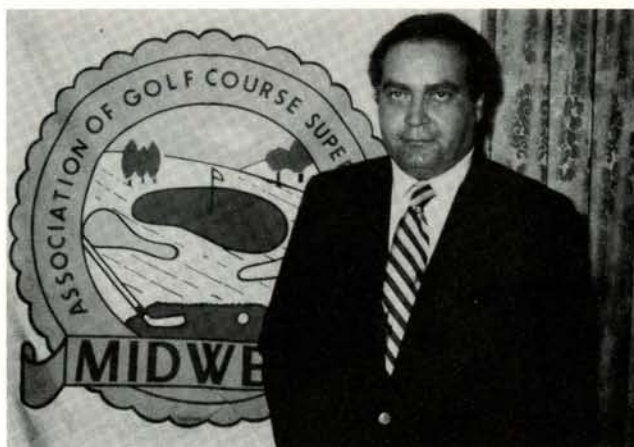


THE BULL SHEET, official publication of the MIDWEST ASSOCIATION OF GOLF COURSE SUPERINTENDENTS.

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John Berarducci, Pres.

PRESIDENT'S MESSAGE

Times are tough, fortunately the economy is hurting other industries a lot harder than ours. The golf industry may not be putting out many new courses in the Illinois area, however, there are areas such as Florida where the golf business is booming. In our area, it seems to me that few golf course budgets are cutting back, this is a blessing! Golfers are demanding better conditioning in areas of greens and fairway maintenance. There is a growing awareness by our club directors of our golf course budgets and what the neighbors are doing. The Superintendent is receiving more pressure to bid areas of the budget in a competitive nature and produce a better product. Get more out of his men and more out of everything he does. More and more we are becoming the true professionals of the golf industry.

Let's not forget a segment of our association that has helped us so much for so many years. That of our suppliers, the people that constantly improve their products and distribution. Their constant education of new products that help us do a better job. They have carried a lot of weight in this association through their financial contributions in dues and ADVERTISING in our **Bull Sheet**. These commercial people that are members of our association deserve an opportunity to bid our business. They should be considered first when looking to buy a product or screening contractors. I am asking the Superintendents of this association to update your awareness of who these fellow members are!!

Joe Dinelli, Robert Breen, Bernard Kronn, Clarence Mueller and Charles Rack will receive their Quarter Century Club Pins from the National at our April meeting at Flossmoor C.C.

Dear Ray;

Like money in the bank, planting trees and bushes, pay dividends too.

"SPRING DIVIDENDS"

What a pleasure they afford us, looming into view.
 Those trees and bushes planted, back a year or two.
 Isn't it rewarding, the sight each year, you see,
 When they leaf and bloom, a treat for you and me.
 The effort, small indeed, considering the beauty,
 And, we reap it all, in the performance of our duty.
 While we're but a helper, to a part of Nature's scene,
 Dividends are greater, than one could ever dream.

Superintendently,
Kenneth R. Zanzig
 Green Garden C.C.

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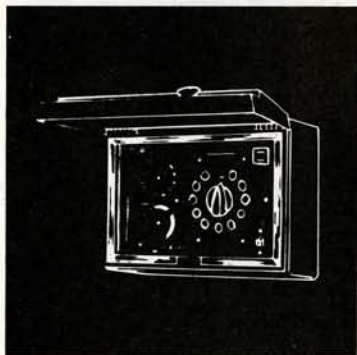
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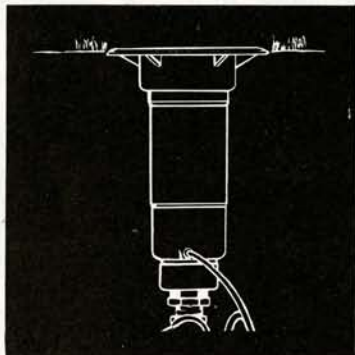


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STORY OF A FRUSTRATED RAINDROP

Ronald was a raindrop. He had a very easy life just drifting around in a cloud, but he was not satisfied. Ronald was neurotic, and demanded a purpose in life. He wanted to do things. One day Ronald said to his mother, "Isn't there anything useful for a raindrop to do? I'm tired of drifting around in this cloud."

