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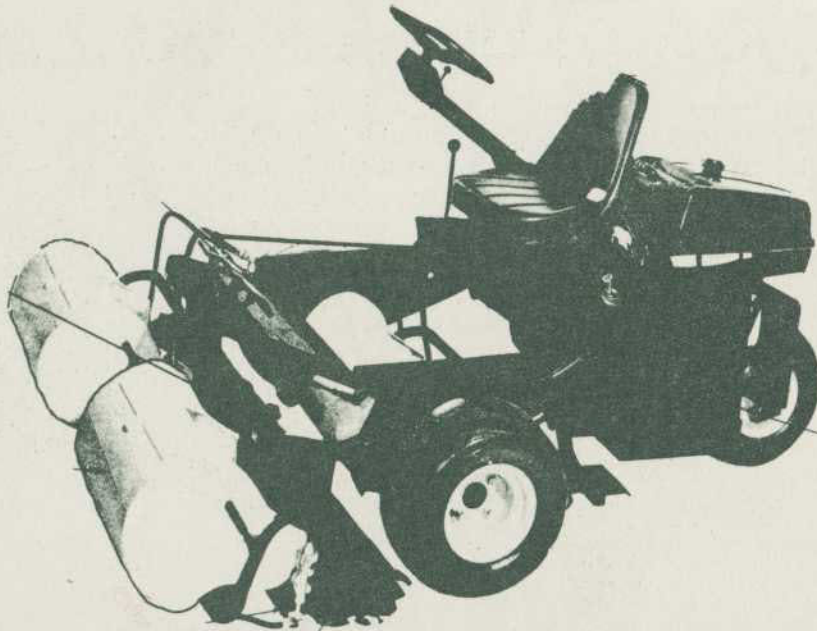
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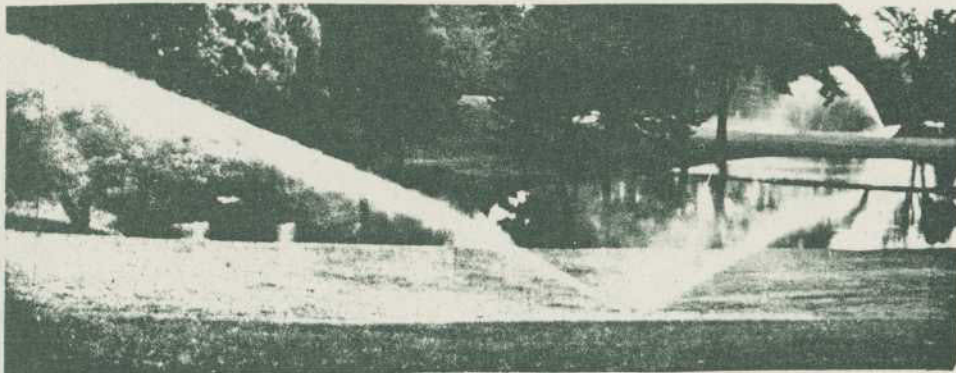


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President's Message

What do I get for my membership dues?

If you have to ask that question you probably do not get much.

First of all it takes some money to run any organization. Most of your dues are returned to you through the cost of mailings, speakers expenses and meeting costs.

The \$20.00 dues for the Wisconsin Golf Course Superintendents Association is really not very much considering todays inflation.

The Association provides a speaker for most of our meetings. Granted many speakers do not cost us anything, however some speakers have to travel quite a distance and have to stay over for a night so we must pay their expenses.



I personally think you will get more than your moneys worth by just attending the meetings and playing the different golf courses. You can not help but notice different things the superintendent is doing that might improve your course.

You also get a chance to sit down and talk shop with other members, suppliers and club officials. Maybe you can pick their brain a little.

The Grass Roots is a good and informative publication. Some of our more involved members put in long hours putting the Grass Roots together and mailing them to you.

Do not forget to patronize the advertizers for they are the ones paying the freight for the Grass Roots and also for other projects of our organization.

