

Condolences to **Marsha Trayes** and her family on the loss of her father Ken Ferkula last month. Ken leaves behind his wife Carol, a past receptionist at Burris Equipment, his daughter Marsha, son Ron Ferkula, daughter Michelle Quinlan, and grandson Jon Quinlan, a current Burris employee.

It's never too soon to start planning your event schedule for the season which is now upon us. One event that is a favorite and a must-attend is the John Buck Memorial Golf Outing, which will celebrate its 10th rendition on June 29th at Crystal Woods Golf Club in Woodstock. The event was born to honor its namesake, as well as to benefit the John Buck Scholarship Fund which provides funding for the MAGCS, Northwest Illinois Golf Course Superintendents Association (NWIGCSA) and the Kane County Farm Bureau scholarship programs. Be on the lookout for information on this fun and benevolent event.

Keep **Joe Hutsler** of J.W. Turf in your thoughts as he recovers from a heart attack he suffered last month. Joe was released from the hospital on March 17th, and his recovery is going very well.

Congratulations to **Andrew Perry**, formerly of Cress Creek Country Club who is the new assistant superintendent at Black Sheep Golf Club in Sugar Grove, IL (**Dave Biery** superintendent).

Pat Jones, who we all know from his days with *Golfdom* and more recently with *Golf Course Industry* magazine as a contributing writer, has a new business card. Pat was made an offer he couldn't refuse—the chance to return to the magazine business as publisher and editorial director of *Golf Course Industry* magazine. Pat's main concern is the readers of GCI, and he wants to hear from them. If you have comments, suggestions, or beefs about the content of GCI, you can contact Pat at [pjones@gie.net](mailto:pjones@gie.net) or at 330-523-5384.

MAGCS sends its sympathies to Jean and **Tim Davis** and **Jim Knulty** on the loss of Jean's and Jim's mother in late February.

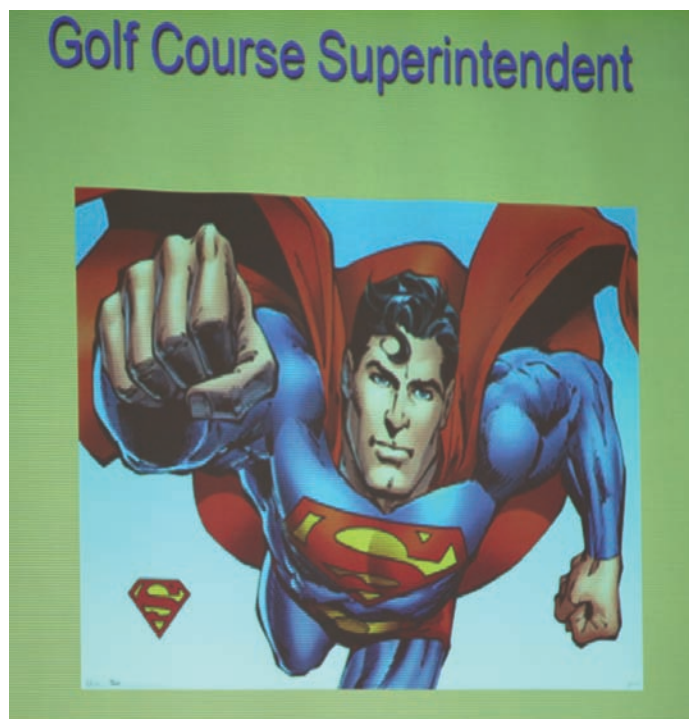
We also send our condolences to the family and friends of **Don Gerber**, the former longtime golf course superintendent of Chicago Golf Club, whose wife Lynn passed away on January 14th. Don was MAGCS president in 1962, and had been married to Lynn for 56 years.

#### IN NEWS FROM ALLIED ASSOCIATIONS:

GCSAA announced that if you were unable to attend the Golf Industry Show in San Diego, you can download conference session presentations at [gcsaa.org](http://gcsaa.org).

