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Bull Sheet printed by Ever-Redi Printing, 5100 East Ave., Countryside, IL 60525.

The **Bull Sheet** is published once a month. All articles are required by the 10th of the month to make the next issue. Advertising is sold by the column inch, by the quarter page, half page, and by the full page. All artwork to be finished and in black and white. Circulation is over 675 issues per month.

President's Message



Ray Schmitz

Hopefully the unpredictable spring of 1992 is on its way out and the temperatures start to moderate. If we're confused regarding the weather just imagine a tender shrub or a grass plant which is waiting for a signal from mother nature to start its new seasons growth. I recorded soil temperatures of 40 degrees in January and soil temperatures of 50 degrees in February. A cold spell during the first week in April resulted in soil temperatures in the 30's.

All things taken into consideration, the golf courses in the Chicago area look very good coming out of the winter. However, any new seeding, both bluegrass and bentgrass that was seeded late last fall suffered severely due to the extremely cold temperatures that occurred during the latter part of October and early November.

The board of directors of the GCSAA and its new president Bill Roberts, have been very busy with the affairs of our national association as evidenced by the various mailings we all have received regarding changes in the by-laws. I ask that our MAGCS association members study these proposals very carefully and voice your opinions to the directors of the national association or to me personally so I can pass your thoughts along through the proper channels. Perhaps the subject could be addressed during the new business section at one of our monthly meetings.

Important dates to remember for May — the Combined Illinois Turfgrass Foundation Golf Day May 4th at Short Hills Country Club and Rock Island Arsenal Golf Club with brothers Jeff and Jon Scott our hosts. Proceeds will benefit the Illinois Turfgrass Foundation research fund. Although it is slightly more than a 2 hour drive, let's play some golf and show our support for this worthwhile event. Due to the ITF Combined Golf Day there will not be a MAGCS monthly meeting in May. I am looking forward to seeing everyone at the Manager/Superintendent meeting May 6th at River Forest Country Club. Wendy Stebins, a renown motivational speaker, is the keynote and Joel Purpur is our host.

Ray Schmitz

Director's Column



Dust Off Your Clubs!

by Kerry Blatteau
Golf Committee Chairman

It's golf season again. Dust off your clubs, groove your swing and get ready for another season of interesting, exciting, challenging and WELL ORGANIZED M.A.G.C.S. golf events.

As our monthly meetings have grown in the number of participants, the need for a much more planned, organized event has become evident. It is not uncommon to have over 100 players at a given event and to adequately run the golf event using individual handicaps, team handicaps, gross and net winners and the pairing of players by class or flight, has become impossible to organize adequately on the day of the event. As a result of these needs, it was recommended by the golf committee and accepted by the M.A.G.C.S. Board of Directors to require pre-registration for all golf events. The pre-registration will work as follows:

Anyone wishing to play in the golf event for a given month must phone my office at Oak Brook Hills G.C. by the Friday before the event on Monday. The number is 708-323-7633. If there is no answer, an answering machine will answer and ask you to give the needed information for yourself or your foursome. You will then be registered for the golf event. All participants will be faxed to the club on Saturday for their preparations. I will then be able to determine the amount of prizes for the type of event, the scorekeeping sheets can be prepared and the pairing sheets can be prepared and be available when everyone signs in on Monday.

If you decide on Monday morning that you can play and show up at the sign up table, there will be a golf committee representative at the sign up table who will be able to get you into a foursome. You will not however be able to play in the golf event and your fee for the day will be the same as everyone else. Think of it as a late sign up charge as we have at nearly all functions we participate in.

The only exception to this program is the annual M.A.G.C.S. championship in September when you will be required to pre-register by mail rather than by phone by the Friday before the meeting. I hope this program is not a major inconvenience to anyone. Please remember we are doing this to provide you with a better, more enjoyable event at our meetings. If you have any questions or comments, feel free to contact me. Good luck this summer, play well, live long and prosper, beam me up Scotty.

