



LOYALTY

By Monroe S. Miller

For all practical purposes, the golf season in Wisconsin was over. The worry-filled, stressful days of a hot, humid and difficult summer were past. It had been a miserable season, one most of us were anxious to forget.

That is why golf course superintendents were coming out of the woodwork (and the woods) and starting to touch base with one another. The conversations would last until springtime.

On this day, when several of us met to ride together to a WGCSA meeting, it was Indian summer all across Wisconsin. The leaves had flamed and fallen, and the sky was cloudless for days at a time. There was a faint haze, so typical of autumn in our state, on the far horizon. Despite our relief from arriving at the season's close, days like this were a little melancholy.

It was a perfect day for travel. We all arrived at the appointed time; nobody was late. Anytime from mid-March until now, there was a good chance at least one of us would be delayed. And no one would be surprised by a no-show.

They were all there, grown men pushing and shoving as they clambered into Scottie Fennimore's four-door Ford Explorer—Tom Morris, Steady Eddie Middleton, Bogey Calhoun, Sandy Grant, Billie Flagstick and me.

"You have obviously been behaving yourself, Scottie," Bogey said as he muscled himself into the front seat, "or Denise would not have let you drive her vehicle."

"You're right," Scottie confessed, adding, "I've been asking and reminding her for six weeks. Make damn sure none of you guys spills anything. I'll pay with my life."

We pulled out of the parking lot and onto the highway. We were headed for the St. Ives Golf Club in southwestern Wisconsin, my favorite part of the state.

The very first thing an outsider would notice was how everybody was

dressed. The meeting notice said "appropriate attire", indicating to most a coat and tie weren't required. And since we weren't playing golf, none were dressed in those sometimes goofy clothes.

Tom Morris always wore a necktie, and today was no exception. Bogey always dressed for comfort, and he definitely was comfortable today. He was decked out in L.L. Bean chino pants and a tan chamois cloth shirt.

"You have NO taste when it comes to knowing what to wear," Scottie chided him. You'd look okay if we were headed for the woods to hunt squirrels."

Bogey didn't care, telling Scott "when you're as good looking as I am, clothes don't matter much."

Obligatory jeers ensued, setting the stage for a fun trip for a group of old friends and business colleagues.

"Hey," Bogey said, "we should have invited Dr. Rossi along and gotten him into a discussion about politics. That would have made the time and the fur fly! We could have kept the radio tuned into Russ Limbaugh!"

The guys all laughed at what was really a compliment for Frank.

The upbeat spirits among us were typical for this time of year. We had all reached the point in time when we were already working on next year and the next golf season. That time comes variously; for some it's the harvest moon that usually arrives in late September. For others it is the very last golf event of the season. A friend of mine knows it is over when he sees signs of the abdication of chlorophyll—autumn leaf color to most of us.

I tend to refocus soon after the first hard killing frost, the one that turns my garden tomatoes and squash and pumpkin vines a black color. That is the time, for me, to look ahead and begin work on a new year and new goals.

Fall on a golf course is not a season for defiance. Not in Wisconsin. What's done is done; hopefully we've all done our very best and it showed. That notwithstanding, always—ALWAYS—we have the fervent hope that next year will be even better.

Probably that is why all seven of us were happy. There was plenty of shop talk—what worked and what didn't, from mowing machinery to fungicides. There was grouching about lumpy fertilizer, too much rain, too little rain, irrigation problems, hot days and early morning golfers.

But there was praise, too. Distributors had served us well this past year, we all agreed. Parts departments, especially, seemed to have moved up a notch. There was gratitude for cooperative golf pros, helpful clubhouse managers and faithful green committee chairs. And somebody added thanks to loyal employees.

Funny how sometimes a single word, for whatever reason, triggers a reaction. The word "loyal" did it for Tom Morris.

"Too bad loyalty didn't help Jim Cushman," Tom lamented, obviously

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(Continued from page 21)

feeling deeply for a former employee and assistant who had just lost his job. Jim worked for Tom years and years ago. He left Tom and Maple Leaf CC for the Excaliber CC. He and Tom had stayed pretty close.

