



The Year of Change Ends

By David Brandenburg, Golf Course Manager, Rolling Meadows Golf Course

Those who follow my column know that I determined 2009 the "Year of Change" based on changes at home with kids getting older and moving on to school along with management changes at work. As the calendar turns to December the year is quickly coming to an end. Looking back it seems the year of change could be called a success as Kayla our oldest is doing well at college while at work years of planning is coming to fruition.

Of course change cannot be mandated to a time period nor is it controlled by any one of us. It comes and goes on its own, and all we can do is accept it and do the best we can with what we have been given by the many factors that affect our personal and professional lives.

In some ways I am glad to see an end to the 2009 golf season based on the challenges Mother Nature and the economy provided many golf courses including Rolling Meadows. With the challenges comes growth and lessons learned to allow future success.

Late fall is a great time to examine the failures and successes the season offered while giving thanks for the positives in our homes and jobs.

The weather is.... It is said in Wisconsin if you don't like the weather just wait and it will change. That may be true this fall although our weather highs and lows were long lasting. July and August were fairly mild with most of us seeing decent amounts of moisture. That was followed by the nicest September imaginable with warm dry temperatures until one

day it cooled off and started raining, and raining, and raining. September was in the record books for warmth and sunshine while October was in the record books for cold and rain. Then one day the sun came out and at least through November 21 the month has been excellent. This has helped the golf industry bring in customers and the farmers bring in crops.

The short days of November coupled with other activities do not provide huge amount of revenue for golf courses no matter how warm it is. However it is nice to get fall work done and have happy golfers out on the links late in the year.

From the moisture reports found in the Wisconsin Crop Progress report compiled by the Wisconsin Field Office of the USDA's National Agricultural Statistics Service you can see how the levels changed over the two month period. October 18 showed most of the state with 78% reporting adequate moisture and only the north west showing short or very short. The rains showed up for the November 1 report as 46% of the state showed adequate moisture and 54% had surplus water.

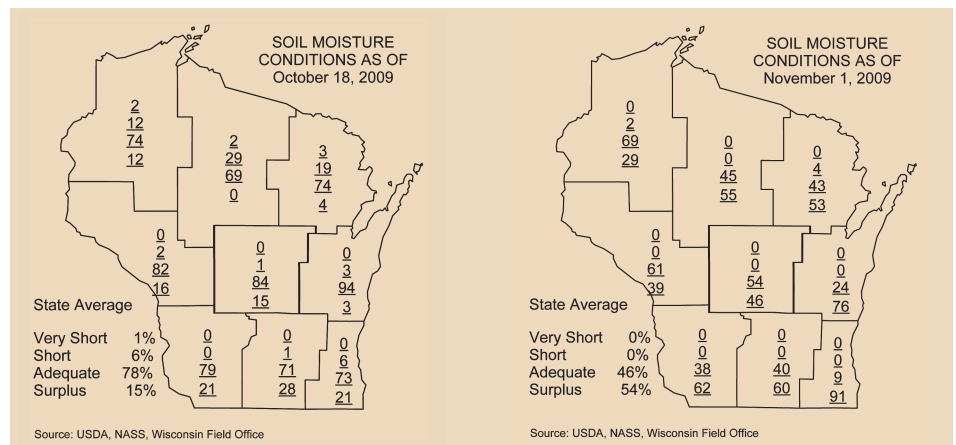
Three \$500 WGCSA Legacy Scholarships are provided to children and grandchildren of WGCSA members who are in college and are announced each fall at the Symposium.

Kurt Van Auken Attending UW Lacrosse, majoring in Exercise and Sports Science. He is the son of David Van Auken of Antigo Bass Lake Golf Course

Mikka Schaller Attending UW Madison, majoring in Political Science. She is the daughter of Scott Schaller of North Shore Country Club

Maggie Janzen 2 time winner attending UW Stout majoring in Food Systems and Technology. She is the daughter of Roy Janzen of Forest Hills Golf Course.

GCSAA has awarded scholarships to 12 college students as part of the GCSAA Scholars Program administered by GCSAA's philanthropic organization, The Environmental Institute for Golf. Glen Obear from the University of Wisconsin - Madison was awarded \$2,000 in the program. Glen, origi-



nally from Sheboygan is a senior in Soil Science and did a internship at Kukio Beach and Golf Club a private club and residential facility on Hawaii's big island.