Woody Voigt

OFFICERS

President, Elwood Voight,
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Directors, Ron Grunewald, Lake Windsor, C.C., Windsor; Tom Harrison, Maple Club C.C., Madison; Dave Murgatroyd, Ridges C.C., Wisconsin Rapids; Wayne Otto, Ozaukee C.C., Mequon; Dan Quast Mil. C.C.; Jeff Bottensek, Stevens Point.

Position Information Service

Once again, the **Wisconsin Golf Course Superintendents Association** is offering Position Information Service registration to all dues paying members.

It will be necessary for all interested members to fill out the attached card and return it to the Secretary-Treasurer in order to receive the information. Persons, registering will then be eligible to receive the details of position openings as they are processed by the Secretary-Treasurer's office.

All replies should be mailed directly to:

Jeff Bottensek, CGCS, Secretary-Treasurer WGCSA, 1330 Ware Street, P.O. Box 272, Stevens Point, WI 54481

Please register me as a participant in the Position Information Service -

NAME _____ CLASS _____

Position _____

Business Address _____

Home Address _____

Business Phone _____ Home Phone _____

Please address all correspondence to: Business () Home ()

THE GRASS ROOTS

Danny Quast
Jeff Bottensek
P.O. Box 272
Stevens Point
Wisconsin 54481

PH: 715/341-1855

Nine Ways to Negotiate a Raise

Many people who have no trouble dealing with their superiors in most day-to-day situations find it very difficult to ask for a raise. If you're fainthearted at negotiation time, consider these recommendations to ease the process:

☆ Know your worth. Ask yourself how valuable you are to the course, how much would it cost to replace you, what have you done lately to help the organization.

☆ Pick your place. Get your boss outside of the office to listen to your request. Take him to lunch if possible.

☆ Detail your reasons. Tell your boss **why** you deserve a raise.

☆ Suggest an amount. You, not your boss, should propose the amount of your possible raise.

☆ Set your figures high. Ask for more than you expect to get. This leaves room to bargain.

☆ Compromise - but not too easily. Since you've started with a high figure, realize you probably won't get it. Let your boss make a counter-offer, and be ready to compromise.

☆ Rehearse. Don't go into negotiation cold. Be sure to be in top mental and physical condition when the actual talks begin.

☆ Get it in writing. If possible, get your boss to put it in writing -- for both signatures -- the raise he agrees to.

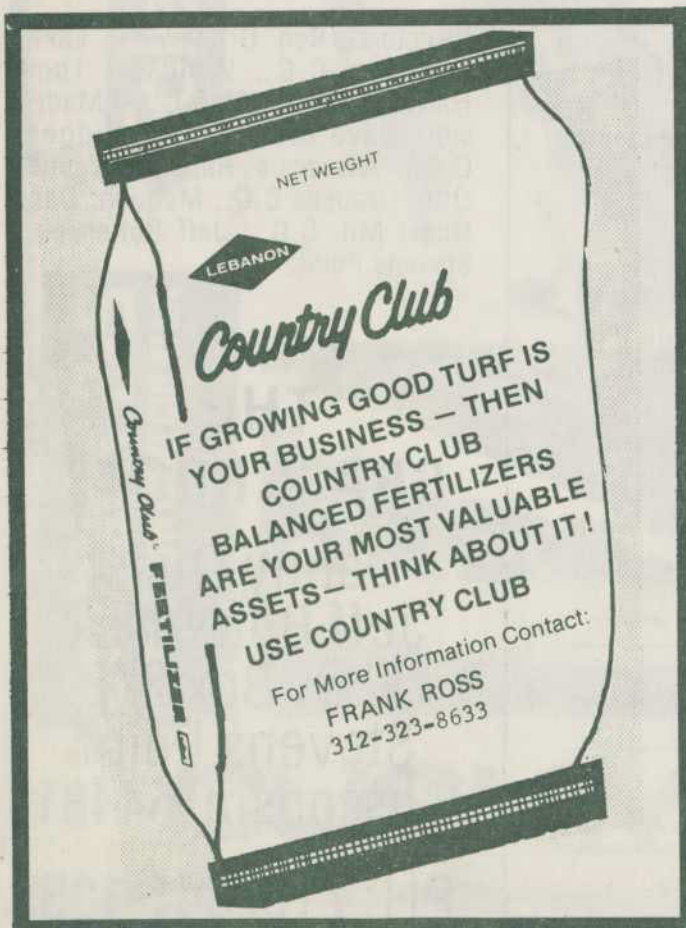
☆ Don't wait -- ask. Don't wait around for the company to recognize your value and give you a raise. Ask for it. Your aggressiveness may pay off.



