



Hole Notes

The official publication of the MGCSA

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Upcoming Events

February 27-28

Mega Seminar

North Oaks Golf Club

Host Brian Boll

March 11th

10,000 Duck Campaign

Assistant's Event

TPC Twin Cities

Host Roger Stewart, CGCS



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Thank you affiliate members who use the *Hole Notes* magazine to promote your products and services.

Nasty, nasty ICE!!!

Across our state many courses have experienced this problematic issue. Sam Bauer has been contacting regional clubs for conditions to be posted in the first of three reports later this spring.



10,000 Duck Campaign starts March 11. Thank you Assistant Superintendents for your initiative.



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Count on it.



Presidential Perspective

by Scottie Hines CGCS

The State of Our State Superintendent's Association

Welcome to 2013! I hope everyone is

enjoying a winter that seems to be a little better than what we have had the last couple years. I know I have enjoyed the snow, despite the cold temperatures, more this year. That said I am looking forward to kicking off the 2013 campaign...as long as it doesn't start before St. Patrick's Day!

Last year and a few months have been very exciting for our association! Jack MacKenzie, CGCS has been a great acquisition as Executive Director. We are lucky to have an agreement with Jack for the foreseeable future. I have certainly seen an improvement in daily operations. We have adopted an incremental dues increase to fund University of Minnesota research driven by our needs. Two great initiatives!

Were you aware that we also formed an Environmental Stewardship Committee to finalize and implement BMPs for Minnesota? The committee had its first meeting in late January and has picked up the work done in 2009. We have

divided into sub-committees to finish the first phase: Irrigation Water BMPs. We feel that this is the "hot-button" item at this point. Most of Minnesota is still in a "moderate to severe" drought designation. In fact, there were several Minnesota courses that lost their water rights late last summer. We feel this is not a viable option and are working hard to implement a large-scale, self-regulating plan and a short term, strategic, crisis management plan to prevent that from happening again. We will be meeting with other local industry organizations including the club managers, Minnesota Section PGA, course owners and the MGA to summarize our mission and garner the support as we move to the state level with the information. Our intent is to have a plan to the Minnesota DNR sometime in June of this year and be fully implemented in 2014. Stay tuned for updates as we move forward.

The writing and adoption of BMPs is a huge undertaking! Future BMP topics may include pesticide use/fate and further nutrient run-off. Thank you to those who initiated this task in the past

“Advancing the art and science of golf course management and promoting the welfare of its members and the profession.”

The NEW MGCSA Mission Statement

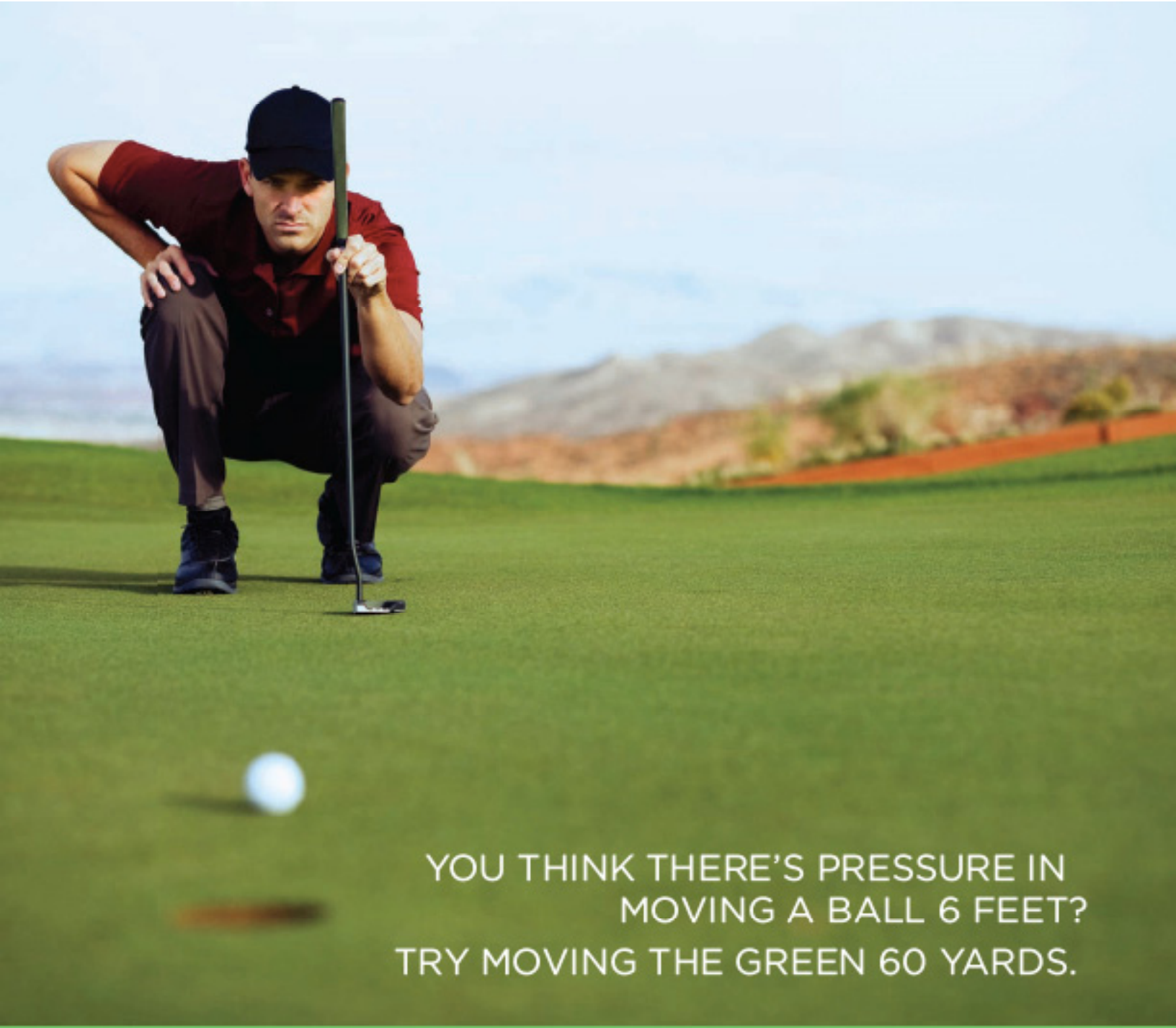
and a huge thanks to those working with the committee at this point as we move to finalize and implement.