"How long was Jim at Excaliber?" I asked Tom.

"A dozen years," Tom said curtly. "He did wonders for that course. Some kind of thank you. It goes to show you how little value some put on a loyal employee." Tom was mad, and I wasn't certain there was a chance for a rational conversation. But I decided to try.

"Did he have a bad year, Tom?" I asked since I really didn't know any details of Jim's situation.

"Well, it wasn't the best," Tom replied honestly, adding, "but a lot of golf courses in Wisconsin suffered this summer. Jim had company."

"It just seems to me to be shabby treatment of a man who'd been so loyal so long."

There was a long pause. No one spoke. Finally, after clearing his throat, Scottie asked Tom "what's loyalty got to do with it?"

You could see him set his jaw, grit his teeth and try to ignore Scott. After all, Tom was feeling for a guy who had suffered a terrible fate. Few things are more devastating to a family than the main bread winner losing his job. I regretted that Scottie had asked the question.

But then, of all people, Bogey Calhoun picked up the conversation. "Tom, we all feel sorry for Jim. But I didn't sign any kind of loyalty oath when I started to work for Shady Dell CC. And they surely didn't pledge any loyalty to me. Loyalty doesn't have anything to do with Jim losing his job."

Scottie agreed. "Tom, I think you are confusing terms. Compassion and honesty and integrity are noble attributes that we all have every right to expect from our employers. But they don't constitute loyalty. To me, anyway."

I looked over at Tom, with some hesitation. I expected to see his anger rising. Instead he seemed to be thinking about what we were saying.

"As far as I'm concerned, when each of us goes to work each day we are expected to put forth our best

effort, and use our talent and education and experience to their fullest," Steady Eddie suggested. "Maybe we are even expected to give service above and beyond the call of duty during the height of the golf season, even above and beyond what we are being paid for at that time. In return we expect to be paid, in full and on time. For me, that's where loyalty begins and ends—I provide a service for an agreed upon wage by the club." Ed seemed resolute in his tough business-like attitude.

I watched the Wisconsin landscape pass by on this wonderful autumn day. We were in an area of the state settled by people from Cornwall in England. The evidence was everywhere—limestone rock buildings that resembled those in the west of England yet today. It was an interesting variety of architectural styles built by an eclectic mix of immigrants over 150 years ago. The scenery gave hint that St. Ives GC wasn't too many miles away.

"I understand what you guys are saying," Tom said in a quiet voice. "But I also know of scores of times when Jim worked alone until dark on a

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piece of machinery, getting it ready for the next day's work, or came in at 4:00 a.m. to spray for disease rather than paying an employee to do it. I hate to think of how many times he went over in the middle of the night for irrigation problems because the club was too cheap to replace the system."

"All part of the job, Tom," Bill said to him matter-of-factly. "None of it has a thing to do with loyalty, either way. If anything, those extra efforts we all make are acts of loyalty to ourselves, the ones making the sacrifice."

"How so?" Tom wondered.

"Well," Bill continued, "I believe most golf course superintendents work extra hard and extend themselves because we expect something in return—personal satisfaction, a bonus, a pay raise, peace of mind or eventually a step up the ladder of success. Professional people know what they have to do and they do it for that reason, not because of loyalty to an employer."

There was a quiet time for a mile or two. It seemed as if the guys were digesting the conversation and sorting out their thoughts.

Sandy Grant broke the silence. "I agree. The way I have it figured is that I would be disloyal to myself if I didn't do the best I could, all of the time. It wouldn't have anything to do with disloyalty to Mendota Bay CC. On the other hand, it would be humiliating if MBCC kept me around out of loyalty when I was doing a mediocre job."

"That's pretty confident talk, Sandy, but hard to argue with," Tom observed.