About Tomorrow Today

Part II in a series of environmental awareness articles
by Scott Witte, Asst. Supt., Barrington Hills C.C.

Last month in the **Bull Sheet**, I brought up the fact that our current landfill situation is on the brink of a crisis. If you have not already read last month's article, I invite you to do so, and also to continue on now as we explore some solutions to the landfill dilemma.

Recycling is the obvious solution. Of course, many have been recycling paper, glass, and aluminum cans on a small scale for decades. The problem is that our society has grown accustomed to a very wasteful way of living. For example, the average person drinks about a liter of liquid each day. For 245 million Americans, this daily consumption amounts to some 1.3 million barrels of liquid. That a significant portion of this fluid should be packaged in single-serving containers that are used once and then thrown away is bizarre. It is difficult to imagine a more costly, and wasteful way to distribute fluids.

Although many of these beverages in nonreturnable containers appear to be priced competitively on the market shelf, there are other costs as well. These containers constitute some 6 percent of all solid waste, and about 90 percent of the nonbiodegradable portion of roadside litter. The broken bottles are responsible for innumerable cuts and other injuries, not to mention flat tires. These containers are also environmentally undesirable because both the mining of the materials they are composed of and the manufacturing process create pollution. All of these are hidden costs that do not appear on the price tag. We as consumers not only pay with taxes for litter cleanup, but also suffer the cost of treating injuries, flat tires, environmental degradation, and so on.

So what has stopped the implementation of recycling on a large scale? The fact is that there are some impediments to large scale recycling, but once they are recognized and understood, they may be overcome.

Some impediments to recycling are:

SORTING: Whatever used to be conveniently thrown away in one container must now be separated in the home, or by some other means after collection.

REPROCESSING: There must be companies capable of receiving the materials collected, and converting them back to salable materials.

MARKETING: There must be consumer markets to buy the products made from recycled materials.

INTEREST IN THE STATUS QUO: What the heck does that mean?! Well, there are tremendous profits that may be maintained indefinitely in manufacturing and selling bottles, cans, and other items that are used only once and then thrown away. The vested interests who profit from this "throw away society", have been a potent force against implementing any form of recycling.

HIDDEN COSTS OF TRADITIONAL DISPOSAL: Since refuse disposal is financed out of tax revenues, people generally do not realize how much they are paying. Environmental costs such as ground water contamination, cleaning up a hazardous site, or monitoring such a site forever and ever, are not tallied

(cont'd. page 4)

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(About Tomorrow Today cont'd.)

into the costs of disposal. With costs thus hidden, most people do not realize how much they are really paying for refuse disposal. It is odd that all this may seem to us like a free and carefree service. Furthermore, when the costs of alternatives such as recycling are discussed, they seem expensive by comparison, even though the long-term costs **will be** less.

It is evident that starting a recycling program is not always easy, but the obstacles that confront us should not be used as an excuse for inaction. They should instead be used to develop creative solutions. The following solutions noted below are some of the most profitable ideas. They also help to illustrate how much of our so called "waste" is actually a resource.

★ Paper can be repulped and reprocessed into recycled paper, cardboard, and other paper products; finely ground and sold as cellulose insulation; shredded and composted (see below).

★ Glass can be crushed, remelted, and made into new containers; or crushed and used as a substitute for gravel or sand in construction materials such as concrete and asphalt.

★ Plastic can be remelted and fabricated into "synthetic lumber". Such lumber, since it is not biodegradable, has tremendous potential for use in fence, sign, and guardrail posts, docks, decks, and other outdoor uses.

★ Metals can be remelted and refabricated. Making aluminum from scrap aluminum saves up to 90 percent of the energy required to make the aluminum from virgin ore.

★ Food wastes and yard wastes (leaves, grass, and plant trimmings) can be composted to produce a humus soil conditioner for flower and landscape beds, etc.

★ Textiles can be shredded and used to strengthen recycled paper products.

★ Old tires can be remelted and made into a number of other products.