Cub reporter **Chuck Barber** was on hand for this year's rendition of the Chicagoland Forum, and had the following to say about this annual must-attend event: The annual Chicagoland Association of Golf Course Superintendents Forum was held on March 10th at Naperville Country Club. Many thanks to our host **Tim Anderson, CGCS, MG, NCAA, ASPCA, CPA, CMAA, AARP, WKRP** and Naperville Country Club. The day started out with **Jon Jennings, CGCS** of

Chicago Golf Club talking about the importance of annual reviews. Jon shared with us his self-evaluation that he sends a week in advance to his reviewers (greens chairs, past greens chairs and club presidents). His Powerpoint presentation included photographic records, communications with guests and members as well as some very nice background music to boot! **Bruce Williams, CGCS** with ValleyCrest Golf Course Maintenance talked to us about how to communicate effectively with new club leaders. Mr. Williams discussed the primary goal of identifying your customers, or more accurately, who you work for. He mentioned 'touches' or, chances superintendents have to speak with or interact with our customers and employers, several times. The lesson: You can never over-communicate. Timothy Financial Services spoke next about "Eight Steps to Financial Freedom". The first step: Have a lot more money than you have right now. They had ideas on how to prepare for joblessness, saving for emergencies and for retirement. **Dave Radaj, CGCS** of Green Acres Country Club talked about his interim role as General Manager and Superintendent at Green Acres from 2006 to 2008. Accepting new responsibilities has many benefits but is not without its drawbacks. Dave's presentation yielded the quote of the day as he channeled the great **Danny Quast**: "Don't let your battleship mouth out-gun your rowboat ass." After a superb lunch with many fine desserts, Paul Vermeulen, Director of Agronomy of The PGA Tour spoke at length about how the PGA Tour manages expectations of their customers. The unique nature of their customers is they are the best golfers in the world. Paul spoke about the history of the PGA Tour which was founded to generate revenue for local charities, how tour venues are set up for events, and an interesting piece about bunkers being treated as hazards on tour. Managing expectations, in the end, is a matter of communication between the superintendent and the customer. In all, it was a grand day of education Chicagoland style!



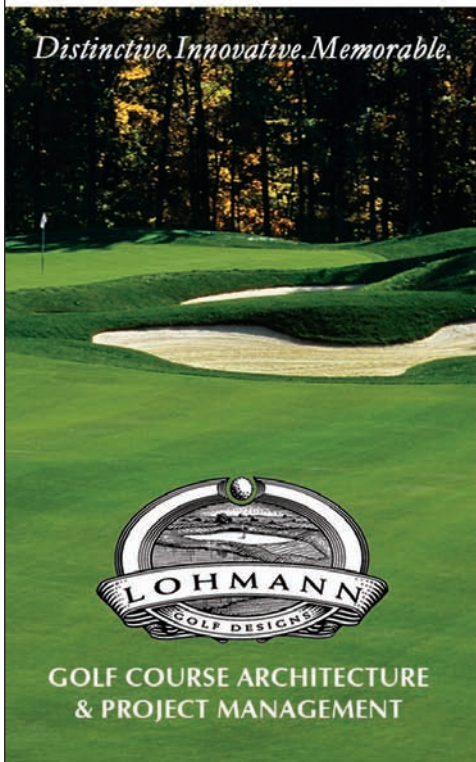
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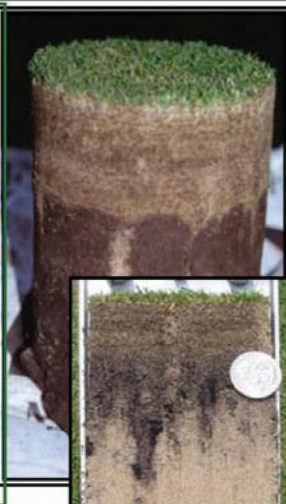


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*The best slide of the day was presented by Dave Radaj. Everyone in the room knew what he was talking about.*

The Illinois Turfgrass Foundation held its Annual Meeting on February 25th, which included its election of officers. Your new board is comprised of President **Erwin McKone**, Vice President **Keith Krause**, Secretary/Treasurer John Gurke, and Directors **Bob Duntelman**, Don Michaels, **Brian Mores**, **Josh Murray**, and **Randy Lusher**. The board thanks Tim VanLoo of Northwestern University for his service as director over the past several years as he departs for his new position at Iowa State University.