"You know what, Tom," I contemplated out loud, "loyalty is something we all relate to and respect. It is very important; isn't that what patriotism is? Isn't love and dedication to your family a high form of loyalty? I sure think it is. And maybe the most obvious loyalty shown by you and me has been the endless trips to Camp Randall and Lambeau Field over the last twenty-five years to watch lousy football teams play? You couldn't do that if you weren't loyal to the Badgers and the Packers!"

"And the appeal of linking loyalty and your job is powerful. But it may also be just too sentimental."

"I don't know," Tom sighed. "It just seems there should be more to long term employment with a club than just

a paycheck. Maybe I am being foolish. I simply don't know."

"Look at it this way, Tom," Bogey offered. "Would Jim have been disloyal to Excaliber if he left for a better job? Would you be criticizing him for that? I'll bet not. You and I and the rest stay where we are because we like the players, the course, the town and a hundred other things. And I don't think loyalty is one of those hundred things."

Scott wanted the last word as we got close to the entrance to St. Ives GC. "Regardless of your feeling about loyalty, I'll bet all of you would agree that long term service should be recognized and maybe even protected like it is in some places. But that should be part of club policy and practice and we should all be versed on it."

Everybody agree. Sandy consoled Tom with the fact that Jim would be at another private course soon, real soon. He is a qualified man and that will be quickly recognized. "Who knows, Tom, maybe he'll end up with

an even better position."

"I hope so," Tom sighed. You had to greatly respect the compassion Tom felt for his friend.

"Hey," Steady blurted out, "there's the Bluebird Cafe. I ate there once—blue checked tablecloths and napkins, blue plates and the best pasty and figgyhobbin anywhere in Wisconsin. We've got to stop there after the meeting."

"Figgy what?" Tom said somewhat incredulously. His mood seemed brighter, now that the serious talk was over.

"Figgyhobbin," Ed replied. "It's a great dessert, pastry rolled up with raisins and covered with Neapolitan ice cream. With strong black coffee, it can't be beat. Promise you'll stop, Scottie."

"Depends on what the guys want. But if we do stop, we have to talk about something a little less serious."

Somehow I knew both would happen. ♣



MEADOWBROOK HOSTS JUNE MEETING

By Kris Pinkerton

On June 13, WGCSA members and guests had the privilege of visiting Meadowbrook Country Club in Racine for its monthly meeting. After a complete washout last year, host superintendent Ric Lange, came through with a gorgeous day for golf.

Lange and his staff had the golf course in excellent condition for the eighty-eight linksters who headed out to do battle! The event for the day was a two-man blind best ball. Partners were unknown until after play was completed. ♣

The always chipper
golf course
superintendent at
Meadowbrook
Country Club
— Ric Lange.



Event winners (low gross):

First Place:	Bob Lohmann (170) Tom Emmerich
Second Place:	Ed Devinger (170) Don Steinmetz
Third Place:	Chuck Wollner (176) Don Stein
Fourth Place:	Mark Hjortness (176) Chuck Frazier
Fifth Place:	Bruce Worzella (177) Greg Clark
Sixth Place:	Jim Shaw (178) Mitch Foote

Flag event winners:

Longest drive on #18:	John Feiner
Closest to the pin #2:	Ed Witkowski
Closest to the pin #11:	Don Steinmetz
Closest in two on #7:	Ray Shane
Longest putt on #16:	Rod Johnson

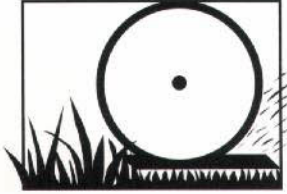


An inviting place in any time, but especially in June — Meadowbrook Country Club.

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OZAUKEE COUNTRY CLUB: *A True Steward of the Land*

By Phil Bailey

Golf course management, as with any business, now considers environmental concerns as one of its top issues. As wildlife habitat decreases in our growing communities, it's important that golf courses represent themselves as a necessary greenspace. In a detailed effort to protect this habitat and its community, Ozaukee Country Club has followed the guidance of the Audubon Cooperative Sanctuary Program (ACSP).