"You should complain--your father spend his whole life in a fog," the mother retorted.

But, this did not console Ronald. He griped so much about the futility of his life in a cloud that the other raindrops got tired of hearing it. However, Ronald was very persistent, and made many inspiring speeches to other young raindrops. Ronald organized the United Rainmakers' Local No. 1. One day he said to his followers, "Let's make like rain."

So all the little raindrops in United Rainmakers' Local No. 1 departed from the cloud and went hurtling down to earth. Ronald was thrilled. As he dropped toward the earth, he thought how fine it would be to fall upon the sure ground and make the plants grow. Splat! Ronald hit the ground. It was a steep slope and Ronald somersaulted right down to the bottom of it. Many other little raindrops tumbled down the hill to join him. They all collected in a little hollow.

Ronald lay there in the hollow for what seemed to him a very long time. He did not mind. Ronald was very complacent, thinking of all the good he would do. At last some green stuff began to grow in the hollow, but it was not grass. It was algae. Ronald only knew that he had made something grow, and then he was very complacent indeed. After a while a man came along and surveyed the hollow where Ronald was ensconced. Ronald waited eagerly to hear the man's grateful words.

"Damn' water always lays in that hole," the man said, and he did not sound grateful at all. He seemed very annoyed.

Ronald felt rather small. Hour after hour he kept feeling smaller and smaller, until--pouf!--he evaporated. This was not the end of Ronald. After evaporating he was reincarnated into a raindrop again. In view of his past accomplishments, you might think that Ronald would have been satisfied to stay up in the cloud. But, Ronald was a very determined little do-gooder so he organized United Rainmakers' Local No. 2.

Once more the raindrops hurtled down to the earth. Ronald landed upon a slope and somer--but he never finished the somersault because he dropped over the edge of a little hole in the hill, and tumbled down into a cavity which was about an inch across and four inches deep. The soil inside the hole was loose and soft, and Ronald just relaxed and spread right out. A thirsty root espied him.

"Howdy, stranger. Mighty good to see you," the root greeted Ronald. The thirsty root sucked up to Ronald, and at last sucked him up completely. After a time a man approached, and Ronald heard him say, "That aerified turf sure does green up quickly after a shower."

"Curses!" Ronald muttered. "There he goes giving all the credit to the Aerifier."

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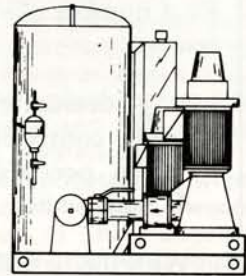
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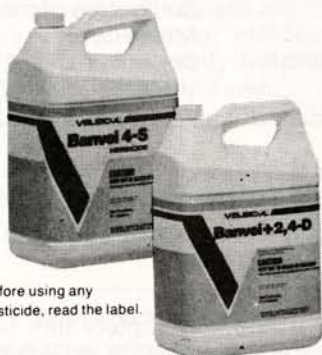


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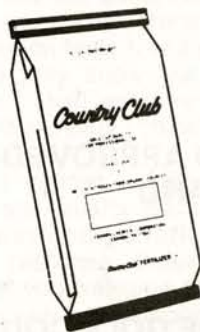
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17 MILLION AMERICANS ARE GOLFERS

There are more than 17 million golfers in America, according to the annual statistical summary of the National Golf Foundation, **Golf Facilities in the United States**.

There are an estimated 13,650,000 golfers in the U.S. who play 15 or more rounds annually. An additional 3.4 million play 1-4 rounds a year.

All the figures listed in the 12-page study are current as of Jan. 1, 1982, said NGF Research Director Sandra H. Eriksson.

"This year's report depicts golf as growing in 1981," said Eriksson. "With continued and combined efforts by course operators/owners and the industry, golf will quite possibly further expand its recreational market through this decade."

Three major sections of **Golf Facilities in the United States** analyze in depth the number of golf courses, number of golfers and the number of rounds played.

