

Congrats to Dave Kohley (Silver Lake Country Club) and Tim Scott, CGCS (Stony Creek Golf Course) on their fine showing at the GCSAA Golf Championship last month in Orlando. Dave finished in tenth place with a 150, and Tim's 151 earned him thirteenth place. Nice work guys!

Q: If Dave Groelle, CGCS had spent his entire life at his current club, what would he be?

A: Royal Melbourne and raised.

Congratulations to Jeff Rehberg (right) of J.W. Turf on being recognized for Outstanding Sales Achievement by John Deere Golf at the Golf Industry Show last month in Orlando.



This walk down memory lane came to us via Pete Cookingham of the Turfgrass Information Center at the Michigan State University Libraries. They are proud to announce the launch of the website for the Noer/Milorganite Image Collection which has a bounty of old scanned images of golf courses in our area depicting the people, tools, and practices of our predecessors. Your course may be in there, so take a moment to have a gander—it can be found at <http://noermmsd.lib.msu.edu/>.

The IRS has finalized its Employer Mandate Requirements regarding the new health care laws, adding a new delay in which clubs with 50-99 full-time employees do not have to comply with the law until 2016. To qualify for this extra delay, a club must show: 1) That it employed less than 100 full-timers in 2014; 2) That from 2/9/14 to 12/31/14 it does not reduce the size of its workforce or cut hours of its employees to meet the 50-99 full-time threshold (bonafide reasons for changes are ok); 3) That it did not eliminate or materially reduce the insurance it offered as of 2/9/14; and 4) That it did not change its health plan's start after 2/9/14. This additional delay is meant to "ease the transition to covering employees working 30 hours or more per week." So you got that going for you.

For those of you who may have missed it, there was a retirement party for a pretty special guy on January 17th. Randy Wahler, the superintendent at Knollwood Club for the past 33 years—yes, 33 years!—was honored by friends and family on this evening, and for very good reason. I've known Randy since I was a snot-nosed assistant at Old Elm Club under Randy's great friend Ed Fischer. These guys, along with Tim Davis at Shoreacres among others, formed the group of gentlemen I would aspire to emulate as a golf course superintendent. Consummate professionals to a man, they went about the business of golf course management the way it should be done—with a dedication to excellence and a desire to share their experience with the next generation. Randy was the paragon of our profession, the mold from which all superintendents should have come—a great grass grower and agronomist, a communicator without equal, a teacher and motivator of future industry stalwarts, and a damn fine golfer

to boot. He truly was and is someone to know and learn from.



Congratulations Randy—may you take from retirement what you've given to our profession!



Name This MAGCS Member hint #3: He was a long-time superintendent of Butterfield Country Club, and in his retirement you might run into him at the Sandwich Fair in the summertime, or in Harner's Bakery in Aurora with his wife Phyllis in the winter, where Eddie Braunsky took this photo.



Give up? It's Art "Artie" Benson, Jr. of course! Artie was born in the business and remained in it throughout his career in the west suburbs, and if you ever run across him, you're in for a treat—he can spin a yarn like nobody else!

Do you want to get involved with GCSAA Education? The proposal deadline for presenting at the 2015 Education Conference in San Antonio, Texas is March 31st. If you have something to say that you feel others may benefit from hearing, go to [www.gcsaa.org](http://www.gcsaa.org) and click on the Teach for GCSAA thingie. @

# The Middle of Nowhere

# Streamsong

Chuck Barber, St. Charles Country Club

PHOTOS: CHUCK BARBER

If there is a 'nowhere' in Florida, Streamsong Resort is directly in the middle of it. I was invited to attend the PGA Merchandise Show in Orlando, Florida by our head pro to play some golf with a few of our members.



This view is from the putting green looking down the 1st fairway of the Red, Coore-Crenshaw designed course. The mounding is very severe, as is the bunkering throughout the property.

I was interested in attending mostly because, as I understand it, it rarely snows there and the temperatures most likely, would be above freezing. I became more interested when one of the courses on the schedule was Streamsong Resort. I had read a little about the course's construction, design and opening through some of our trade magazines. I don't think I'm going to Bandon Dunes any time soon so I figured this was about as close as I could get. Since my wife, Tina, is an extremely understanding person she thought it would be a good idea for me to accept the invitation. It's good work if you can get it.