In a seven step plan designed by the ACSP, Ozaukee has gained recognition as the first Certified Audubon Sanctuary in the State of Wisconsin. The seven steps to certification are: public involvement, environmental planning, wildlife food enhancement, wildlife cover enhancement, water conservation, water enhancement, and integrated pest management.

To develop public involvement, a resource committee was established at the club and allows both members and staff to sit on the committee. This committee contributes a wide range of concerns from health and safety issues to



Alex Wagner, a Homestead High School student, tests for dissolved oxygen in the biology lab.



A platform feeder and bird bath help to increase wildlife food enhancement.

sound environmental stewardship. To generate further public involvement within the club and community, the committee asked locally known authorities to present programs on strong stewardship topics. Some of the programs include:

1. A five member discussion from the Milwaukee Audubon Society. The panel included: Mark Fieder, a Milwaukee high school environmental science teacher; Lorrie Otto, an authority on native wild flowers; Fred Sweet, president of the Milwaukee Audubon; Dan Boelke, an experienced woodland native plant nursery operator; and Carol Bangs, a local landscape designer.

2. Jean Hack, a naturalist at the Ledge View Nature Center in Chilton, introduced the children of Ozaukee Country Club to Cinnamon, a live screech owl, during a talk on owls native to the area.

3. Dan Panetti, a local store operator of Wild Birds Unlimited, introduced correct feeding and housing practices for bird life.

4. Dave Savage, a Homestead High School teacher who designed a program for students to test the waterways at Ozaukee.

After receiving such large quantities of information from our speakers, the committee found it necessary to detail an environmental plan for the goals of the committee and club. This environmental plan, or statement of purpose, outlined the responsibilities of the club to its environment and community. The plan included the short and long term goals of the resource committee. It asked to be seen as an advisory committee to the Board of Directors and was so accepted.

Now seen as a true advisory committee to the club, the committee set out on some of its first tasks. This included



Naturalist Jean Hack introduces Ozaukee children to a screech owl during a session on native bird life.

the development of a wildlife food enhancement program. Simple projects were instituted first so the newly established resource committee could gain confidence. These simple projects included the installation of several bird feeding stations.

Now with the first true accomplishment completed, the committee chose a stronger challenge. This challenge was introduced by the club's golf course superintendent, Wayne Otto. Otto was interested in developing several native wild flower gardens around the course to attract a wider variety of wildlife. The committee saw this as a unique and beneficial challenge and gave their support.

With wildlife food enhancement established at the club, the committee decided it fitting to now provide wildlife cover enhancement. To provide this shelter the committee directed its attention to the bluebird houses already in place on the golf course. These houses were refurbished and are now monitored on a weekly basis. To further bird and animal diversity, several other nest boxes were established. These include flicker, purple martin, wood duck, screech owl, and bat houses. In addition to bird houses for wildlife cover, large areas of out of play rough were allowed to return to native vegetation.

With food and shelter in place at Ozaukee, it was time to move on to water. We met the goal of water conservation by successfully completing the installation of our Toro Network 8000. This system was already planned to update our old irrigation system prior to our involvement in the ACSP.

To assure the wildlife and community that water flowing through Ozaukee Country Club was safe, the resource committee gained the help of students from Homestead High School. These advanced science students, under the direction of their teacher Dave Savage, completed several water quality tests on the waterways at Ozaukee Country Club. The students performed tests that included: dissolved oxygen, biochemical oxygen demand, fecal and total coliform, pH, temperature, phosphates, nitrates, turbidity, and checked for benthic organisms. After completion of these tests the students returned a water quality report to the resource committee.

To date, the students found that Ozaukee Country Club is a buffer zone. The test results indicate that the course is truly releasing cleaner water than what enters it from the



This native wild flower bed was located in a prominent spot to generate interest in golfers and attract butterflies and hummingbirds to the course.