According to the NGF report, there are 12,894 golf courses in the U.S. Golfers played some 395 million rounds on these courses last year, an increase of 10 percent in play from 1980.

"Those figures represent record levels of participation by Americans," noted NGF Executive Director Don A. Rossi. "We saw earlier that there was a 13 percent growth in the number of new golf courses opened in America during 1981. What the numbers are saying, when we see growth in a year of high interest and general business recession, is that golf is the biggest sports business in the United States."

Golf Facilities in the United States (ST-1) is available from NGF headquarters for \$15 plus shipping and handling costs.

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AMERICAN SOCIETY OF GOLF COURSE ARCHITECTS TO PRESENT DONALD ROSS AWARD TO GEOFFREY CORNISH

Geoffrey S. Cornish, one of North America's leading golf course architects and co-author of "The Golf Course", has been named the 1982 winner of the Donald Ross Award presented annually by the American Society of Golf Course Architects to a person who has made significant contributions to the game of golf, especially golf course architecture.

Cornish received the Donald Ross Award, named in honor of the "father of American golf course architecture", at a special dinner during the ASGCA annual meeting at The Breakers Hotel in Palm Beach, Florida Feb. 22.

Previous recipients of the Donald Ross Award include Robert Trent Jones, Herbert Warren Wind, Herb and Joe Graffis, Joe Dey, Gerald Micklem, and Gov. James Rhodes of Ohio.

Although "The Golf Course" has just been published, it already has been hailed as the most comprehensive book on golf course architecture, primarily because it includes biographies of several hundred golf course architects and a list of 10,000 golf courses and their architects.

Cornish was president of the ASGCA in 1975, is an honorary member of the British Association of Golf Course Architects, and received the Distinguished Service Award from the Golf Course Superintendents of America in 1981.

A native of Winnipeg, he received a bachelor's degree from the University of British Columbia and a master's degree from the University of Massachusetts, both in agronomy. His interest in golf course architecture was generated in 1935 when he was hired to evaluate soils and find topsoil on the Capilano Golf Course under construction in West Vancouver, B.C.

He then trained for four years with golf architect Stanley Thompson. During World War II Cornish served with the Canadian Army overseas, returning to become an associate of Stanley Thompson in 1946-47. He then associated with Lawrence S. Dickinson, pioneer turfgrass scientist, at the University of Massachusetts until 1952, when he entered private practice as a golf course architect. He now resides in Amherst, Mass.

By 1980 Cornish has planned more courses in the New England area than any other designer in history. He had also designed and remodeled layouts in other parts of the United States, Canada, and Europe.

Among his most famous golf courses are York Downs Golf and Country Club, Toronto; Halifax Golf and Country Club, (The New Ashburn), Nova Scotia; The Connecticut Golf Club, Easton, Conn.; Cranberry Valley Golf Club, Harwich, Mass.; and Blue Rock, South Yarmouth, Mass.

Cornish is the author of numerous articles on course design and turfgrass subjects.

WHY NOT SAY WHAT YOU WANT?

"Do you want to go skating tonight, or would you prefer to go to the movies?"

"Whatever you want, dear."

"Shall we have a drink before lunch?"

"What do you think?"

"Would you rather fill in for me on Tuesday afternoon or Wednesday afternoon, Hilda?"

"Whatever is better for you, Marie."

Conversations of this kind take place every day. In each case, one person asks another to express a preference. And, in each case, the desired answer is not forthcoming. The individual who is questioned simply refuses to commit himself or herself.

People who give this kind of equivocal answer will usually tell you they were trying to be "nice." Since they don't have a strong preference, they think it is appropriate to let the other person make the decision. But the people who receive such a reply often don't see anything "nice" about it. Some say that they feel it is a brushoff—the other person doesn't care enough to think about the question. Others feel put down. They have asked someone to make a choice, only to have that person refuse. The decision, then, is thrown right back to them.

Pertinent Answers. So it turns out that it would usually be "nicer" to be more responsive when you are asked such questions. If you have a preference, say so. You can do so directly, of course ... "I'd much rather go to the movies." But you don't necessarily have to be so positive about it. Instead, you can express your answer in a way that leaves room for the other person to share his or her feelings ... "Skating sounds like fun, but I am a little tired tonight. Maybe the movies would be a better choice." The other person can then go along with your preference—or try to persuade you to go skating.