One can plainly see the advantages of recycling in any community. Perhaps the most important aspects of recycling are that it reduces waste volume going into landfills and it helps to reuse our mother earth's precious resources. It is necessary however, to have a completely different perspective of what we may now regard as trash or garbage. In fact, roughly 25 to 30 percent or more of our so called refuse is recyclable.

To put the whole idea of recycling into perspective, I would like to share some ideas which can turn any average golf course maintenance shop into an environmentally aware facility. These are some tips and steps that we have taken at Barrington Hills C.C.:

1. Make some phone calls. Call your local department of public works or sanitation and ask where the nearest recycle drop-off is and what type of recyclables they accept. Make an honest effort to start a recycling program at your facility.

2. Reeducate your employees, and stress the importance of recycling.

3. Recycle aluminum cans. A cheap and easy way to collect cans is to cut the top off a wetting agent barrel and label it. "solamente botes", or "cans only". Now all the countless soda cans from soda machines, and those collected from the golf course during the "tee run cleanup" are put into the can barrel, then recycled.

4. Recycle scrap iron. All old bedknives, reels, scrap metal parts, and so on, can be put aside in a large box and taken in

(cont'd. page 6)



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(About Tomorrow Today cont'd.)

to a local salvage company. As with the aluminum, you will receive cash back. Granted, this will not make you rich, but that is not the point. To help encourage recycling among employees, inform them that the money will be used for an employee picnic or barbecue. Buy some brats and beers and have a midsummer fiesta.

5. Start recycling your cardboard boxes. These are your chemical boxes, new parts boxes, and any box that enters your shop. Flatten them out, put them in a corner out of the way, and then take them to your local recyclable drop-off site.

6. Recycle your plastic chemical containers. If the bottom of the container contains the triangular arrow pattern with a number 2 within the triangle, triple rinse it and put it in your plastics recycle bin. When your new holding bin is full, take your recyclable plastics to your local drop-off center.

7. Recycle your news papers.

8. Check with your club manager, to see if he or she has started a recycle program at the clubhouse. With a system like this, the club would have two dumpsters. One for recyclables and one for nonrecyclables. Cardboard, office paper, newsprint, aluminum cans, white plastics, and tin cans would be placed in the recyclable dumpster, and all nonrecyclables in the other. This system greatly reduces the volume of trash accumulated in the regular garbage dumpster, therefore allowing for less frequent pick-up. With the significant reduction in volume of trash generated, and less frequent pick-up, it is possible to save money because most disposal is priced by a per-load basis. Although you have to pay for this type of service, it is a safe bet that money will be saved in the long run, and you would be doing the world a favor!

There are many options to pursue, but it is important that you start to consider taking action today. Similar to our ever so popular "integrated pest management", we must also consider an "integrated waste management". Importantly, it is not necessary to fasten on a single method of waste handling. Almost any combination of recycling, composting, and reducing waste volume may be used. Further, recycling can be introduced gradually, pursuing a number of different options. Balancing a system such as this obviously requires skilled managers with ambition and passion for their environment. I encourage you to get ambitious if you have not already, as we continue to think about tomorrow today.

See you next month.

Source: "Environmental Science: The Way the World Works", Third Edition, by Bernard J. Nebel. Department of Biology, Catonsville Community College.

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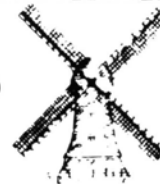
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Key to the 90's: "Working Together"

by Wendy Stebbins
Psychotherapist in private practice

Through my travels around the country giving speeches and doing seminars, I have become acutely aware of the necessity for effective golf superintendents, managers and pros to learn and teach cooperation and "working together" skills. Self-discipline, time management and dealing well with people separate the "award-winners" from the "also-rans".

Since there is a high burnout rate in the golf business, learning these skills are necessary to avoid stress and burnout.

Before trying to change others, it is necessary to look at yourself, your personality, your personal life because whatever you are, whatever you bring to work with you will impact everything that goes on at the club.