The United States Golf Association (USGA) Green Section weekly updates—which all members should be receiving electronically—have some new features, including recordings of their webcasts. If you wish, you can download such classics as “Green Section’s Favorite Gizmos, Gadgets, and Good Ideas,” or “Golfers: We Love You But Sometimes You Drive Us Crazy.” Also from USGA, as of March 1st entry applications for its three major championships—the 2010 U.S. Open at Pebble Beach Golf Links, the U.S. Women’s Open at Oakmont Country Club, and the U.S. Senior Open at Sahalee Country Club—are available online at [usga.org](http://usga.org). And finally, the last printed issue you received of *USGA Green Section Record* was the last printed issue you’ll ever receive of *USGA Green Section Record*. From now on, all future issues will be sent electronically only.

In CDGA news, our old friend Lee Miller, who headed the Interactive Turf program some years back, has accepted the position of Turfgrass Pathologist at the University of Missouri. Congratulations and best wishes to Lee. Also on the CDGA front, the annual Club Leadership Conference was held on March 6th at Medinah Country Club (**Curtis Tyrrell, CGCS** host). Previously called the CDGA Officers and Directors Workshop, the new name brought a new vibe to the conference, which included private club officers, PGA professionals, club managers, and golf course superintendents together in one venue for some timely discussion on the issues facing clubs in our area. Breakout group discussions were held with moderators and a panel of experts—the grounds and greens panel featured MAGCS members **Don Cross, CGCS** (Skokie CC), **Sam MacKenzie, CGCS** (Olympia Fields CC), **Luke Cella, CGCS** and **Dr. Derek Settle**, with exuberant Briarwood CC Green Chairman and CDGA Governor Sheldon Solow

moderating the session. The panel did an excellent job answering the questions of the audience, and explaining the fine points of how a golf course maintenance operation works. Thanks to these gentlemen for representing us in such a professional manner.

And finally, a bit about the “WE ARE GOLF” coalition that was launched at the PGA Merchandise Show and the Golf Industry Show recently. A cooperative effort between the Club Managers Association of America (CMAA), the PGA of America, the National Golf Course Owners Association (NGCOA), and GCSAA, the coalition is looking for partners from all aspects of the industry with the common goal of enhancing golf’s stature and image at the federal, state, and local levels of government. WE ARE GOLF will make its first public appearance on the 28th of this month at the National Golf Day in Washington, D. C., and needs your help. To find out more about this new campaign, go to [www.WeAreGolf.org](http://www.WeAreGolf.org).

Congratulations to Cantigny Golf Club’s **Jeremy Duncan** on winning a Full-Pack registration to the 2011 Golf Industry Show in Orlando, FL while he was at the trade show Happy Hour in San Diego. Cantigny guys have some magic mojo when it comes to winning stuff on trade show floors I think.

If you have items of equipment that are in decent shape but just don’t fit in with your operation, there are other alternatives to parking it in the back corner of your shop and letting it become a litter box for the cat, or worse yet, outside in the elements where who-knows-what might make a home out of it. Why not consider donating it to one of our state universities that conduct research which ultimately benefits you and your employer? If you think you have something that could be of value to SIU or U of I (mowers, sprayers, topdressers, etc.), shoot an email out to **Dr. Ken Diesburg** at SIU or **Dr. Bruce Branham** at U of I before you condemn it to a life less worthy.

Kudos Department: Two of our member courses were honored recently by *Golf World* magazine, being named to its list of the nation’s Top 25 nine-hole courses. Pottawatomie Golf Course (**Denise Gillette-Parchert** superintendent) and Chicago Park District’s Sydney R. Marovitz Golf Course (managed by **Billy Casper Golf**) were both selected to this very exclusive list from the 4,430 nine-hole courses across the United States. Congratulations!