You can use the same kind of approach when you don't really have any preference, but want to make sure the other person feels free to state one. Sometimes, of course, you may know the answer your questioner wants, as in "Shall we have a drink before lunch?" In that case, it's really "nice" to supply the desired answer.

The point is that people who ask you to state a preference are usually asking for more than information. They are making an effort to establish contact with you. Your response should reward that effort by showing that you welcome this attempt to reach out to you. In doing so, you demonstrate that you really value the person as well.

Observation: Of course, human nature being what it is, expressing a definite preference won't work every time. For example ...

"Would you prefer filling in for me on Tuesday afternoon or Wednesday afternoon, Hilda?"

"Wednesday, Marie."

"All right, but there will be a few problems. I'll have to change one of my appointments—I thought sure you'd pick Tuesday—but I can probably manage it."

In this instance, "Whichever is better for you, Marie" might have been the better answer, after all. Still, you haven't lost anything by being honest—and you can always change your mind.

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Research Institute Personal Report
January 29, 1981

Schedule of confirmed locations for the MAGCS monthly meetings in 1982

April 26	Flossmoor Country Club (Golf)
May 10	Kankakee Country Club (Golf)
	Joint meeting with Central Ill. GCSA
June 7	Lincolnshire - Marriott Resort (Golf)
July 12	Randall Oaks Golf Club (Golf)
August 16	Skokie Country Club (Golf Champ.)
September 13	Arlington Country Club (Golf)
October 4	Spring Valley (Golf)
November 1	Cypress Inn (Annual meeting)
December	MAGCS Annual Clinic

Carl Landgrebe

MAGCS Arrangements Chairman

M.A.G.C.S. GOLF FORMAT 1982 SEASON

The May, June, July, August, and September events will be played using a point system.

There will be four flights:

Red Flight	0 to 8 handicap
Blue Flight	9 to 17 handicap
Green Flight	18 to 25 handicap
Black Flight	26 & up handicap

In each flight, low net will receive 20 points, second low net will receive 19, etc. Twentieth low net and all other players will receive one point. At the September meeting, total points will indicate winners in each flight. Also, at each meeting there will be a Peoria and/or Blind Bogey; closest to pin and long drive for members and seniors.

All players must have a handicap. For those players who do not already have one, we have made arrangements with C.D.G.A. for this purpose. It will be those players' responsibility to get their scores to a member of the Golf Committee.

This is a new format and we on the committee appreciate your help and cooperation to make our 1982 events enjoyable and successful.

Golf Chairman, John Stephenson

EVALUATING YOUR EMPLOYEES

Almost all of your employees, even the poor ones, think they are doing a good job. You may know better, but how do you communicate that to the ones who need to improve, much less tell them how to change for the better?

One good way is through a regular systematic employee interview program. This gives you a chance to privately discuss an employee's performance, suggest areas for improvement, commend exceptional work and provide a rational basis for approving or refusing merit raises in salary.

It doesn't have to be a formal procedure. If you have a small staff with whom you work closely, it's ridiculous to set up a formal, across-the-boss's desk type of interview. A private informal chat over a cup of coffee in some out-of-the-way corner of the building should be sufficient. However, it should be done on a regular schedule.

This procedure gives you a chance to effectively reprimand an employee without embarrassing him in front of other employees. It serves as a formal warning that he must improve. It also gives you, the supervisor, a solid foundation on which to base salary decisions, particularly if you keep some sort of evaluation form signed by both parties.

One other, less obvious, benefit is that it gives you a chance to know your employees better as people. Items

which are officially none of your business but which have a great effect on an employee's performance can be brought up casually and covered comfortably. A boss should be interested in his employees both as a supervisor and a concerned fellow human being. That means giving him a chance to talk and listening carefully to what he says.

An employee evaluation form can be a valuable tool. Design a form rating an employee's sense of responsibility, performance, dependability, attitude and competence, leaving room at the bottom for comments and other considerations. During the interview, go down the list, marking each category as it comes up. At the end, a copy signed by both parties should go into the employee's personnel file, with another copy for his private records.

