

ment. As time passes, the job becomes more pedestrian and the daily routine becomes more tedious. Without the needed stimulus from a new exciting project or some other challenge, you become bored with your job and your work reflects this attitude. Frequently at this point in the job cycle, dissatisfaction with your employment arises. Are you in the right position? Would you be better off at another course? You look longingly at the notices of employment sent to you from the MGCSA office, imagining yourself at the premier golf club down the road where the job is easier, the pay greater, and the benefits exceedingly fine. Perhaps a horizontal job change as a superintendent at another course is just the right medicine for your dissatisfaction. Maybe a parallel position in a golf-related field like golf equipment sales or golf course construction is the answer. A vertical climb up the employment ladder to club manager may be the right choice for you or you may choose to avoid the golf field altogether. These are choices which you must weigh and measure as you evaluate your job, future possibilities and your potential.

The point is that these questions about your job occur to everyone. Most of the time, we avoid the junction of job choice by rededicating ourselves to our job, waiting for the cycle to turn on itself again. By recognizing the four stages of the job cycle- elation, boredom, dissatisfaction, and recommitment, we can put this cycle to good use.

We can identify our low points and actively search for solutions to our problems. By identifying new challenges, we can rededicate ourselves to our career. This is one of the advantages of being a golf course superintendent in Minnesota. Unlike our friends in more temperate climes where burnout thrives, we in Minnesota have the chance to reflect on our past season and plan for the next. Winter gives us a chance to recharge and plan for the next. Winter gives us a chance to recharge ourselves and recommit to our job as we once again become excited about our golf course and its challenges. Upon arriving in Los Angeles, I marveled that green grass abounded. Everything was fresh and alive. And I, too, awoke from a winter of dormancy, excited about the challenges ahead.

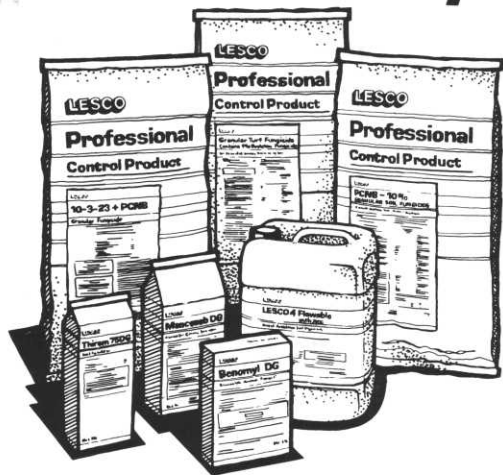
## MGCSA BOARD OF DIRECTORS PROFILE KERRY GLADER, CGCS

**SPOUSE** - Barb, she really enjoys working the registration tables!

**CHILDREN** - Rusten (age 10), Chad (8) and Jonathan (6).

**CLUB AFFILIATION** - St. Cloud Country Club, ten years as Head Superintendent.

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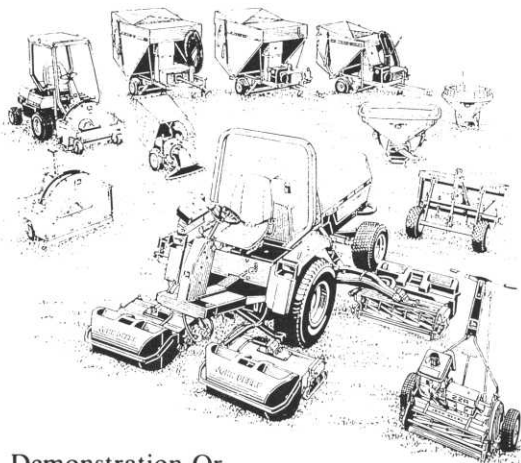
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**PAST EMPLOYMENT** - Lost Spur Country Club, St. Paul, MN; Head Superintendent 1976 to 1978, Assistant Superintendent 1975. **Ridgeview Country Club**, Duluth, MN; seasonal grounds staff, 1974. **Cloquet Country Club**, seasonal grounds staff 1970 to 1973.

**EDUCATION** - University of Minnesota, Extension, Horticulture. University of Minnesota, Duluth, Industrial Education. Inver Grove Community College, Extension, Personnel Management. Anoka Technical Institute.

**INTERESTS** - Family, Golf, Archery, and Cabin in northern Minnesota when we can find time.

**HONORS** - MGCSA Past President and Certified Golf Course Superintendent.

**COMMITTEE ASSIGNMENTS** - Vice President, Research Committee Co-Chair, Employee Right to Know seminar study Committee Member, Water Use Impact Study Committee Member, Education and Conference Committee Member.

**COMMITTEE GOALS** - Push for USGA funding of the Minnesota Poa Project. Develop a program for our members to use to meet the requirements of the State of Minnesota Right to Know Law. Survey our membership to find out how much water our industry is using, so we can approach the DNR for more realistic water allocation. To continue our nationally recognized Annual Turf Conference.



**MGCSA GOALS** - To promote the MGCSA through programs that reflect our commitment to golf and the protection of the environment and ground water.

**PAST MGCSA POSITIONS** - Past President, Vice President, Secretary, Ex Officio, Director for four years on the Research, Membership and Education Committees.

**OTHER ORGANIZATIONS** - Golf Course Superintendents Association of America, St. John's Episcopal Church (Finance and Property Committees), Sauk Rapids Jaycees.

**CARRIER GOALS** - To improve my club through continued developmental goals. To upgrade my knowledge so I can excel in any employment I should be involved in. Be active in my state professional association!

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