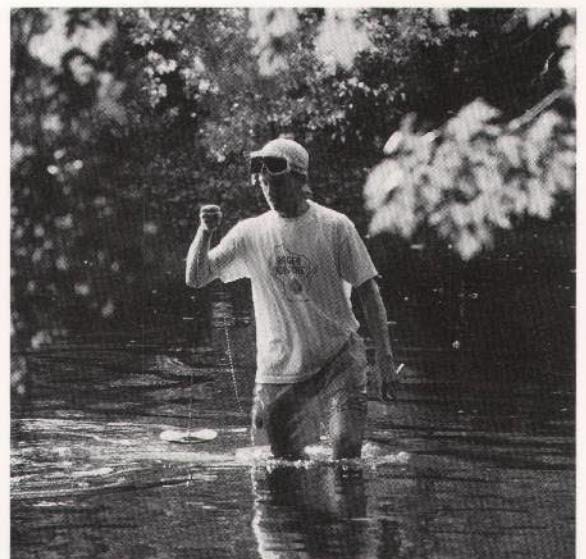
surrounding subdivisions and storm drains.

To fulfill the requirements of the ACSP, Ozaukee Country Club developed a detailed integrated pest management IPM program. Our IPM program is titled "A RATIONAL APPROACH TO IPM. This IPM program uses the acronym RATIONAL as a key word. It includes your **ROLE** in the program, the **APPROACH** to be used, a **THRESHOLD** limit to be determined, **INSPECTIONS** to determine proper thresholds, **OTHER** methods of approach, only **NECESSARY** pesticide applications, **ANALYZE** the results, and always **LOG** all pertinent information. This rational approach to IPM also includes the filing of a daily scouting report to determine threshold limits.

Ozaukee Country Club has accepted the challenge to enhance our environment and assure the community that this is a truly safe and beneficial greenspace. As Wayne Otto has stated "there is no better way to show our golfers and the whole community that by caring for the environment and providing needed greenspace, we are truly "Stewards of the Land"." ♣



Alex Wagner, a Homestead High School student samples Milwaukee River water for benthic organisms as a part of their "testing the waters" program.



Dan Johnson of Homestead High School uses a siki disc to check turbidity levels in Ozaukee waterways.

OCONOMOWOC PLAYS HOST FOR JULY MEETING

By Kris Pinkerton

The July meeting of the WGCSA was held at Oconomowoc Golf Club and hosted by long time superintendent, Harvey Miller. Seventy-two members and guests showed up on a beautiful midsummer day to challenge the Donald Ross design. Picturesque landscape and outstanding playing conditions were the talk of the day. Hats off to Harvey and his staff for a "well-presented" golf course and a wonderful experience.

Flag event winners:

- Closest to the pin on #12:Jim Ferry
- Longest Drive on #7:Dave Harris
- Closest to the pin on #6:Brian Schmidt

Results from the modified Peoria event:

- First Place:Ed Devinger (58)
- Second Place:Scott Schaller (64)
- Third Place:Mike Handrich (65)
- Fourth Place:Jeff Bar (65)
- Fifth Place:Steve Meyer (66)
- Sixth Place:Bob Gosewehr (66)



Oconomowoc Country Club's Harvey Miller.

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SYMPOSIUM TO GAZE INTO THE FUTURE

By Rod Johnson

The twenty-ninth annual Wisconsin Golf Turf Symposium will be held on Tuesday and Wednesday, November 1 and 2. It will convene at the Hyatt Regency Hotel, 333 Kilbourn Avenue, Milwaukee.

The Symposium committee has selected "Golf 2010" as this year's topic. A review of where we have been in golf course management will precede presentations on where we are going. Of interest to all golf turf managers will be the thorough examina-

tions given to the subjects of "The Products, The Game, and The Job."

A most impressive roster of speakers has been assembled. The keynote address will be given by Jim Latham. John Matheny, senior director of USGA operations, will offer up the view of governing organizations of the future of "The Game".

"The Products" will be extensively examined by Dr. Nick Christians and Dr. Richard Hurley.

"The Job" should prove to be of

interest to all with three top notch golf superintendents offering their insights. Joseph Kosoglov, Jim Gilligan and David Stone will give their Wisconsin colleagues their views on the subject. They will be joined by two well known golf executives—Steve Mona and James Mccloughlin—who will give their special insights and "insides" on where they see our jobs heading.