After the interview, act on the results. If they were positive, give him recognition, a raise or time off. If not, you will want to work with him more closely or provide additional training.

At the end of the interview process, take some additional time to evaluate yourself, using the same form.

NORTH PALM BEACH, FL--The fourth edition of **The Professional Golf Shop** will be available April 1, 1982 announced Don A. Rossi, executive director of the National Golf Foundation.

The 112-page book contains approximately 100 pictures, more than half in full color. PGA professionals and experts in virtually every phase of the golf business contributed significantly to the final product, which was more than a year in the making.

"Countless hours of NGF staff research, writing and editing have been devoted to making this publication a valuable, updated source of information and guidance to those involved in running a golf shop," said Rossi.

Added Joe Black, president of the PGA of America, "Regardless of what questions a golf professional might have concerning the physical layout of a golf shop through all the complex areas of golf shop operations ... he can find the answers in this detailed book."

There are 11 chapters in **The Professional Golf Shop** on personnel; shop complex/shop design; merchandising; lighting and fixtures; equipment; insurance/security; golf cars; club fitting; club repair; bag storage; and junior golf.

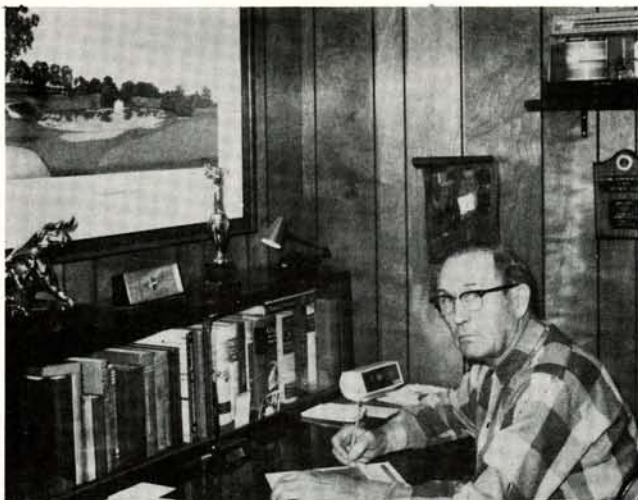
Serving as co-editors for **The Professional Golf Shop** were NGF Director of Communications Mark Boorman and NGF Director of Western Operations Joe Much. The book is dedicated to Glynn (Bud) Harvey, veteran golf writer and pundit who died of a heart attack on Thanksgiving Day, 1981. One of the projects Harvey was working on at the time of his passing was this book.

The new book is the fourth major NGF publication revised or created in 1982. The other three are the **Golf Operations Handbook**, **Organizing and Operating Municipal Golf Courses** and **Planning Information for Private and Daily Fee Golf Clubs**.

The Professional Golf Shop is one of the main offerings in NGF's 1982 Associate Member package. The book is also available for \$17.50 plus shipping and handling costs from NGF headquarters.

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MIDWEST BREEZES

The Chicago District Golf Association annual Green Seminar held on March 25, 1982 at Butterfield C.C. was attended by approximately three hundred consisting of club members, club presidents, green chairman, golf course Supts., and golf professionals.

The C15 turfgrass problem created some very interesting reports. These reports were presented by **Dr. David Wehner**, University of Illinois; **Joe Dinelli**, Supt. North Shore C.C.; **Pete Leuzinger**, Supt. St. Charles C.C.; **Don Pakkala**, Supt. Medinah C.C.; and **Stan Jontek**, U.S.G.A. Green Section. Effluent water research in the Chicago area by **Bruce Williams**, Supt. Bob O'Link G.C. Green is better than brown was advocated by **Bruce Sering**, Supt. Glen View Club. The welcome and introduction was done by **David L. Amory**, C.D.G.A. Green Committee Chairman from Onwentsia Club, and **Robert A. Van Nest**, Pres. La Grange C.C. No one can do it better than these two gentlemen.