The Board of Directors with the assistance of our GCSAA Field Representative, Steve Randall, held a two-day strategic planning meeting to forge a clear direction for the MGCSA. It was a great exercise! We adopted a new mission statement. We have identified areas we feel we can improve on to make the association better in general. The BMPs are part of this. Other facets are outreach, research and how to better involve all our members in activities of the MGCSA. We streamlined the committee structure so that we have committees that are engaged and involved in making

recommendations for the Board to consider. If you have any interest in being active in any committees please feel free to contact Jack or myself.

We have had these meetings from time to time in the past. With the assistance of Steve Randall we will be doing this almost yearly to check on time lines, activities and where we stand with reaching the short-term goals we have established for ourselves. I think this is a great stride forward for our association!

As we are getting closer to start of the 2013 season take a little time and enjoy the last part of winter. Best wishes and good luck in the coming year.



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In Bounds

by Jack MacKenzie CGCS

Fortunate for my 15-year-old ego, I was swimming at the time. Unfortunate

for my heart, I was swimming at the time.

Hot July summer nights and a, “be home close to dark” curfew, allowed me opportunities to be a young adult. Money in my pocket from my gig as a caddy, provided resources for chaperoned dates with my girlfriend, including viewing the 1975 blockbuster *Jaws*, at the time a very dramatic and even shocking cinema spectacular.

I remember well the evening following the show heading to White Bear Lake with a couple of buddies for a not unusual quick cool swim off the end of the Yacht Club dock. With a fast head start, I sprinted with high toes to limit the chance of a splinter toward the wooden precipice. In the twilight, arching high and far over the calm as glass water, the embrace of the luke-warm lake broke my flight. Turning around to shout my excitement, I was quickly terrified.

Coming rapidly to crunch my bones was a white anomaly...in my youthful mind *Jaws* was very much alive. Rarely have I been so scared as I was that night; my diving bubbles following me closely in the limited evening light appearing to be a twenty-foot white shark with a grin of sharp teeth. As I said, fortunate for my ego I was swimming at the time!

On the horizon there is a new threat, a real scary threat, a known threat as each of you are agronomists and scientists alike.

Water usage evaluations and the potential for permit restrictions may well be in the future. It has nothing to do with the drought, although the weather is exacerbating the issue. Rather we, as a state, are wasting our most precious and finite resource.

No, not golf courses, for responsible stewards manage them. And while it would be easy to point fingers, that is no way to craft self regulation to protect an industry so dependent on a resource so much out of our control. Now is the time to unite all golf destinations, allied associations and golfers alike to develop reasonable and responsible industry water management practices and even more important to the success of protecting our water assets, individual crisis management plans.

For the past several years the MGCSA has dabbled in an Association wide Environmental Stewardship Plan focused upon water...this in the land of 10,000 lakes really was quite peripheral in nature. That is until last year when over a dozen courses had their permits pulled and were directed to stop irrigating their turf. The drought continues and the talk of greater regulation is becoming a concern.

Heard at an Environmental Initiative meeting last fall were keynote speakers for the DNR. They said that surface water isn't the only target for acute regulation. Those who water mine deep into the aquifers are also to be examined...especially the recreational users... golf courses.

Practically a call to arms, the Board of Directors immediately created a task force to craft a reasonable plan of self-regulation based upon the success of other

state golf course associations. A plan that is four fold in its current rough draft: a two page 'white paper' describing typical and responsible irrigation upon golf courses, a more in-depth reference manual to be used as a resource for all environmental initiatives moving forward, BMPs to be shared with all golf courses encouraging the most practical management tools currently available and last but of most importance, a site assessment template to include immediate reductions in permitting where applicable and a staged crisis management plan to be implemented should individual clubs be required to by the DNR.

The end game as you have read is to generate a plan of self-regulation through staged reductions to prevent the total elimination of any golf club's water source.

It was interesting to learn early in the general review process that many golf courses are permitted for significantly more gallons of water than they actually use...even in a year of drought. This begs the question, are water allocation projections estimated by the DNR based upon permitted totals or actual usage? If the former, than each club must take a hard look at their actual need for total gallon use in a monthly and annual basis.

What if in the initial self-regulation negotiations (actually a rather inaccurate word for we are at the mercy of the DNR regulators) the golf industry, in general and across the state, arrived at the table with an immediate cut of 5 percent from the total amount permitted for golf course irrigation? As the first industry to *ever* pursue a reduction, much less self-regulation, we would be setting a precedent well worth consideration.

Imagine the surprise of the water-

regulating agency when the golf industry presents a staged plan of water reduction, when called upon, with the goal of never loosing the ability to water the fine playing surfaces. Consider this idea of an example program... and bear in mind that it is rough, unapproved and still in the formative stages... each club crafts its own crisis management plan reducing water use upon their course in areas of the Superintendent's choosing based upon staged increments of 6%, 6%, 6% and 2% every thirty days and not to exceed 20%.

What if this self mandated accountability, supported by all golf-allied associations, state agencies and local authorities indicated such progressive thinking that specific exemptions were created to protect golf destinations from unreasonable regulation. Imagine how helpful this solidarity would go when other issues such as nutrient fate and pesticide use come under the scrutiny and predation of uninformed sectors of society.

Here is the catch though...the MGCSA needs everyone, yes everyone including those who are not currently members of the Association, to participate in this endeavor. This isn't a membership rally cry, this is a true "come to Jesus" as without the majority...over 90 percent of all courses buying in the proposal... our industry could meet some hard opposition.

Am I scared of golf loosing its access to irrigation water? Yes! Too the point of embarrassing myself? Well maybe not so much, as I believe in the power of the Association as leaders in this initiative and the respect we have garnered as stewards of the environment.

I'd like to think that we are the sharks in this tank!