Mark your calendars now for November 1 and 2. This promises to be another good one! ♣

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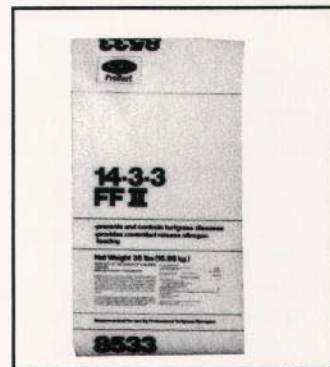
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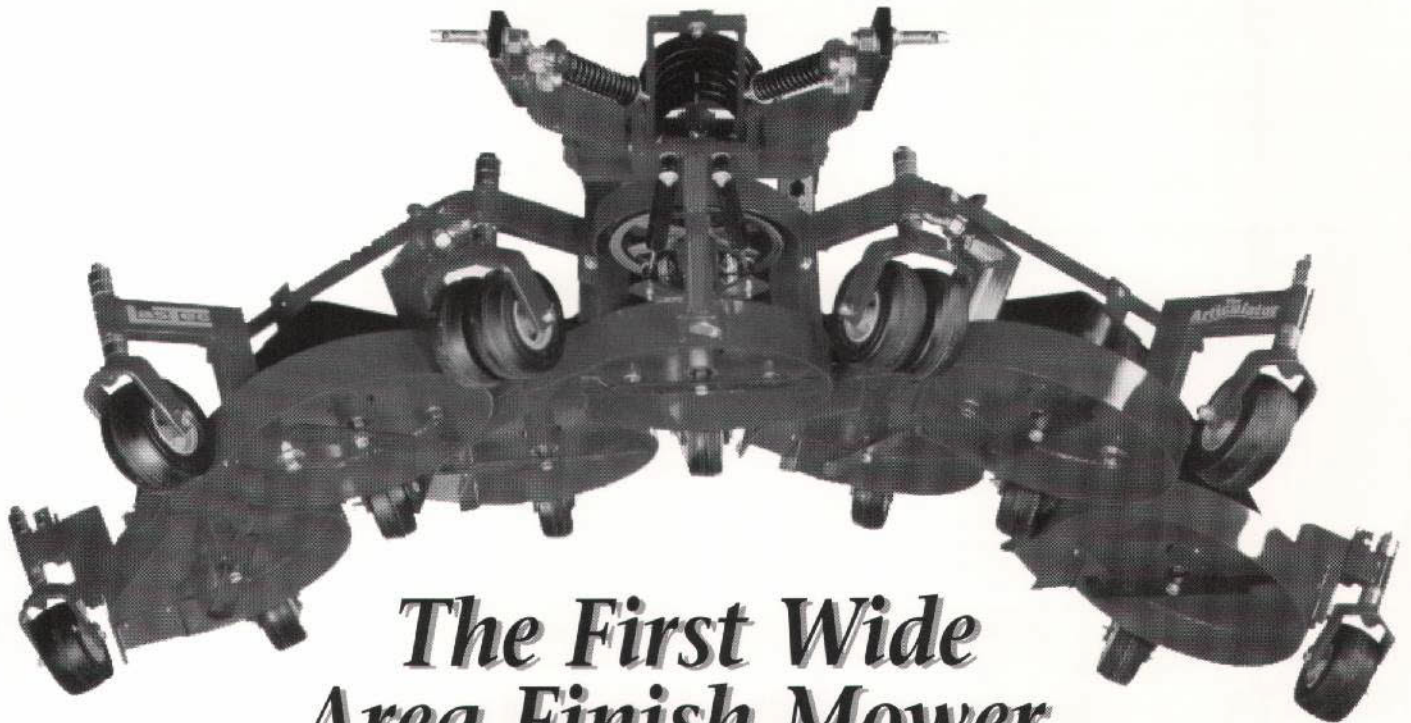


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