experiences are what make a life. The more experiences one has, the fuller and richer the life becomes. Not every experience is a happy and joyful one.

Some can be devastating, some can be stressful. Some can be proof of ones resolve, or their ability to do something in particular. But there is one thing for sure: there is absolutely no substitute for experience itself.

About a month ago, I volunteered myself to help with a quasi-in house renovation of our restaurant at our clubhouse. I did this for a few reasons. First and foremost, we are lucky enough to have a retired commercial building general contractor on our staff in the form of our assistant equipment manager. He would have the expertise to handle the actual carpentry, facilitate ideas and lead in the hands-on stuff. He has the experience. Second, I know how the ownership operates and how difficult things can get when there are a lot of different chefs in the kitchen and multiple opinions on a project like this. I have the experience of projects with this ownership, and a ton of experience with general organization of people and projects. The last consideration was the fact that in doing so, I can prove that my experiences from

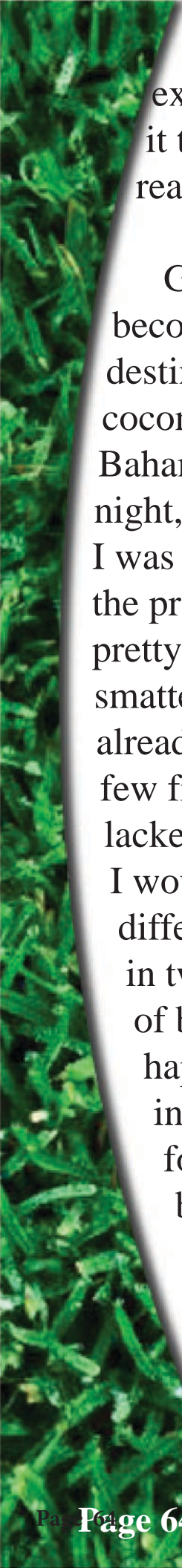
the past will help pave the road for the future with ownership, thus making me more valuable and with this experience, I will learn a few things that will help me down the road. In short, I will gain more experience.

I am happy to say that despite a few bumps in the road the renovation is taking shape and will be delivered pretty much on time, on task and on budget for the most part. I was certainly correct in my assumption that I would learn a few things from Mark Knaak, the aforementioned assistant equipment manager tasked with the hands-on duties. His experience and know-how was obvious from the start and I have learned an immense amount from just working with him and observing how he does things. The most noticeable is how he saves time executing basic building tasks with little tricks of the trade, or the perception of knowing what to do first- the order of accomplishing things.

Through him, I am gaining experience, even if I don't ever do anything like this in this scope ever again.

It is no different for a golf course superintendent on the course and in his or her office. The further along in our careers we go, the more we see, the more we do, the more valuable we are to the members or ownership. While most of us went to school to get the piece of paper that says we are competent and learned, there is no substitute for experience in this job, just like Mark and his job, heck, as in life. There is a reason the Native Americans held their elders in so high of regard: experience.

I took a break from this renovation project to attend GIS, as I had planned before the renovation project was even on the radar. It was there that I encountered polar opposites of the



experience mantra, although it took me some time to realize it.

GIS in Orlando has become my least favorite of destinations. Aside from the coconut shrimp at Tommy Bahamas at MGCSA hospitality night, I was questioning why I was there and not back with the project. The trade show was pretty much the same with a smattering of new stuff I had already heard about and the few free seminars I attended lacked any wow power. Then I wound up talking to two different local superintendents in two different settings sort of by chance. As usually happens, shop talk turned into a learning experience for me as the wisdom of both these men was shared freely and I wound up with a couple different ideas to try and a couple solutions to issues I was having. Those two

get-togethers with experienced superintendents may prove invaluable and instantly made the trip worth it.

The next day I ran into my old college roommate on the trade show floor. I hadn't seen him in a couple years but we usually bump into each other at GIS or have dinner during it. As he started to speak I happened to glance down at his name badge. Name, town, no Golf Course. Uh-oh. He went on to tell me that after ten and a half years at a very high end facility, \$6 million budget and family-supporting salary to match, he was let go the day after Christmas. He said it was a mutual kinda thing and that it was time, but there he was at GIS looking for a job "in the area," meaning about one-third of the country.

Now I'm not privy to the details of his situation, and maybe the club had their reasons, but it just seems I hear stories like this all the time,

particularly to superintendents above the age of 45 who make a decent salary. There seems to be a lot of clubs who do not hold experience in high regard. In fact, some seem to dismiss it and only see dollars and cents.

I came to the conclusion that there is an obvious disconnect to what it takes to pull this job off on a consistent basis with the people who sign the paychecks. Not everyone, but enough for this thing to consistently occur. A column was written last year by Brandon Shindele entitled “tootong you own horn.” It essentially espoused the virtues of at least nominally standing up and advocating for yourself for the jobs you do well or the deeds you have accomplished. I think this also qualifies with the GM’s, Greens Committee Chairmen or Ownership, whichever one you answer to. They need to know your experience saved a stand of

grass, or helped save money on a project, or even helped smooth over an issue with related staff. Is it part of your job, or what they pay you for? Of course! But they might not realize that it’s getting done for them unless you express that to them somehow. Prove your worth daily, without fanfare but make sure the powers that be are aware that your experience is instrumental to the successful operation.

Oh, and never be afraid to get more experience. You never know when it will pay off later in life.