Ah March, where we go from 30’s and snow to 60’s and golf back to 30’s and snow in the span of 36 hours. It’s also the last month for those all-day education sessions where you can pile up those crazily crucial points from GCSAA. You know, the all-day, bad lunch, try-to-stay-awake-for-the-afternoon-session education that we all need and benefit from, but struggle to avail ourselves of once the golf season begins. Thankfully, we have people in our association who think outside the box, providing education and entertainment in one package. A perfect example of this occurred on Friday, March 12th, when I wonder if ANYONE had staff

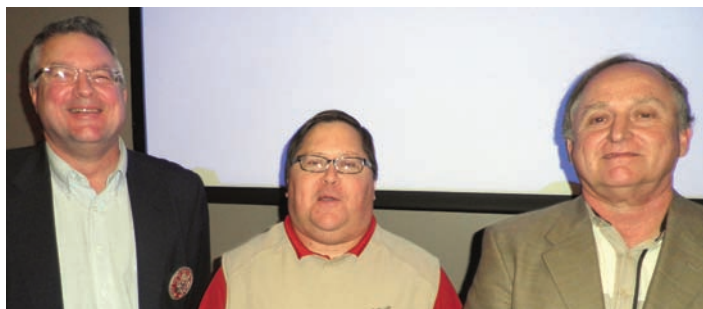
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at work. On this day, two great events took place simultaneously that both embodied this idea. The Turf Equipment Technicians Association (TETA) presented its Fifth Annual Vendor Day at the DuPage County Airport, bringing together countless vendors and attendees for a day of information exchange and camaraderie in a trade show format that included a complimentary lunch.



#### *Screw the mower, Colin—how much for the plane?*

On the same day, Chicagoland Turf presented its Grand Prix 2010, which combined top-notch education with a trade show featuring many of the companies whose products they represent, along with some kick-A fun and games at Chicago Indoor Racing. How does this day sound—start with a dose of Dr. Nick Christians (Iowa State University) and Dr. Roch Gausson (University of Nebraska) speaking on their latest research with the newest herbicides. Cap that with a Q and A session including the aforementioned gentlemen and USGA Green Section agronomist Bob Vavrek.



*Bob Vavrek, Roch Gausson, and Nick Christians*

Follow that up with a few laps around the track while bumping and bouncing off of your buddies' cars as you fly around the racecourse



*Winner—some say cheater—  
of the race event Michael Miracle of Exmoor*

Then, after climbing out of your race suit, head on over to the trade show complete with open bar, college basketball, and CyberGames (like jai alai on bumper cars). A great Friday in March that had something for everybody!

To follow up on last month's news that **Scott Pace** and **Kevin West** had been hired on with Rain Bird Services Corporation of Illinois/Wisconsin (RBSC), the latest news is that Northern Water Works Supply of DeKalb, IL will serve as the warehousing and distributing company for Rain Bird irrigation products as well as offering multiple industry related products for sale. They're in the book.

So what does a guy who's hosted majors, achieved certified status with GCSAA and is a Master Greenkeeper with BIGGA do for fun? If you're **Steve Cook, CGCS, MG** (Oakland Hills CC), you climb to the 14,411-foot summit of Mt. Rainier in Washington. Steve accomplished this feat last summer, understatedly calling it "physically very difficult." Ya think?

So the Golf Marathon was so much fun and so successful last year, it now gets "Annual" added to its name. The Second Annual Sunshine Through Golf Foundation Golf Marathon will be held on June 5th at the Zigfield Troy Golf Course in Woodridge, IL with tee times from 7:00 am to 1:00 pm. This event is much like a walk-a-thon whereby golfers volunteer to play 100 holes of golf in one day for pledges. The event can accommodate 44 players, and benefits people with special needs through the game of golf. Our own **Luke Cella** is participating in the event again and will welcome any pledges from you. Last year he shot 333 with only one birdie, on the last hole. I heard he's even taking side bets that he's going to better his score. If you would like to participate in the event, sponsor or place a bet, you can contact Luke at [luke@magcs.org](mailto:luke@magcs.org) or call 630-243-7900.