Did you know that the first two hours of the day set the tone for the rest of the day? Better pay attention to how you get up, what you say to yourself when you look in the bathroom mirror when you are shaving, who gives you grief and who gives you energy. Since stress often is caused by your perception of people, places and things it helps to get in a positive mood.

SHAVING FOR SUCCESS

The following exercises while saving almost guarantee a positive "go get 'em — I've got the world by the tail" modus operandi attitude all day.

Ask yourself and give at least 3 answers for each "OUT LOUD". (The louder the better. Really get into it).

1. What will I notice today that I haven't seen before?
2. What am I most happy about? How does it make me feel?
3. What else am I really happy about? How do I feel?
4. What am I really excited about in my life? Why does it excite me? How does it make me feel?
5. What am I most proud of? How does it make me feel?
6. What am I most grateful about in my life? How does it make me feel?

Have you heard the old adage "You can catch more flies with honey than you can with vinegar." This is most definitely true in dealing with people. Pretend that every single person you come in contact with has 4 red garrish letters written across his forehead "MMFI". MMFI stands for "MAKE ME FEEL IMPORTANT!"

The philosophy "Put everyone in the same boat" doesn't work well with different types of personalities. Complainers, naggers, steam-rollers, know-it-alls, super-agreeables, etc. ... all have different goals and needs and must be treated uniquely.

When I visit with you on May 6th I will give you specific techniques to use in order to evoke more positive and effective results with your people.

Working together, dealing with people and people dealing with you goes better when everyone knows how to keep their stress level in line. While I will give you specific techniques on May 6th, the following really says it all.

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“People, Who Needs Them?”

by Ken Shepherd
Wedgewood Golf Course

Recently, one afternoon I was venting some frustration by pounding my head against my desk, when suddenly I remembered Fred Opperman saying he needed some articles for the **Bull Sheet**. After regaining consciousness, I figured a more practical way to vent my frustration would be to write an article in the **Bull Sheet**. I also figured that if Fred would publish a friend's article titled “Don't Read This” in the January **Bull Sheet**, then I'm a shoe-in to be published.

But seriously, the source of my frustration is one all too familiar to many superintendents, employee turnover. Being realistic, I realize we'll always have some employee turnover, but what's hard to swallow is continually losing key employees who you've invested a lot of time and money training. The head banging begins after you very carefully explain to the boss how vital to your programs this key employee is, and that you'd like to give him a fifty cent raise for a job well done. After seeing the look on the boss's face, I begin to wonder, “Did I say something wrong, or did I speak a foreign language when I asked for the fifty cents?” Even more amazing is how cooperative upper management can be when the superintendent requests thousands of dollars to upgrade programs, or to do a capital improvement project on the course. But when it's time to compensate that key employee or employees, for carrying out the upgraded program, there's no money to be found.

Below I've listed some of the advantages of retaining experienced employees.

- less time retraining, new employees require supervision to follow behind to make sure the job is done right.
- continuity, the experienced employee knows the programs and what's expected of him, he also knows the goals that have been set.
- self-starting, the experienced employee doesn't have to have his hand held, he's a self starter and can make decisions out in the field.
- safety, the experienced employee is able to operate many types of equipment, is able to apply fertilizers and pesticides, and when digging an irrigation leak he knows to check for wire locations first.

The list could go on and on, but I guess what I'm trying to say is that People are one of our most important resources in an industry that caters to the golfing public. It's hard to have a quality golf course without good turf maintenance programs, and it's just as hard to carry out those programs if we don't have good people that we can rely on.

OK, now that I've said my peace, I just found fifty cents on my floor and I've gotta go get something to drink to soothe this pounding headache I've got.

Reach, Speed & Stability



Ford New Holland "Super Boom" skid-steer loaders do more for you:

- * Reach - Loads center of six-wheel dump.
- * Speed - Faster cycle times, speeds up loading/unloading operations.
- * Stability - Longer wheelbase with low center of gravity.

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What tree contains all the vowels, A-E-I-O-U, but not in that order? Answer will be on page 24.