"Before I tell you how things went while you were on vacation, let me tell you how very, very sorry I am."

GCSAA Membership Benefits will be suspended July 1 for those who have not Paid 1980 Dues.

Members who have not paid their GCSAA annual dues by June 30, 1979, will have services and benefits suspended, including GOLF COURSE MANAGEMENT, all member mailings and group insurance coverage. Those members paying their dues between July 1 and September 30 will have all services and benefits reactivated upon receipt of the payment. However, those failing to make payment by October 1, 1979, will be dropped from membership in the Association.



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Representatives Chosen for Fourth British Turf Grass Symposium

Charles H. Tadge, CGCS of the Mayfield Country Club, South Euclid, Ohio; Vaughn Barker of Fore Lakes Golf Course, Murray, Utah; John P. Leeper, CGCS, of the Orchard Ridge Country Club, Ft. Wayne, Indiana; and John Montecalvo, CGCS, of the Woodholme Country Club, Pikesville, Maryland, will represent CGCSAA at the British Turf Symposium and International Greenkeepers and Superintendents Golf Tournaments to be held at the Handsworth Golf Club in England. The team was selected by the Executive Committee at its Spring Board meeting.

The Symposium is held every three years in England and this will be the third year that GCSAA has participated. Countries participating in the last Symposium, held in October of 1976, were: Belgium, Canada, England, Europe, Northern Ireland, Republic of Ireland, Scotland, Wales and the United States.

The representative sent by GCSAA in 1976 were Palmer Maples, Jr., C. Fatum, Jr., T.C. Hamilton and George Prieskorn.

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Post-Crescent photo

Ball with Agnew caricature

Sell has 2,574 Golf Balls - All Different

by Pat Rossey

A pink golf ball started Bill Sell on his way to a collection which now contains a whopping 2,574 different golf balls.

Sell, a tall, slender man with a green cap set back on his gray hair, has been a golf course superintendent for 33 years, and is now with Chaska Golf Course near Appleton.

His hobby began 15 years ago when he found the pink ball marked Cincinnati Tool Grinding Co. "I thought it was a little different and decided to save it," he said.

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Most golf balls in his collection are marked with company or product names or logos. The collection also contains novelty balls and some marked for special events.

"Up until this year, I thought I was the only guy who did this kind of thing. But in our trade magazine I saw an article about a guy in New Jersey with a collection," Sell said.

Sell wrote to him and the man helped him contact another collector in New York and one in Montana. He knows of no other persons with the same hobby.

Sell said there is no real value to the collection. "It is strictly a hobby," he explained. "It just got started and kept blooming. It's real pleasing."

He said that many companies mark golf balls for advertising purposes. "Realistically speaking, there must be hundreds and thousands of companies doing this," he said. "My goal is to collect as many as I can."

The collection includes balls from Greece, Mexico, Australia, Japan and Scotland, the country where golf originated.

One ball features a caricature of Spiro Agnew with "Spiro Who?" printed on the reverse side. Another simply says "Curplunk." One brags, "I beat Nicklaus & Miller."

About 10 years ago, one of Lawrence Welk's employees saw an article by Sell in "The Golf Superintendent," the official publication of the Golf Course Superintendents Association of America, and sent him a ball marked "Champagne Music of Lawrence Welk."