A Good Year For B

by Peggy Boike, Bluebird Trail Monitor at Chisago Lakes Golf Club

Bluebirds have been in the news lately - record numbers of young bluebirds were reported all around the state this year. And, that's certainly the case for the bluebird trail at the Chisago Lakes Golf Course in Lindstrom, as 71 new bluebird chicks fledged from 13 nest boxes, an average of 5.5 chicks per nest box location. This is the highest number of fledglings since I took over as the bluebird trail monitor in 2007 - not bad, but could be better.

I report my statistics every year

(eggs laid, eggs hatched, young fledged) to the Bluebird Recovery Program of Minnesota (BBRP). In 2011 the BBRP received 525 reports from Minnesotans, including 38 from golf course trail monitors. If you monitor bluebird houses, whether on a golf course or elsewhere, BBRP would like to hear from you. To learn more about this organization and the work it's been doing since 1979 to help the bluebird, visit their website at: bbrp.org.

The 2012 season at Chisago



Bluebirds!

rates is how many boxes actually attract bluebirds. This is where the “fledged per nest box location” statistic is important to consider. A good rule of thumb is that if a location (usually a pair of nest boxes) has not attracted bluebirds for two years, it’s time to make a change. Sometimes moving a nest box a short distance will do the trick.

For example, a pair of nest boxes on the course was located in what I thought was perfect bluebird habitat. Tree swallows nested there in past years, but never bluebirds. At the BBRP Expo in April, I learned that bluebirds like to be at the highest elevation in the area, so I moved the pair of boxes from the side of the knoll to the top, and that was all it took to attract a nesting pair of bluebirds. That helped to increase my “fledged per nest box location” value.

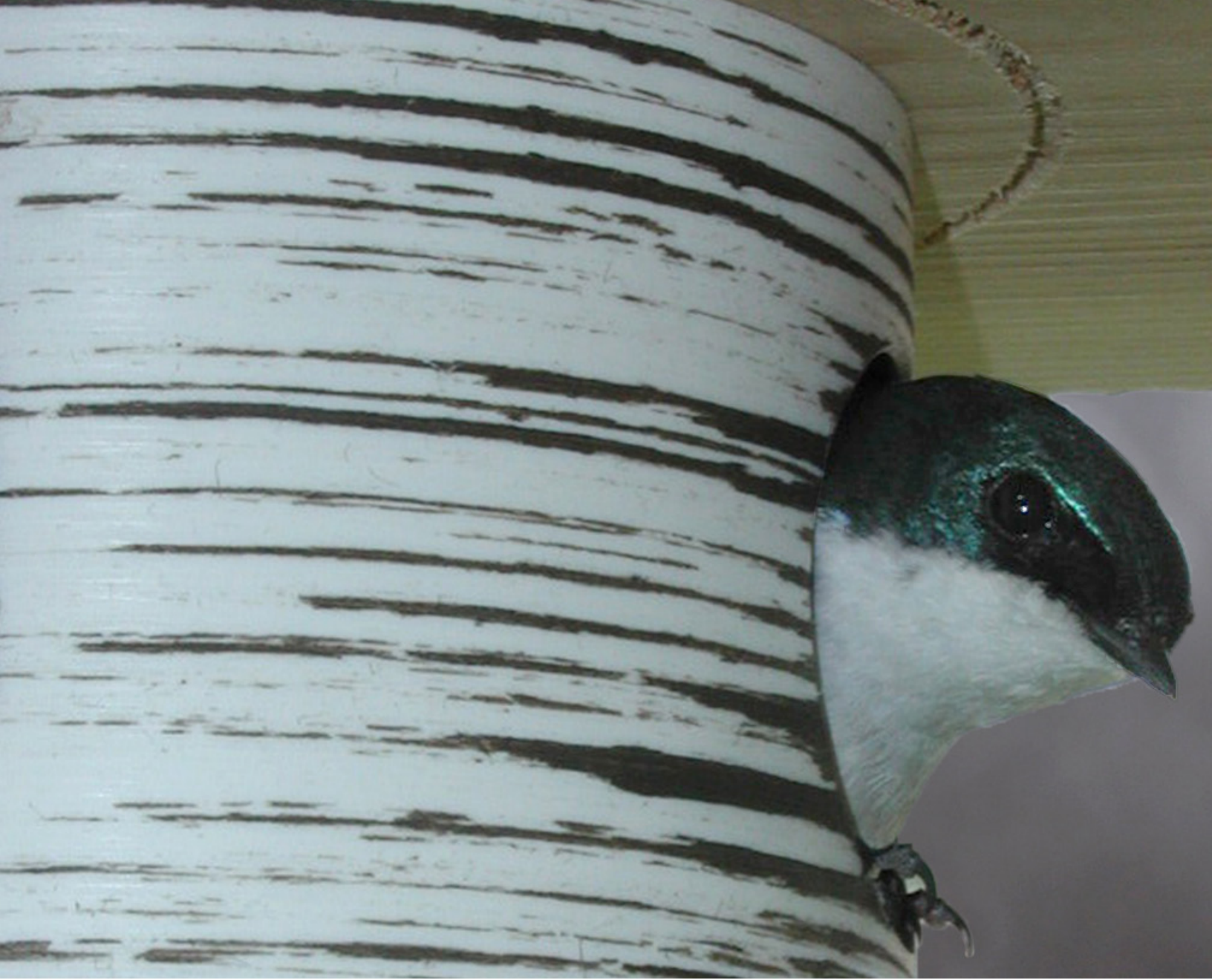
What else can impact that value?

Opposite: Building the nest. Below: First born of four.

Lakes GC started earlier than usual, with the first bluebird egg being laid on April 17th, nine days earlier than last year. That pair of “early birds” nested three times this year, an unusual occurrence this far north. Typically, the nesting season in our area is long enough to support only two nestings.

Another aspect of a bluebird trail that obviously contributes to higher fledging





Predators are always a concern. The nest boxes on my trail are mounted on BBRP-recommended polished metal conduit poles, but some kind of predator occasionally gets into a box. Stovepipe predator guards have helped, but in several cases, I believe the boxes were mounted too close to an object - in one case a short out-of-bounds stake from which a predator was able to leap onto the box. I moved them further from the objects, which apparently fixed the problem.