Great job to everyone involved in this year's Class C Winter Workshop, which was held at Midwest Golf House on the 24th of February. Superintendents: Your assistants NEED to be at this event, and you might learn a thing or two by attending as well. For more about this year's workshop, read **Chuck Anfield's** wrap-up in this issue.

Ray Gerber, former editor of this magazine, had some interesting thoughts on the future of our business. Forty years ago this month, Ray's editorial in Bull Sheet was titled "Ye Gods, What Have We Done?" and had the following observations, many of which we are still talking about today: "Fairway watering will be a thing of the past because of lack of water. Green watering might be tolerated, however, because it is necessary to the game. We will see a sharp cutback in fertilization as we know it since it will be needed for food production. Most of our pesticides will be outlawed due to ecological effects. The use of internal combustion engines will be severely limited. And finally, I differ with most in that I think labor will be abundant and cheap, this includes superintendents."



## CLASSIFIEDS

**Equipment For Sale:** Another way to ease your budgets is to take a look at these fabulous offerings from your fellow superintendents:

- Park Ridge Country Club has the following items on the block: 1 Jacobsen LF 3400 Fairway Mower, year 2000, 3916 hours, asking \$4,900 OBO; 1 Ryan GA-60 Aerifier, year 2000, 261 hours, asking \$2,500 OBO; 1 Ford 250C Diesel Tractor with torque converter transmission, 1650 hours, asking \$8,000 OBO; 1 Ford 231 Tractor, 7137 hours, asking \$3,500 OBO. Call **Nick Marfise** at 708-224-8829 for details.
- Lincolnshire Country Club is selling a Tycrop MH400 Material Handler with only 20 hours of use, in excellent condition, with conveyer belt attachment included. Give **Brian Racette** or Harry a call at 708-672-5709 for information.
- A first-time-ever for this magazine. White Pines Golf Course has a Package Sewage Treatment Plant for sale. This is a membrane bioreactor package treatment plant with ultraviolet disinfection system and a 10,000-gallon per day capacity. It is a compact alternative to septic systems and aeration/settlement ponds. Equipment is housed in a modular concrete building with a 30'x8' footprint, and is manufactured by Enviroquip of Austin, Texas. It was originally installed in the fall of 2005 at a cost of \$300,000. The asking price is \$150,000. Contact **Steve Partyka** at 630-768-0906 or email him at partykasteve@yahoo.com.

- Bryn Mawr Country Club has the following items for sale: 1990 Ryan GA-60 aerifier with low hours; 1993 MP1100 160-gallon Toro sprayer with computer controls; 2005 electric Salsco greens rollers with 1392 hours. All items are in very good condition and are ready to use. Call Brian at 847-677-4112.
- Indian Hill Club offers these beauties for sale: 1993-ish Jacobsen Turfcut 422D with 72" deck, runs well; a 1997 3-wheel Cushman truckster 27HP water-cooled engine with GA-60 controls mounted; a 1992 Ryan GA-60 aerifier that runs well; and a Turfcut F12D Belt Topdresser with a 6' chevron belt. All offers considered and likely accepted. Call Dave at 847-528-6656.