The GCSAA Scholars Program, funded by the Robert Trent Jones Endowment, was developed to recognize outstanding students planning careers in golf course management. Winners were selected to receive scholarship awards based on the final ranking in a competition judged by GCSAA's Scholarship Committee. Factors considered were academic achievement, potential to become a leading professional, employment history, extracurricular activities, and recommendations from a superintendent with whom the student has worked and a current academic advisor.

Applicants must be enrolled in a recognized undergraduate program in a major field related to golf/turf management and be a GCSAA member. Undergraduate applicants must have successfully completed at least 24 credit hours or the equivalent of one year of full-time study in an appropriate major.

I was fortunate to be invited to the 1st Annual Green Leaders in Golf Invitational held at The Meadows of Six Mile Creek in Waunakee, WI on October 2. The event was organized by the Bruce Company, Madison Golf and Development and 2nd Season Recycling.

The event brought together vendors who are involved with environmental technology and its growing effect on golf course management. Although the day was cold and misty it made us appreciate the couple times the sun popped out.

I am looking forward to the visiting 2nd Season Recycling where building materials are being turned into compost being used for fertil-



Materials Ready for Composting



Compost Used for Fertilizing and tees

ization of fairways at the Meadows of Six Mile Creek. Look for a future article on this process and its benefits in *The Grass Roots*.

For those of you responsible for maintaining the legally required employee posters at your facility, the Equal Opportunity Employment Commission (EEOC) recently published a revised version of its "Equal Employment Opportunity is the Law" poster. The poster informs employees of the federal laws that protect them from job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability and genetic information. This revised version reflects current federal employment discrimination law and includes new information pertaining to the Americans with Disabilities Act Amendments Act of 2008 (which took effect Jan. 1) and the Genetic Information Nondiscrimination Act of 2008

(which takes effect on Nov. 21).

Employers are required to display the revised poster in a conspicuous location where notices to employees are commonly displayed. Be sure that the poster they display has a revision date of 11/09 in the lower right-hand corner. An English version of the two-page poster may be downloaded from the EEOC's Web site, free of charge.

On a side note be cautious of unscrupulous vendors who are using this opportunity to sell you high priced laminated sheets with all your required posters on it. These professional posters provide a clean way to meet the posting requirements but if you shop around you can find them much less than the telemarketers will have you believe. To save even more most of the individual posters can be found on the internet for free and can be hung with or without lamination.

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 Having the benefit of being a Past President of the WGCSA I have a unique prospective on the job and the years of committee service that lead up to it as you climb the ladder from Director.

All WGCSA Presidents have worked hard to run the association and get things accomplished while living a life and running a golf course. Each term has brought changes in efficiency and technique to provide a better association for the membership. However, it takes a leader with great vision to make changes for the future while continuing to do today's work.

Outgoing President Dustin Riley had that vision and implemented an idea boards have discussed for years but never acted on. Hiring a chapter manager to guide the day to day

activities of the WGCSA is change from the past practice of getting by with volunteers and a good relationship with the WSGA office.

In 1980 President Jim Belfield had that vision as he guided the association to our arrangement with the Wisconsin State Golf Association to handle association phone calls, mailing and banking. This relationship was essential in meeting the needs of our members for 30 years. Thanks to Gene Haas (Retired WSGA Executive Director), Diane Haas, Marilyn Leischer, Tom Schmitz (current WSGA Executive Director) and Linda Scheffler who have done a great job working with our association.

Although the relationship with the WSGA worked well in the past the Chapter Manager relationship will work better for the future. The

change will enhance the value our membership in the Wisconsin Golf Course Superintendents Association and take us to new levels of communication and efficiency.

As Dustin Riley steps down this month and turns the gavel over to Brian Zimmerman I congratulate Dustin and the board for leading the association with vision for the future.

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 Wow, it is hard to imagine this is my 12th issue of *The Grass Roots*. Thanks to Beverly Bergemann for providing the layout and cover art and the professors, students and other writers who contribute each issue. Without you there would be no *The Grass Roots*.

Merry Christmas! Enjoy the season, and time with family and friends. Good luck to you and yours into the New Year. 🌱

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