Each year brings new challenges to a bluebird trail monitor. Next spring I may have to move a nest box that has been very productive in the past, because it's located in an area where small evergreens were planted for future landscaping needs. But the trees have grown, and it is no longer a suitable nest box location.

Golf courses have a limited number of suitable nest box locations.

the box in the evergreen area. When the trees are transplanted elsewhere on the course in the future, I can mount a nest box there again.

When nesting season is over, I take down the boxes and store them over winter, but I delay doing this task until late October for a very important reason. In late summer and early fall, bluebirds repeatedly lead their young back to the nest boxes around the course, apparently teaching them how to find suitable nest cavities of their own. This interesting behavior is fascinating to watch.

Let's hope next year's bluebird season will be as great as 2012 was!

Opposite: A pesky neighbor. Below Gene Rabel moves a nest

Ideally, boxes should be placed at least 1,000 feet apart to accommodate bluebirds' territorial requirements. Installing too many boxes for the property size is counterproductive. Also, they should not be placed where they might interfere with golfers or grounds maintenance personnel. Sometimes the only option is to remove a nestbox, and that may be the case with



Imprelis: What You Don't Know Will Cost You

by John E. Lloyd, Ph.D. and Manuel Jordán, B.S., ISA Certified Arborist

Imprelis® herbicide has killed over a million trees in urban landscapes, parks and golf courses throughout the United States. Many golf course superintendents and managers are unaware of the long-term impact on their own courses. Damage caused to trees by the herbicide can be in the millions of dollars for just one 18-hole course. DuPont and its product distributors are assisting property managers with claims and are paying to replace trees that were killed or to 'treat' damaged.

DuPont contracted with tree care companies throughout the United States in fall of 2011 to evaluate trees on impacted properties. And, based on the replacement formula DuPont developed, have offered most claimants settlements based on that initial evaluation. For most properties, most with less than 5 trees, the settlements are very reasonable. However, as we discovered during the 2012 growing season, properties with large numbers of trees,

such as golf courses, stand to lose more



Figure #1: Dead tips on a Black Hills spruce (Picea abies 'Black Hills') impacted by the herbicide Imprelis®.

trees to the herbicide over time than those that were identified as damaged in fall of 2011.

Without a re-evaluation of trees inventoried by the DuPont contractors, golf courses could be short changed significantly by the proposed settlements.



Figure #2 Dead terminal buds on a Colorado blue spruce (*Picea pungens*) impacted by the herbicide.

What can golf courses do?

Step #1: Did we use Imprelis®?

Identify if your staff or a contractor used the Imprelis® herbicide in 2011. Imprelis® was only available in 2011 and was subsequently taken off the market. Your land care manager and any contractors your staff hire are required by law to list what herbicides are used where and at what time. Look through those records and see if Imprelis® is listed on any treatments. If it isn't breathe a sigh of relief. If it is, identify the areas that were treated and plan to examine the trees and shrubs along the fairways and in any rough areas that may have been

treated. If you did use Imprelis® and also had a DuPont contractor evaluate your trees, plan to do a cursory re-evaluation. Carefully examine the trees on the original survey as well as trees in the same treated areas that may not have been listed by the contractors.

Step #2: What are we looking for?

Since it is winter don't bother with the deciduous trees (those with leaves), instead look at the conifers (spruce, pine and arborvitae) to see if there is damage. Most conifer damage occurs on new tissue at the end of the branch tips.



Figure #3: Fused needles on a Colorado blue spruce (*Picea pungens*) impacted by the herbicide Imprelis®.





On spruce (Colorado, Norway and Black Hills) the damage can range from entirely dead tips to just dead terminal buds. Also look for distorted, misshaped or otherwise abnormal needles and twigs. Needles fused together, twisting and curling of needles, along with tumor-like gall formations on twigs are three indicators of Imprelis® damage on spruce. (Figures 1-5 illustrate damage associated with Imprelis® on spruce.

*Above: Figure #4: Twisted and curled needles on a Colorado blue spruce (*Picea pungens*) impacted by the herbicide Imprelis®.*

*Right: Figure #5: Twig tumors (galls) on a Black Hills spruce (*Picea abies* 'Black Hills') impacted by the herbicide Imprelis®.*

*Below: Figure #6: Distorted needles and dead terminal buds on a) Austrian pine (*Pinus nigra*), b) Ponderosa pine (*Pinus ponderosa*), c) Red pine (*Pinus resinosa*), d) Scots pine (*Pinus sylvestris*) and e) Eastern white pine (*Pinus strobus*) impacted by the herbicide Imprelis®.*



On Austrian, Red, Scots and Ponderosa pine the most common symptoms are dead terminal buds and twisted and distorted needles. Arborvitae damage appears as distorted scales at the terminal end of the needles as well as reddening of the impacted tissues that eventually turns a grayish-tan color as it dies. (Figures 6-9 illustrate damage associated

with Imprelis® on pines and arborvitae.) The symptoms indicate that the trees were impacted by the herbicide. More thorough examinations in the spring will be necessary to determine the extent of the damage as well as whether or not the trees will survive or be permanently deformed.



Above: Figure #7: Close-up of distorted needles on Arborvitae (Thuja occidentalis) impacted by the herbicide Imprelis®.



Left: Figure #8: Close-up of reddening needles on Arborvitae (Thuja occidentalis) impacted by the herbicide Imprelis®.

Below: Figure #9: Close-up of dying needles on Arborvitae (Thuja occidentalis) impacted by the herbicide Imprelis®.

Step #3: How are we going to deal with this in 2013?

Develop a plan for evaluating the trees in 2013 and connect with your attorney to see what options are available for submitting a claim in 2013. If you've submitted claims, have your attorney negotiate with DuPont over adding trees or changing the status of



trees from the 2011 survey. Impacted properties have until December 31, 2013 to submit claims for damage due to the application of Imprelis® herbicide.

Keeping Track:

While the problems caused by the use of Imprelis® are massive, DuPont is negotiating in good faith with properties that were impacted by using the herbicide. Unfortunately, Since Imprelis® was a brand new product, neither DuPont nor the Universities or government agencies know how many years the damage to trees will continue. Developing an inventory of affected trees is the first step to making sure that every damaged tree is accounted for in any settlement and that each impacted tree can be monitored over the next several years to see if decline continues.