MAGCS new member, Cassidy Tire & Service invites you to their Open House on April 20, 2010. 8 am to 6 pm, 200 S. Church St., Addison, IL Visit their website, cassidytire.com to see all the details of the day and to register or call (630)-620-2300 for more information. -OC

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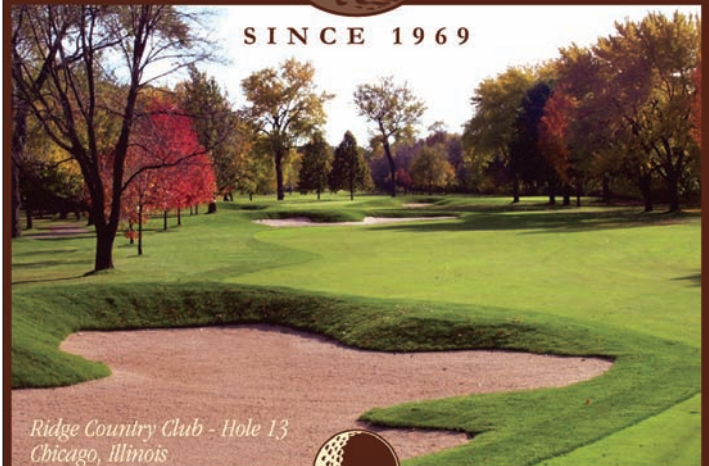
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## EDUCATION RECAP

Charles Anfield, CGCS, *Heritage Bluffs Golf Course*



# Assistants Workshop

*I attended this year's Class C, Assistants Winter Workshop held at the Golf House, in Lemont. I came away from the day long education very impressed. It was well organized and had pertinent information that any Assistant Golf Course Superintendent (or any Golf Course Superintendent) could use for pursuing their career. The whole day was planned, organized and conducted by the Members of the Class C Association. I must say it was very professional and informative, great job guys.*

Luke Cella started the day out with a very entertaining, interactive video presentation titled "Congratulations, You got the Interview, Don't Blow It". Luke used a staged video to show some of the dos and don'ts of how to conduct yourself during an interview. Luke (Oscar material) acted as the interviewee and Scott Witte (don't quit your day job) acted as the Interviewer. Luke stopped and started the video to answer questions and make key points. It was humorous and informative.

Some of Luke's major points included:

- The purpose of the interview is the last piece of the puzzle to see if you are the right fit for the Club.
- Preparation is very important. Do you have what it takes? Do your homework.
- Find out everything you can about the Club.
- Who else can you speak with to get information? (value of networking)
- First impressions are critical. Present yourself well: neat, courteous.
- Be prepared to talk about yourself. What have you done? What can you do?
- What is unique about you? Why do you want this job?
- During the interview stay focused.
- Know why you are there, if you don't want the job, you shouldn't be there.
- Stay positive, don't speak poorly of others.
- Choose words carefully, avoid trite sayings.
- Be honest and sincere.
- Use good posture; sit up straight, use eye contact.
- Stay calm.
- Why should we hire you?
- What would your present boss say about you?
- What are your strengths and weaknesses? Use concrete examples of how they mesh with Club. They want to know what is wrong with you. Don't offer any large character flaws. Turn negatives around into positives.

(continued on next page)





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- Can you take criticism and directions? Can you answer specific questions?
- This is your time to sell yourself, know it, practice it, and sell it.

In closing:

- Ask what is the next step in the selection process?
- Leave them with a solid impression of you.
- Thank them for their time and opportunity.
- Be enthusiastic, not aggressive.

Luke cited "10 Mistakes of Interviewees".

- Don't prepare properly
- Don't dress appropriately
- Don't ask pertinent questions
- Not being polite to everyone
- Showing arrogance
- Don't speak enough, too quiet
- Don't know your own facts on resume
- Being disinterested
- Badmouthing past employees
- Don't follow up on interview

The next part of the education featured a "lively" panel discussion of recent Assistant Superintendents who have made the jump to Superintendent Positions. This format always provides some of the best information. The panel was moderated by Nick Walters of Park Ridge Country Club and featured Michael Huestis, Chicago Highlands, James Canning, White Eagle Golf Club, Scott Vincent, Onwentsia Club and Kyle Jacobsen of Twin Orchard Country Club.

The panelists all had several things in common: (1) They were all in their early 30's (2) Were willing to relocate around the country to work at top Clubs (3) Had a range of diverse experiences (4) Had mentors of whom they were grateful to have helped developed their career paths.