Sell was once sent a ball that carries the inscription, "Bob Hope Open House - Thanks for the Memories."

Sell swaps duplicates with the handful of other collectors, and friends help him out.

Other golf course superintendents throughout the state and several in other states send him golf balls. He finds many of the balls when the water holes are cleaned at Chaska.

A Chaska display case with part of his collection, and a book which lists the ball markings prompt golfers to add to his collection.

A golfer himself, Sell said, "I play at it. I'm on the golf course all day long, and when I finally get a chance to play, I play about two holes and then remember something else that has to get done. You'd think a guy could slip away once in awhile."

Information and where to get it

The Golf Course Superintendent's Association of America (GCSAA) and the United States Golf Association (USGA) have copious amounts of literature that can and will be helpful to you and your course at some time or another.

The following is just a brief listing of what is available:

GCSAA

- (1) Golf Course Supt. Career
 - (2) The Golf Course Supt., His Qualifications, His Responsibilities, His Requirements
 - (3) Job Title/Organizational Chart
 - (4) How to Find a New Position
 - (5) The Golf Supt. Public Relations Handbook
- Plus many, many more free pamphlets and the like.

USGA

- (1) Golf Course Worker - Training and Direction
- (2) Golf Course Rebuilding and Remodeling: Factors to Consider
- (3) A Guide for Green Committee Members
- (4) Refining the Greens Section Specs for Putting Green Construction

Plus many, many more free publications.

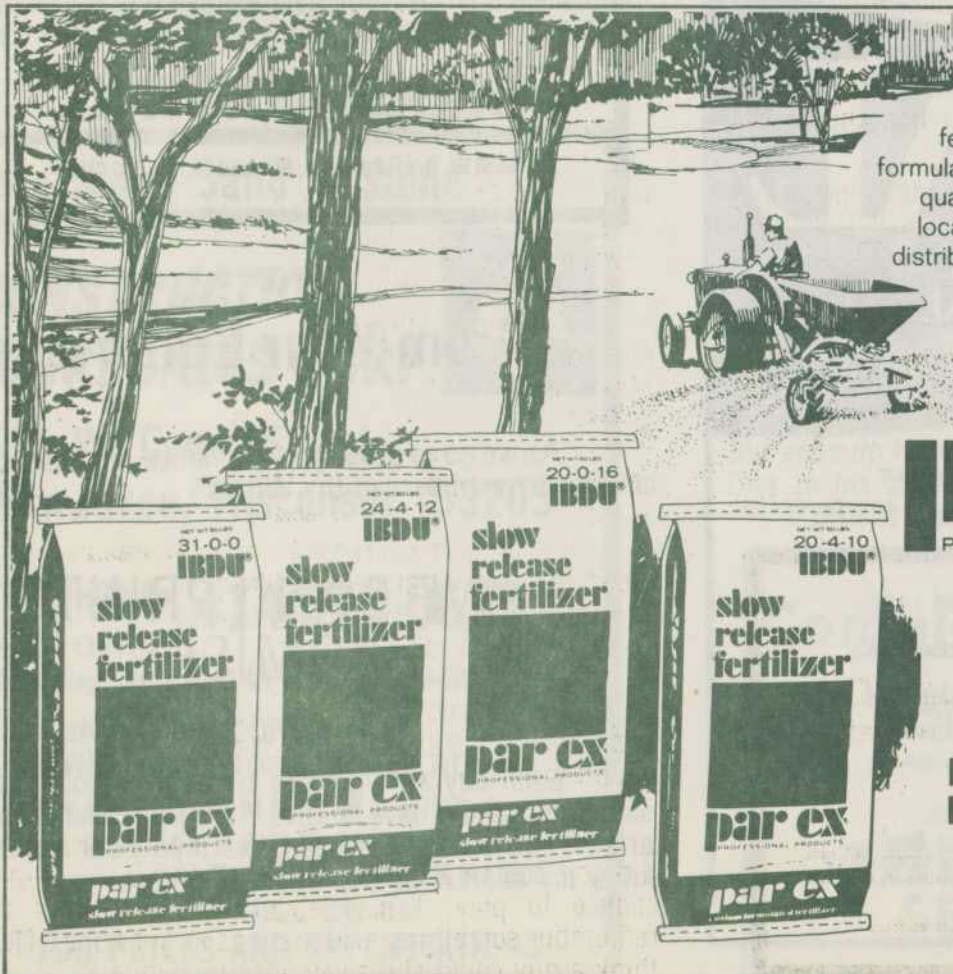
Both organizations have free or low cost slide or movies of interest as well as other useful information.