Inventories can range from hand drawn maps to computer generated maps with GPS coordinates. What golf courses can use is dependent on the size of the property, number of trees and labor available to assist with damaged tree identification. Photographs of damaged trees must also be included with the inventory. When claims are submitted photographic evidence is

required to support the addition of new trees to the surveys that were completed in fall 2011. In cases where tree decline has continued, DuPont may also choose to send their contractor to reevaluate the based upon the new reports that are submitted.

About the authors: John E. Lloyd, Ph.D. and Manuel Jordán, B.S, ISA Certified Arborist, work with the Plant Health Institute located in the Twin Cities. (www.PlantHealthDoctors.com).

The authors can be reached at (612) 720-1644 or by e-mail at DrJohn@PlantHealthDoctors.com and Manuel@PlantHealthDoctors.com, respectively. All photos in this article taken by John E. Loyd, PhD.



Bayer Environmental Science

March 11, 2013

MGCSA Assistants Meeting and Hen House Building Event

10,000 Duck Campaign

Lunch provided by Mike Kelly and Bayer Environmental Science

Where? TPC Twin Cities Turf Management Center, hosted by Assistants Mark Michalski from TPC Twin Cities and Justin Bicek from North Oaks Golf Club

On Monday March 11th, MGCSA Assistant members will have the opportunity to learn about duck habitat and build a take home project...a mallard hen house... for placement in a water hazard on their course.

8:30-9:00 Registration

9:00-10:00 MGCSA Membership/Assistants Forum

10:00- 11:00 Delta Waterfowl Presentation

11:00-12:00 lunch

12:00-? House Building Project

Cost of the day including materials to build your own hen house: just \$20

Prior to the Delta Waterfowl presentation and construction project the Assistant Superintendents will have time to discuss in an open forum how the MGCSA can best serve their needs.

Please use the Universal Registration form to sign up call or email Jack at 651 324 8873 or MGCSA.org for more information.

It just wouldn't be the same without you.

“Long Distance Call



The world Wide Web is has become one of the best tools we have at our finger tips. With email, face book, twitter, blogs and Google it is becoming more and more part of our job as managers to be able to navigate the internet. Just imagine

not having this unlimited supply of information at your disposal. That is what I was faced with my first two years as a Superintendent. We did not have internet in our Turf Care Center.

ling”;

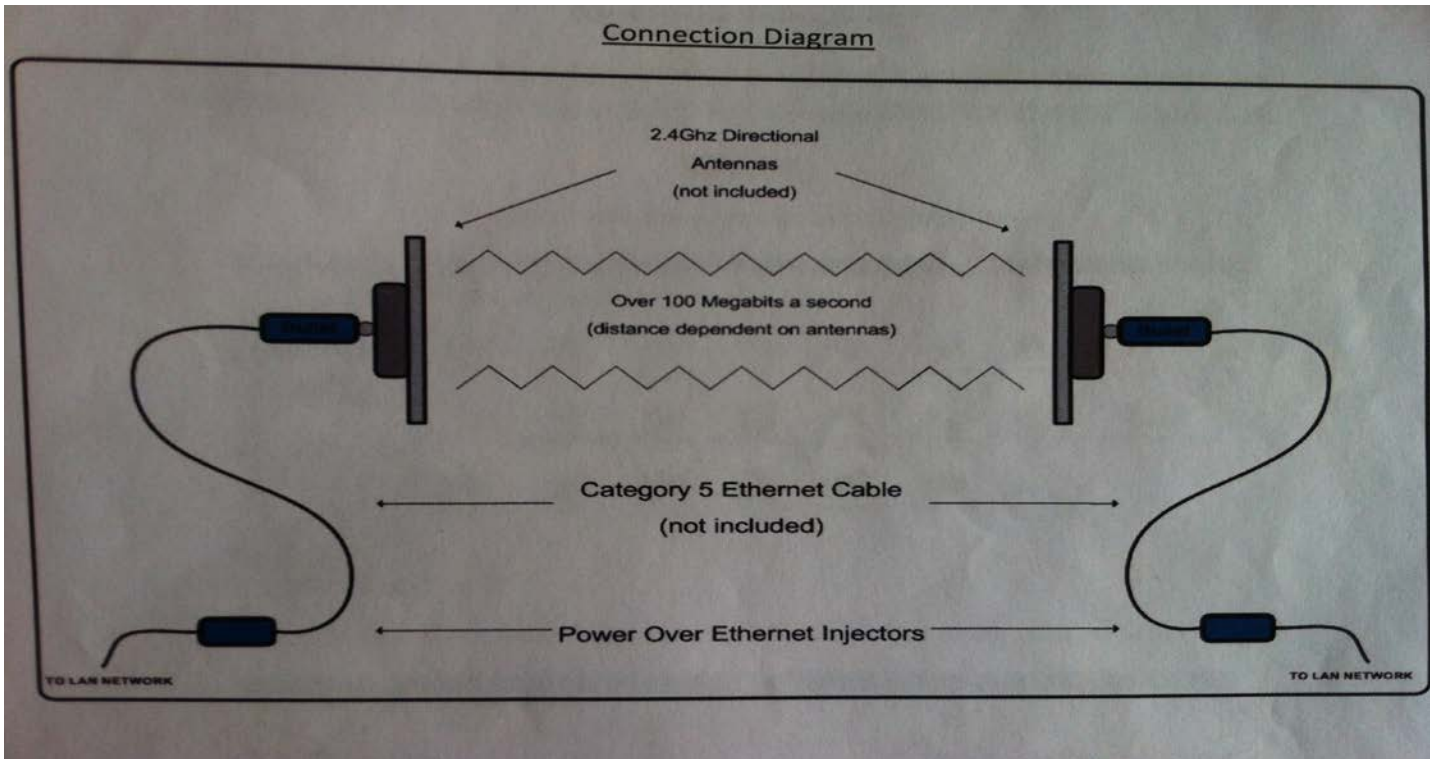
ess made SIMPLE

By Jamie Bezanson, Superintendent, Oneka Ridge Golf Course

Wireless internet (Wifi) was available in the clubhouse, which was 1500’ from the Turf Care Center. After many trips to the clubhouse to research something or correspond with someone, I had had enough. I needed to find away to get internet to the maintenance facility. I looked into getting a separate phone line or high speed cable but the monthly costs were too high. My alternate solution was to

find away to broadcast the wireless signal from the clubhouse to the Turf Care Center. All the routers I looked at in the big box stores did not have the range I was looking for.