The course is owned by Mosaic, the world's largest producer of phosphate and potash for crop nutrition. The site

for the golf course is one of the old mine tracts that was no longer used. The mounding comes from the overburden, or material sitting on top of the phosphate rock, that is removed during excavation. It is triple washed and sent by conveyor back to the mining site. This sand, incredibly clean all over the course, was the growing medium for the greens, tees and fairways as well as the source for bunker sand.

The Streamsong philosophy for their courses is that they are designed to be walked. Much of Florida is flat but the mounded nature of the sand makes the elevation changes at Streamsong fairly dramatic by local standards. It is not a difficult walk but there are some hills to navigate, for sure.



The overburden from the mining process created the severe mounding on the course. Very little of the mounding that was left from the mining was actually moved when the courses were laid out and constructed.

The caddies on site were from Bandon Dunes and extremely helpful. Very little earth was moved during construction as the design intent was to use as much of the existing topography as possible.

There are three mowing heights at Streamsong: one for greens, one for collars/surrounds and one for fairways and tees. There is no rough to speak of except for the reed grasses growing outside the fairways. The fairways are very generous but if you do miss one you'll either be in dunes sand or these tall grasses which makes advancing the ball difficult.

One of the most fun components of the whole experience was navigating the greens. They were planted to Mini-Verde Bermuda. They were mostly dormant when I played but according to the assistant superintendent, Kyle Harris, they had been mown that day to 'clean them up'. They must have been mown pretty low because the ball flew across the surface. The greens are severely mounded and sloped. I found out as well as some in my group, it was difficult to get our putts to stop at reasonable distance from the hole, especially when starting above it. It was great to have the caddies tell us where we needed to attack each hole location from the fairway, however the execution on our part, was lacking. We were rarely successful. The caddies: Good. The golfers: Bad.

The bunker sand was sourced on site and if you weren't in dunes sand you were in bunker sand. The bunkers are very severe and penal. Thankfully the author did not spend too much time at the beach, so to speak, on this first visit.

All in all it was a great day of golf. It was windy and cool, roughly 50 degrees when we finished. Had the sun not been out it would have been uncomfortable. I remember the temperature back home that day was only 15 degrees, so no complaints on the Florida weather. The staff, the caddies and all involved made our visit memorable and I hope to go back soon. It is approximately an hour and a half from Orlando and one hour from Tampa Bay. It is much easier to get to than the Bandon Dunes courses and, from what I understand, a very similar golf experience. Minus the Pacific Ocean, I guess. @



This picture is of the 7th hole on the Blue, Tom Doak designed course.



Generous fairways are the name of the game at Streamsong, with very little rough as we know it in the Midwest.



Caddies are great to tell you how to attach the hole location from the fairway. Maybe someday I'll have enough game to follow their instructions.

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Brian A. Bossert CGCS  
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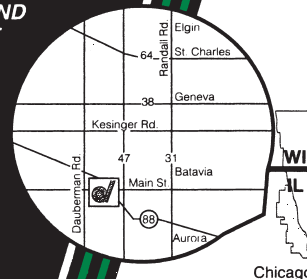
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We've purposefully adjusted the Midwest event schedule, trying to stay clear of September with a holiday and aerification. If you still want to get out and play, I urge you to head up to Sheboygan and play in the Wee One event at Pine Hills. If you've never done it, take the opportunity, it is a treat and supports a great cause. More and more support keeps coming in for the Wee One. In fact, I just noticed on Twitter that two new events are being held this year in Ohio and Missouri- Kansas. This is great!

Fall golf will be coming to the North Shore this season as the October event will be held at Briarwood Country Club. October used to be home to the College Championship but last year we changed the format to a two-man team in a Ryder Cup format (6 holes stroke play, 6 holes best ball and 6 holes scramble) and all enjoyed it. We'll keep the format this year; it is never too early to start picking your partner. I look forward to hosting everyone here at BCC and enjoying fall golf.

We'll wrap up our 2014 season as we do each year, moving inside, on November 12 at Medinah Country Club for the Midwest Turf Clinic. We have another full year ahead on the Midwest calendar. Let's hope that Mother Nature is kind to us with a temperate summer after the winter we've been dealt. I thank all the hosts for opening their doors for us in 2014. As Golf and Arrangements Chairman, I can share with you that it hasn't been the easiest to find host clubs and superintendents. We have a few commitments for 2015, but for the most part, our future calendar remains open. I ask that you consider hosting an event for your fellow members. I look forward to seeing you at an event throughout the season. @

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Charles Anfield, CGCS, Heritage Bluffs Golf Course

## Employment Pointers

### Mr. Tim Eavenson

As an interim to Dr. Nikolai's talks Mr. Timothy R. Eavenson, Esq. of Eavenson Employment Law made his presentation "Employment Points for Golf Course Supervisors." Tim discussed tactics and techniques for contracts and negotiations in the realm of his specialty, employment.