These guys were great! They were very candid and enthusiastic about sharing their past experiences and were willing to answer all questions. They all had something positive to say about their long road to the top. The Assistants who were fortunate enough to be able to attend the session got a great dose of what it takes to "make it to the next level". These guys have clearly "paid their dues".

Their advice was:

- Your current boss needs to know your intentions for the future. Look for a future boss who will be supportive of these goals and be willing to make calls on your behalf.
- Work at different Clubs, for different Superintendents.
- Focus on the endpoint. Have a specific time frame and goals for current position.
- Think like a Superintendent, separate yourself from other workers.
- Networking is HUGE. This is instrumental for future contacts.
- Staying at one Club too long and getting too comfortable can be a mistake.
- Be proactive, keep an ear out for new jobs, and build relationships.
- Competition for jobs is FIERCE. Not for the shy or timid.

- You must love politics. They are a large part of a job.
- Use technology. Have a home page. Document projects.
- You never who may be your future employer. Many members have multiple memberships.
- Be determined to "win" the job.
- Tour the prospective course, request USGA Reports and past budgets.
- During the interview process, be prepared, be a "politician".
- Go slow in a starting a new job. Be sensitive to existing crew and techniques.

The panel spent a lot of time taking questions from the attendees. For Assistant Superintendents, this really was a "must be there" presentation. It was hard not to be impressed with this Class C Group. There was a lot of energy in the room. There were over 50 attendees and at least 35 of them being Assistant Superintendents. They really had their act together. The entire day was very professional. These "young lions" will be great future leaders of the industry. They are hungry and they eat meat. To reuse the PGA Tour catch phrase, "these guys are good".

The rest of the afternoon was spent in networking and playing "getting to know you" games. It was a fun and informative day. **-OC**



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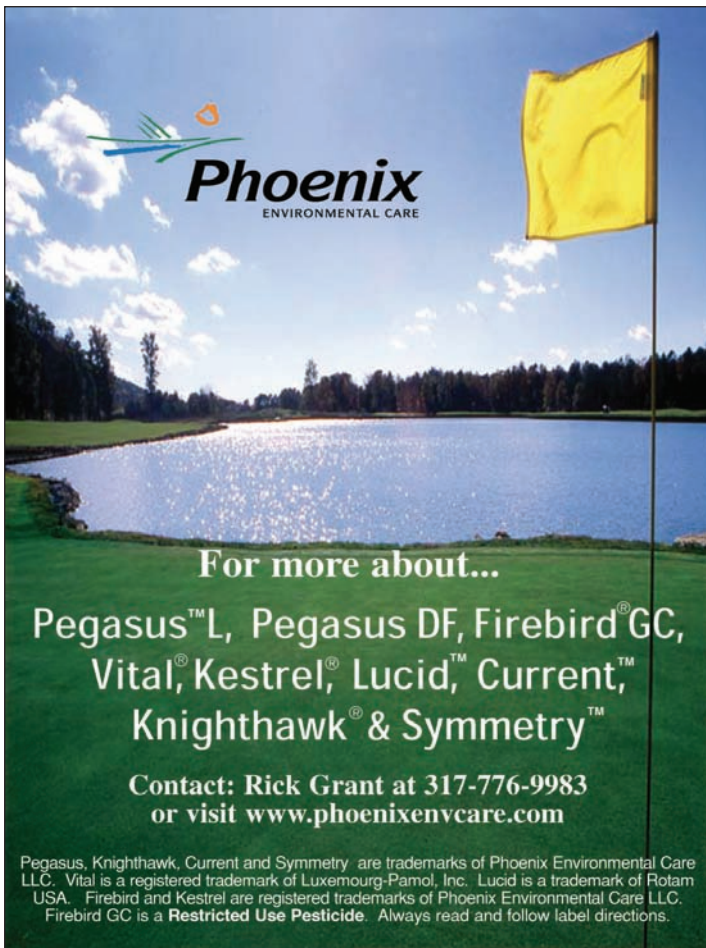
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