The Butterfield C.C. showed their usual fine performance in hosting this event. Everything was just super. I am sure considerable credit goes to **Carol McCue** from the Chicago District Golf Association who took care of the necessary details. The editor said everything was super. I must correct this statement, the camera failed to do its part. The reason was "a dead battery". We will call this the rub of the green.

Starting in May of this year there will be three generations of Dinelli's as members of our Association.

The May 10th meeting at Kankakee Country Club will be a joint meeting combining the efforts of the Midwest Association of Golf Course Superintendents, the Central Illinois Association of Golf Course Superintendents, and the Mallinckrodt Corporation; in order to raise funds for the University of Illinois new pathology program.

Tee times will be available from 9 a.m. to 12:30 p.m. Reservations for golf will be limited to twosomes only, in order that pairings can be made with two C.I.A.G.C.S. members. (Reservations for golf are a **must**. Phone 815/933-4738). Due to the nature of this meeting we are limiting attendance to association members only. Our host superintendent will be Tom Rodems.

Directions - Take I-57 south, exit west on Route 17, travel approximately 2 miles and turn left (south) on Evergreen Ave., continue to Cobb Blvd., turn left (east). This will take you to the clubhouse.

Dear Ray:

After my customary delay due to laziness, comfort and over-ripe old age, I want to put into ink a little wrap-up of the plenty due you in recognition of your value that the whole bunch paid you when I was up there for that dinner and awards ceremonies at St. Andrews.

Ray, I have seen you do one hell of a lot to elevate your entire profession in its accomplishments and value to golf and golfers and for the professional, economic and social progress of the men in charge of golf courses.

You know my brother Joe and I saw you come into the act and the pace of progress accelerated in course maintenance as an art, science and business. The agricultural schools, the Green Section, the regional and national associations all got working together and it was ... and continues to be ... men of your type who directed, applied and coordinated the favorable elements. You and your type had and have the quiet and powerful personality that has had tremendously wide influence. And you and your sort can be thanked for a pleasant, substantial and useful development that certainly has aroused the profound admiration of professionals and managers as well as club officials and members.

As you know and can see from this typing my sight is very foggy. Print has to be read to me. Letters I correct (sometimes) with the aid of a magnifier called a visualtek.

The **Bull Sheet** is always refreshing to me. I got a lift and some laughs and thoughts out of Wollenberg's reflections on the Age of Insects and the lack of view of those who carry control prohibitions to the degree they'd half evolution.

I was very much interested in John Berarducci's comments on the location of headquarters. Of course as John and you and I and the rest of the fellows know there always will be a debate about the location. The USGA is having one right now. The PGA and the journeymen pros are finding that between the landlord and the tenant there never is a hot love affair and with the Ladies PGA getting in on one of those golf course -- real estate promotions with office quarters as a come-on there isn't love's old sweet song by one hell of a long way.

So again, cheers to you and your tribe and to all the old, medium-aged and younger pals Joe and I used to have with you up there.

Herb Graffis

CONGRATULATIONS

On April 1, 1982 **Kelly Nicole Murray**, weighing in at 9 lbs. came to live with Dan & Jill Murray at Kishwaukee C.C. Mother and Father are doing fine.

This publication aims to please everyone so if you find any gramaticle errors or mis-spelled woreds you can bet they are in there for a reason. Believe it or not some folks only read this newsletter in hopes of finding mistakes.

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HUMUS — BLACK SOIL

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*April showers
May flowers
and a lot of
fungal activity*

start spring disease control NOW
with **TUCO** Acti-dione TGF®

The same conditions that
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Start right after first mowing
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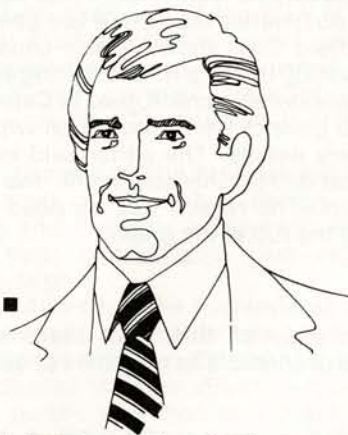
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