I researched the internet (at the clubhouse), and found a company that sold directional antennas that could transmit the signal up to five miles. There was even one that could shoot the signal up to 18



miles.

The company's website is (www.radiolabs.com). With skepticism, I called the company to find out more. The Radiolabs staff reassured me that indeed the product would fit our needs. I purchased a Bullet compact 802.11N wireless bridging system with 50' cables and it was delivered in days.

The following day the equipment manager mounted the directional antennas to the Clubhouse and to the Turf Care Center. I configured the bullets to communicate to one another and plugged into the clubhouse router. I

purchased an additional router for the Turf Care Center and in a matter of a couple hours we were surfing the World Wide Web.

This project brought huge savings to our business and will pay for itself in months. We accomplished this project for less than \$500.00 and have no additional monthly cost. By adding the internet to our tool box, the Oneka Ridge maintenance staff has enjoyed huge benefits. We increased our efficiency and improved moral by completing the work in house. With Hole Notes going digital recently, there is not a better time to do a project like this.



MINNESOTA GOLF COURSE SUPERINTENDENTS' ASSOCIATION

Presents "The SCRAMBLE"
AT MEDINA Golf and Country Club



MONDAY, June 3, 2013

Medina, Minnesota

HOST SUPERINTENDENT: Erin McManus

This is a combined scholarship/research fundraising event. Proper golf attire required. \$120 entry fee (per person) includes lunch, research donation, range balls, cart fee, and heavy appetizers. The format is a scramble and open to all members with emphasis placed upon inviting your club officials to join in the fun. Prizes from the Pro Shop will be based upon participation. A 50/50 skins game for \$50 per team. 50 percent of which goes to the Research and Scholarship funds. Low net and low gross as well as long drive, closest to the pin and longest putt. Join the fun, it won't be the same without you!!!

FORMAT: FOUR-PERSON SCRAMBLE

11:30 - 12:45 p.m. Registration - Driving Range available, lunch
1:00 p.m. GOLF - Shotgun
5:30-7:00 p.m. Reception and heavy appetizers
(Dinner tickets available for \$50 ea. -- includes donation.)

----- REGISTRATION FORM -----

PLEASE FILL OUT COMPLETELY. THE DINNER COUNTS ARE IMPORTANT.

NAME	CLASS	GOLF COURSE / COMPANY	GOLF - \$120 ea.	DINNER ONLY - \$60
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_____	_____	_____	_____	_____
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REGISTER: ___ GOLFERS @ \$120 ea (Golf, dinner, donation, range balls, cart) ___ NON-GOLFERS @ \$60 ea. (Dinner, donation)

TOTAL ENCLOSED: \$ _____

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Make check payable to MGCSA and mail to: MGCSA, 10050 204th Street North, Forest Lake, MN 55025

REGISTRATION DEADLINE: **May 27, 2013**

NGE 18 Hole Challenge: Thank You

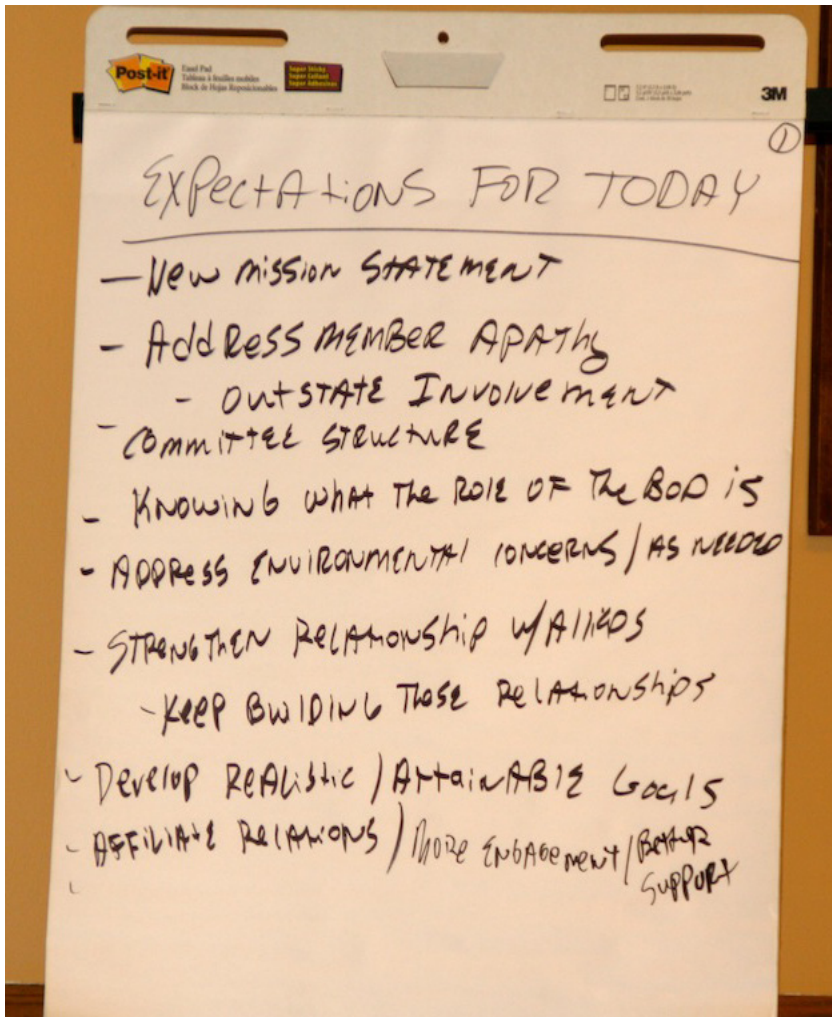


Thank You Sponsors!

