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## GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

June 7, 1973

Mr. Ray H. Gerber, Editor  
THE BULL SHEET  
865 Hillside Avenue  
Glen Ellyn IL 60137

Dear Ray:

This is in response to your letter of May 22, 1973 in which you requested information regarding the progress made to date with respect to the headquarters relocation.

As one of our reasons for being here is to disseminate information regarding Association activities, we are extremely pleased to respond to you. This is our first such request, and we hope that it will spark a long series of inquiries from interested members, not only on the relocation, but other activities as well. Maybe in this way each member can have all his individual questions answered, and thereby have a better understanding of his Association and its activities.

One of President Wagoner's main thrusts this year is to **immediately** inform all members when something significant happens which affects the Association. The series of events which have unfolded in his recent letters to the members have, to be sure, engendered some further questions. However, they were timely and based on the facts as known to him at the time. We are certain that he will continue to inform the members as new events occur.

You requested information on the progress which has been made. The word "progress" is a subjective term because one's opinion whether or not progress has been made depends, in a large measure, on one's acceptance or rejection of the action taken.

Our intent here is to present the chronological order of events as objectively as possible. We would hope that the membership would conclude that progress is being made.

As you know, President Emeritus Mitchell presented the facts which lead up to the decision to relocate at the Boston Conference. These facts were presented to the APC, Chapter Representatives, and the annual meeting. They were presented in a great deal of detail. Both the decisions and the reasoning behind them were presented. The actions taken since those meetings have been directed toward the implementation of these decisions.

On January 23, 1973 final approval by City Council was granted on our request for a zoning change. On February 17, 1973 the Headquarters Building Committee met in Lawrence to approve the working drawing on the building.

Bid openings were scheduled for March 15, 1973, and Harris Construction Company, Inc. was chosen as our contractor.

We anticipated that the office would be relocated into temporary quarters in Lawrence on June 30, 1973. Our personnel situation was both good and bad. Dr. Paul Alexander recently (January 3, 1973) renewed his agreement with GCSAA knowing that we were going to relocate. Mr. Morissette, our Business Manager, had agreed to relocate. Our plan was to leave THE GOLF SUPERINTENDENT and its staff behind until a later date. However, our clerical staff proceeded to find new jobs and as they left, we replaced them with temporary help. In order to assist in the relocation, we hired on our clerical staff Mrs. Morissette



and Mrs. Sheetz as they would be going to Lawrence with us. This left only my secretary, Dr. Alexander's secretary, and a receptionist to hire in Lawrence.

On March 2, 1973 Mr. Morissette reluctantly resigned. He informed us that his wife was pregnant with their first child, and he had accepted a position as assistant to the internal auditor with Fastener Corporation in Des Plaines. This position afforded him an increase in salary and a professional advancement. Thus we not only lost our Business Manager, but one of our key staff members as well.

An analysis of our situation revealed that if we were to move earlier, the advantages which would accrue to the Association because of the relocation could be realized sooner.

Mrs. Sheetz and I agreed to remove our children from school during Easter Vacation, and Dr. Alexander agreed to live in Lawrence without his family until school was out at which time they would join him in Lawrence.

The Executive Committee was apprised of the situation, and after taking all the facts under consideration, approved the relocation for the week of April 15, 1973. Of paramount importance to this decision was the fact that once here we could hire our **permanent** staff and proceed on the road to producing meaningful membership services. On March 26, 1973 President Wagoner sent a letter to the membership explaining all the facts surrounding the decisions. Prior to President Wagoner's letter (March 22-24, 1973) Dr. Alexander and his wife visited Lawrence to seek housing and become familiar with the area. At that time they entered into negotiations with a local realtor with a view toward possibly constructing a new home here. On March 31, 1973 he received a call from Sea Pines Corporation on Hilton Head Island, South Carolina. This call, apparently the result of long standing and long term negotiations, resulted in his being offered a position as Associate Vice President for Golf Operations at a considerable increase in salary and professional stature. On April 2, 1973 he submitted his resignation to me. He indicated his continued willingness to assist us in our relocation and to live up to the terms of his agreement with us. We agreed that his last day of employment would be June 29, 1973 or sooner depending on our situation in Lawrence. Once here, he concentrated on training his secretary on those routine, ongoing activities of the educational department. Arrangements were made with Director Gordon Witteveen, Chairman of the Certification Committee to correct all Certification Examinations. His last day in our employ was May 25, 1973. This date was mutually acceptable to Dr. Alexander and myself as we were convinced that all those activities could be handled with no interruption in membership services.

We are happy to report that the relocation was affected with a minimum of delay and confusion. We closed the office in Des Plaines on Monday, April 16, and it was in operation here on Friday, April 20. We had hired our staff prior to the relocation, and three of them actually worked in Des Plaines before we moved. They are all working out nicely, and we look forward to a significant reduction in our turnover rate. All of our materials arrived safely, and we are in business. Our earlier investigations regarding salary scales for clerical personnel proved to be accurate. Our highest paid clerical employee here makes less than our lowest paid one in Des Plaines, while the level of capability is consistent with our needs.

During Easter Vacation, Nick Geannopoulos and his wife visited Lawrence. He has subsequently indicated their decision to relocate here. We have ascertained that the most appropriate time for him to do so will be in the Fall of 1974. I have recommended to the Executive Committee that we incur this delay in the best interest of all concerned. They have concurred with my recommendation with the proviso that the quality of the magazine does not deteriorate in the meantime. Mr. Geannopoulos has assured us that it will not.

As you know, it has been an inordinately wet spring in certain parts of the country. Unfortunately, Kansas is one of these areas. We anticipated an April 1, 1973 construction start for our building. However, we had 13 days of rain in April, 17 days in May, and 4 thus far in June. This, for Kansas, is 9.50 inches over its normal rainfall for the year. The weather seems to be drying up, and our contractor will start in earnest this week.


Meanwhile we are situated in spacious temporary quarters in a suburban apartment complex with a three month lease with an automatic extension clause.

We have received resumes from and interviewed several outstanding candidates for the position of Director of Education. The same is true for our Public Relations/Staff Writer position. We anticipate making a decision on the successful candidates for these positions soon.

We are on our way. There is an aura of permanency beginning to form. We will soon have a permanent home for GCSAA with a competent staff serving the needs of the membership.

Again, thank you for your letter. We look forward to hearing from you.

Very cordially yours,  
Conrad Sheetz  
Executive Director



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