As a member of the Board of Directors of the club, I thought it appropriate to define a "Board Member":

A Board Member is said to be a person who knows a great deal about very little and who goes along knowing more and more about less and less until finally he knows practically everything about nothing;

Then you become chairman of the Greens and Grounds Committee. This is a person who knows very little about a great deal and keeps knowing less and less about more and more until he knows practically nothing about everything;

And then the Greens Superintendent starts out knowing practically everything about everything, but ends up knowing nothing about anything, due to his association with Board Members and the Chariman of the Greens and Grounds!



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If you Must Fire an Employee

Now and then, every supervisor must face the unpleasant task of firing an employee. When that time comes for you, prepare as carefully as you did when you interviewed that employee for the first time.

Before the meeting, think carefully about the specific nature of your complaints and whether you have given the employee ample warning and an opportunity to improve. Don't throw away a potentially valuable employee just because you have not adequately communicated your desires to him.

If no improvement takes place, make the termination interview clean and quick. Now is not the time to dwell on past failures, especially if there is nothing that can be done about them. Get to the point and end the meeting quickly. Be sure that the employee understands your decision is final and you will not be swayed by pleas for "one more chance."

Finally, give some serious thought to why your employee failed. Firing unsatisfactory employees should never become easy and, if your termination rate is high, it probably reflects a flaw in your training system and management of employees.

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From Your Editors:

As we go to press you will notice the absence of articles by members of the WGCSA.

WE CAN'T PRINT PROMISES

Each day all I get are bills. Everybody wants something and I have to give. All I am asking for is articles and nobody wants to give. If only our members knew my address as well as my creditors.

THE EDITORS

Want Ads

WANTED: Large Used Irrigation System. Please contact, Eugene R. Winiecki, 445 Hill St., Green Lake, WI 54941, 414-294-3304.

Pro-President Superintendent Manager Tournament

to be held on August 13 at the Meadowbrook Town and Country Club, 2149 Green Bay Dr., Racine, Wisconsin. 1:30 lunch, 1:00 shotgun.

Plan Ahead to Keep People Satisfied with Jobs.

Even the most routine golf course maintenance jobs has peak work loads from time to time. That's when it will pay -- even though you may be busiest then yourself -- to plan what should be tackled next.

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Many jobs require considerable preparatory lead-time before people can actually get down to work. If a gap is allowed to develop between the end of one job and the beginning of the next, it will be that much harder to get everyone back up to speed. The way to achieve a high level of enthusiasm is to have new challenges ready ahead of time for people to sink their teeth into. When one assignment ends, get people started on another one as promptly as you can. Pick a new goal and keep things moving.

You can't, of course, constantly overload people, nor expect them to work at top speed all of the time. A break between jobs and a change of pace is good. But neither should people be allowed to sit on their hands. Morale will suffer if they do.

As H.L. Mencken wrote: "It is the feeling of exerting efforts that exhilarates us, as a grasshopper is exhilarated by jumping. A hard job, full of impediments, is thus more satisfying than an easy job."