: Yes, Jim AGAIN!!!



MGCSA Board of Directors



action plans to guide the MGCSA for the months and years to come.

For Randall, the MGCSA was not unlike many regional associations he has helped guide in this manner. At the end of the session, the goal is always the same.

“Everything done at this meeting is done to provide leadership and value for members of this association,” Randall said.

The first course of action was to try and define what the board was looking to get out of the meeting. The expectations were:

- New Mission Statement
- Address member apathy, including more out state involvement
- Look at committee structure and standard operating procedures
- Knowing what the roles of the board is
- Address environmental concerns as needed
- Strengthen relationship with allied organizations with a focus on building these relationships
- Develop realistic/attainable goals
- More engagement with affiliate members/get better support/build rela-

In an ever changing world, an operation that has forward thinking and a solid plan to realize the advantages of that thinking can and will succeed. That was the overall goal of the MGCSA Board of Directors who met at Cragun’s Resort February 17-19 2013 for a strategic planning session.

Guided by Steve Randall, the GCSAA Associate Director of Chapter Outreach, the board spent two days of discussion and analysis addressing strengths and shortcomings of the association, and coming to agreement on

ers Crafts New Initiatives

By Dave Kazmierczak CGCS

tionships

- Look at web site and overall communications
- Demonstrate the value of membership



Steve Randall from the GCSAA facilitated the event

Once the collective figured out what areas they wanted to address both short and long term, the team underwent a SCOR (Strengths, Challenges, Opportunities, Risks) analysis. From this analysis, a narrowing of focus on key issues was drawn. The analysis came up with the following:

Strengths:

- Education – provide several offerings and speakers each year
- Networking
- Availability of communication, including the MGCSA web site, Hole Notes, the Stimpmeter
- Strong executive staff
- Engagement of board – looking to move forward
- Golf-rich state where superintendents matter
- Solid percentage of members that participate (10%)
- New research initiative with the University of Minnesota/Overall relationship with the U of M
- Environmental stewardship committee
- Solid financially

Challenges:

- Geography
- Member apathy
- Vendor apathy
- Board apathy
- Generational gaps – a tie in to social media, etc.
- Outreach
- Self-promotion
- Career training/advancement
- Loss of golf facilities
- Regulations – water, pesticides, others
- Time



Hard work made for hearty appetites!!! The MGCSA Board of Directors feasted on home-made lasagna.

- Following up with new members
- Perception of the board as “Good Ol’ Boys”

Opportunities:

- Equipment techs/education
- Outreach
- Students
- Interaction with turf clubs
- Self-promotion
- Advocacy
- Web Site – as a revenue source, a

library, a solid form, etc.

- Board Transparency

Risks

- Fear of Failure
- Financial
- Legislation/Regulation
- Reduced membership/member loss

Through the SCOR analysis, it was apparent that improving the chapter’s relationship with affiliate members, and environmental stewardship were key

issues the board needed to address. Outreach was also a huge opportunity. It was decided that direct personal contact was important to help address this issue. The chapter is providing solid educational opportunities. Members also have numerous ways to receive information. With the generalities identified, it was time to get down to specific actions, and the first was to tackle a new mission statement.

In reviewing the previous mission statement, it was very lengthy. Executive Director Jack Mackenzie created a possible mission statement to address the existence of the chapter which related to today’s conversation. The result, with the urging of Randall, was agreed upon by the board and reads in this manor:

“Advancing the art and science of golf course management and promoting the welfare of its members and the pro-

fession.”

This short, concise and to the point statement will serve as a guideline for all members and potential members as to the reason why the MGCSA exists well into the future. With that defined, the board then looked to the future. What vision does the board have for the future and how will it get there? This was the question posed, and after much discussion, the board decided on five important points to include in their vision statement. They are:

- Provide top-notch quality education
- Be an organization encouraging input and quality information exchange

- Provide responsible environmental leadership
- Be leaders in advocacy and outreach within our profession
- Promote and support research efforts to benefit the game

With the important matters defined and discussed, it was time to figure out what goals the board wanted to accomplish and, more importantly, how to accomplish them in a set time frame. Once again, Randall helped guide the board through the many thoughts and ideas, to come up with specific action plans and dates to ensure completion and implementation of the solid ideas presented in the meeting. The goals the board came up with are as follows:



Focused on advancing a great Association!

1) Finalize and implement Best Management Practices (June 2014)- Environmental Stewardship Committee to execute this goal

a. Currently chapter one of three has been worked on

b. Refer to current time line to accomplish this goal

2) Develop a clearly defined governance model (November 2013) – Executive Committee to execute this goal

a. Development of SOP's and policy guidelines

b. Research templates from other organizations (ongoing)

c. Look at current SOP's (ongoing)- committee chairs will be in charge of their own committee SOP

d. Look at committee structure

i. Have president and executive present recommendations to the board – this is being discussed during Feb. 19 meeting

e. Advocate the development of an outreach committee

3) Create a two-way strategy to enhance our relationship with industry (vendor) partners (September 1)- Communications committee to execute this goal

a. Personal 1 on 1 conversations with affiliate/industry partners

i. Engage current affiliate board members

b. Split board members up with affiliate – make phone calls – complete an introductory call after assignments are made by March 1

c. Match members with vendors who have a business relationship as possible

d. Craft White paper so message is consistent

Action Item:

- Execute recently developed research initiative (ongoing)
 - o Develop on-line library
- \$20,000 committed annually for research
 - o Being refined by committee March 5
 - o U of M will provide reports to six regions
 - o Specify research topics
 - o Work with allied golf organizations to execute the message
 - o Promote Current research with the U of M

The board also discussed ideas and concepts to engage equipment technicians and possibly consider special education sessions to focus on this in the future. Continuing the efforts to establish and maintain relationships with allied golf organizations was emphasized.

Once these outlines were achieved, the board concluded that it was satisfied with the progress made during the session. Everyone reviewed our objectives for the meeting, and it was agreed they had been met.