He stated, "When entering into any negotiation prepare a priority list. One should have at least your top three challenges clear in your mind." The most common negotiation talking points are:

1. Salary or Money
2. Benefits
3. Vacation/time off

Tim explained your contract governs everything. It is best to "think long term and let them know you are." In an employment contract, the employer agrees to provide the employee with a specific set of benefits, such as salary, health insurance, a retirement plan, and any other benefit that both parties have agreed is necessary. At the same time, the contract will contain clauses that determine the range of services that the employee will provide in exchange for these benefits. The idea is to include as much detail as possible, so that there is very little room for misinterpretation of what is expected of each party.

Tim pointed out some commonly overlooked negotiation points are: defined job responsibilities, who evaluates you and how it's done, the use of outside consultation and reassignment protection.

#### Essentials of Contracts

- Duration and extension of employment is of primary concern
- Compensation- think total package, bonus structure should be measurable
- Duties and expectations – this should be accomplished with a written job description (very important)
- Results of termination



Mr. Tim Eavenson address those in attendance on the topic of employment law.

Industry issues such as disability and termination with no severance is worth negotiating when starting a new position. An employment contract is a legally binding agreement between an employer and employee that sets forth the terms of the employment relationship. Employment contracts will generally be enforced as long as the terms are not egregious and the employee is not required to contract away his rights under worker-protection legislation. Such contracts generally dictate certain aspects of the behavior of both employees and employers.

Once you are "on the job" it is important to know:

- Know your documents (how to file complaints, etc.)
- Employment contract (where is it, who keeps copies, etc.)
- Job description (always important to know what you are hired to do)
- Benefit plan documents (what else do you get?)
- HR policies (policies can be considered agreements and both parties need to uphold)

Common pitfalls for executives and those in management positions include: hiring, employee discipline jokes, bullying, and harassment. Termination disputes are also hot buttons. In the United States, including Illinois, most employment is at-will. This means that an employer can fire any employee he wants for any reason, except those reasons prohibited by anti-discrimination legislation, (Discrimination must be related to your status as a protected class. Examples include: age, sex/sexual orientation, religion, national origin, status as veteran or disability.) such as Title VII or the Americans with Disabilities Act. An employee can also quit at any time, for any reason. Therefore, no employment contract is required in the US. @

Tim can be reached for further information at [tre@eavensonlaw.com](mailto:tre@eavensonlaw.com)



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# Thank You 2014 Golden Tee Club

Jake Vollbeer, Burris Equipment Company

As we reflect back on our winter and our experience in Orlando at the 2014 Golf Industry Show, I am reminded once again at the power of relationships within our industry.

The dynamic between the superintendent, supplier, manufacturer, and vendor happens daily as the superintendent identifies needs and the commercial side attempts to provide efficient solutions for the specific requirement. This occurs while Universities train students and conduct studies to provide scientific justification of the identified needs, cultural practices, and products. The GIS is a good example of how all facets of our industry collaborate for the enrichment of golf. It is through these relationships that our industry grows and provides for the golfing community. The amount of knowledge gained through our common experiences at the GIS is special, a once in a year opportunity for collaboration with industry peers from around the world.

But the truth of the matter is that we do not have to hop on a plane and travel hundreds of miles to experience the power of collaboration amongst our local industry peers. We simply need only to attend monthly meetings. Make it a point this year, to at least make it to a few MAGCS meetings. In addition, provide the opportunity for some of your staff to attend as well. It is through continued attendance and interaction at monthly and national meetings where we as commercial vendors and manufacturers find our ultimate return on our investment in associations. Local events are successful when parties can come together and continue the dynamic experienced at the GIS. The Midwest is fortunate to host well-organized and efficient meetings at a variety of locations throughout the territory. It is up to us as members, both on the commercial and superintendent side to attend and ensure the fair exchange of ideas, needs and information. As we settle into spring and the challenges and grind of summer, remember the relationships forged through all of our common efforts can be our greatest resource for success.

I would like to take this opportunity to recognize MAGCS wonderful vendor supporters from the Hospitality Reception, found on the opposite page. – Thank you. 

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