An Ode to a Golf Course Superintendent

A Club Member, in relation to the greens, is said to be A person who knows a great deal about very little And who goes along knowing more and more about less and less

Until finally he knows practically everything about nothing:

Whereas:

A member of the greens committee, on the other hand is

A person who knows very little about a great deal And keeps knowing less and less about more and more Until he knows practically nothing about everything:

A Course Superintendent, on the other hand, Starts out knowing everything about everything But ends up knowing nothing about anything Due to his association with the club members and greens committee.

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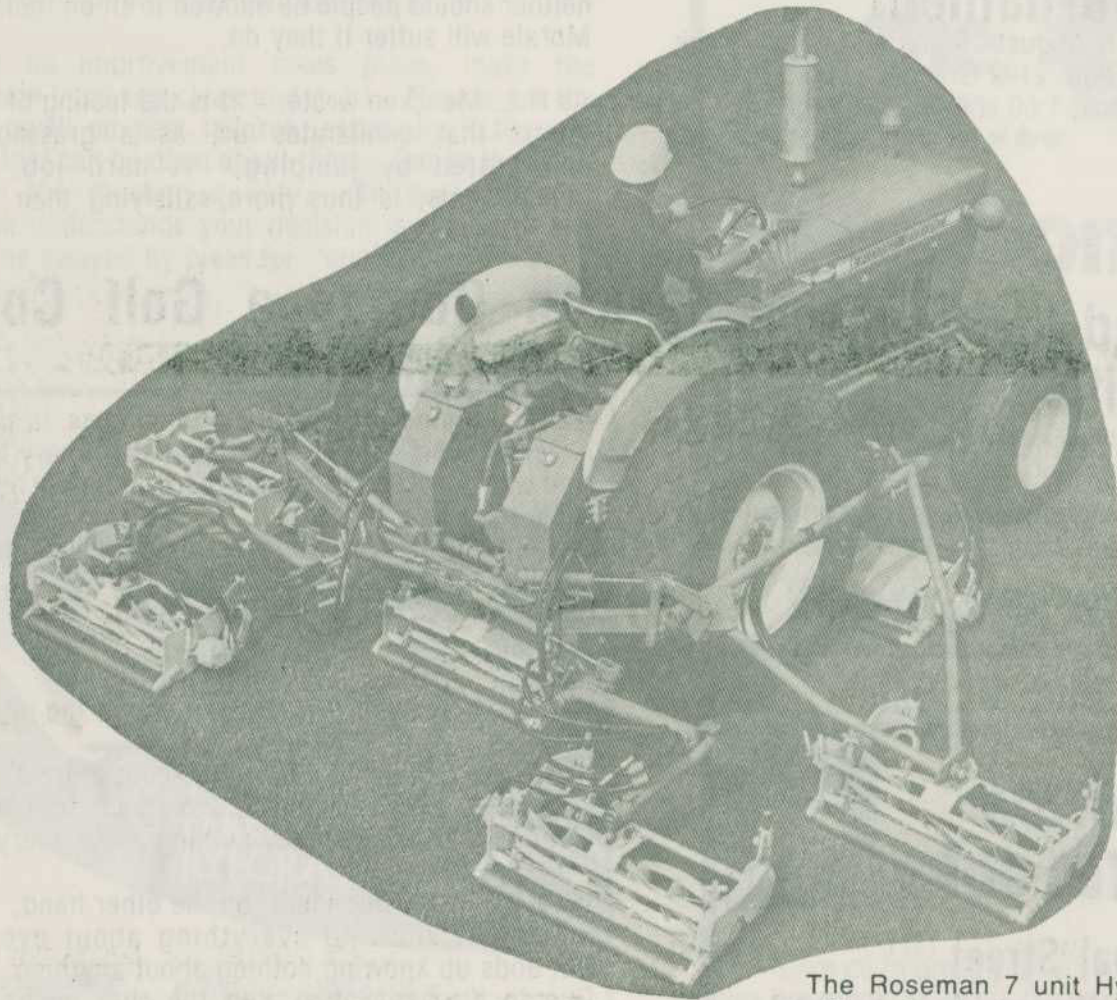
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