With continued support from Randall, the GCSAA and the MGCSA membership, the board is looking forward to taking these concepts and ideas to produce viable results benefiting the membership for years to come. It is hoped that these accomplishments will open more opportunities to lead and advocate for the very members that have entrusted the board with these duties, further strengthening the MGCSA, and providing leadership beyond the foreseeable future. It was agreed by all who attended, that this kind of forward thinking will produce these desired results.



FORE!!! New Board member Casey Andrus shows some finesse during a brief respite from the business meeting.



— PLATINUM



— GOLD PA



— SILVER PA



THANK YOU

PARTNERS



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10,000 Duck Campaign Underway in March

On Monday March 11th, MGCSA members will have the opportunity to learn about duck habitat and build a take home project...a mallard hen house... for placement in a water hazard on their course. The 10,000 Duck event will take place at the TPC Twin Cities Turf Management Center in Blaine. Considering almost all golf courses have water hazards or wetlands conducive to duck habitat it only makes sense to take advantage of these environments to increase the bird's population through the introduction of hen houses.

Appreciating the public relations

opportunity, MGCSA President Scottie Hines CGCS pursued and received support for the endeavor from the group Delta Waterfowl. Realizing the potential for a strong partnership, Delta Waterfowl representative Adam Benker jumped at the chance to support the program and has hopes to make it a nation wide effort.

Delta Waterfowl is all about increasing duck populations. When waterfowl populations crashed in the Dirty '30s, Minneapolis businessman and sportsman James Ford Bell set out to protect the waning resource. The founder of General Mills, Bell believed the best hope for sustaining waterfowl populations for

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future generations to enjoy was through a science-based understanding of the birds' behavior.

Bell appealed to the scientific world for help, and one of the first to respond was Dr. Miles Pirnie of Michigan State University. To date Delta's student program has produced some 350 alumnus who have written more than 730 research papers that have advanced our understanding of waterfowl immeasurably. The list of students who have passed through Delta's research program reads like a Who's Who in waterfowl management.

Delta remains true to Bell's vision, and believes conservationists have a responsibility to "follow the science" when making management decisions. In 2003 the organization took a bold step by launching the Delta Duck Production Program, an effort to put the findings of its research to work through the application of scientifically proven management tools like predator control and nesting structures called Hen Houses.

Hen Houses enjoy up to 80 percent usage rates and as high as 80 percent nest success, making them one of the most cost-

effective tools for increasing production. Several states have hen house programs in partnership with Delta Waterfowl. This would be the first opportunity for a state golf course association.

"Everyone associated with Delta Waterfowl is proud of the organization's journey of scientific discovery, from Al Hochbaum in the 1930s and to the talented students working in the field today," says Delta

President Rob Olson, himself a Delta student.

"We're committed to continuing our legacy by putting that research to work producing more ducks for duck hunters. We're also committed to educating the next generation of waterfowl hunters, because hunters are the backbone of conservation. Always have been, always will be."

It seems to be a perfect partnership for the MGCSA and Delta Waterfowl. The format includes six volunteer Delta Duck House Construction Masters who will act as team leaders in utilizing a mass production system to generate at least 100 houses in just a few hours. The MGCSA will furnish the labor and distribute the houses to their final destination on golf courses everywhere in the state.



Thank you John Spaulding and Syngenta



For Sponsoring the MEGA Seminar

Mallard Magnets...ONLY \$25!!! email jack@mgcsa.org

Mallard Hen Houses for sale: \$25 includes house and standing pole.
The Assistant Superintendent's, with the help of Delta Waterfowl, hope to make 100 of the *mallard magnets* on March 11, 2013.



Mallard Magnets...ONLY \$25!!! email jack@mgcsa.org

Shop Tours 2013 a *HUGE* Success!!!



Benefits of Membership in the MGCSA

MGCSA.org: The MGCSA provides its membership an electronic destination. The site offers a broad range of services including latest news, meeting information, important links, local association contacts and meeting schedules, as well as a market place for used equipment or student internships. Links are provided to the Affiliate Members who advertise on the web site.

Education: The MGCSA provides a range of high quality discounted professional education with more than 100 hours of relevant classes at the Northern Green Expo in January each year, supplemented by an extensive program at the Mega Seminar, as well as the annual MGA Spring Turf Forum.

Research: The MGCSA coordinates with researchers at the University of Minnesota's TROE Center to make sure you get the information you need. The association also directs Turfgrass Research Benefit Week, the annual sale of donated tee-times, to raise money for golf turfgrass research. And the association also contributes to The Turf Endowment fund to ensure a continuing program at the University of Minnesota.

Government Relations: The MGCSA provides access to the State Capitol through a continued relationship with the Minnesota Golf Association and other Green Industry Allies. This service keeps your association aware of issues likely to affect golf as they emerge rather than after the fact. This proactive presence also helps us educate legislators and regulators by providing solid information and research findings as they strive to make sound decisions for the good of the whole community. The MGCSA has representation at the Minnesota Nursery and Landscape's 'Day on the Hill' event.

Hole Notes Magazine: The MGCSA provides an award winning professional golf course superintendent association journal. Published ten times each year in a digital format, *Hole Notes* strives to provide relevant, interesting information that reflects the personality and professionalism of the membership. Links are provided to the Affiliate members who advertise in the magazine.

Membership Directory: At the Member's Only section the MGCSA provides an annually updated listing of names and contact details for every member of the association. This electronic directory puts each within fingertip reach of around 700 allied professionals across the region.

Employment Referral Service: The MGCSA provides a link between the people with jobs and those who want them. The employment referral service is available on-line at MGCSA.org as well as electronically delivered weekly through 'e-updates'.

Email Alerts: The MGCSA uses the internet to provide updates and alerts on urgent matters as they arise so we remain current with issues that may effect you, the industry and the Association.

Scholarships: The MGCSA extends its support to the next generation through an annual scholarship program to assist children and grandchildren of superintendents who have achieved academic excellence.

Wee One Support: The MGCSA annually hosts a Wee One fund raising golf outing with the proceeds going to support this outstanding program that serves those in the golf course turf management industry.

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Within the Leather

by David Kazmierczak CGCS

“ People see what they want to see, and what people want to see never

has anything to do with the truth,” – Roberto Bolano

Perception is the ultimate double-edged sword. We come to understand our environment, our surroundings and our relations through perception. We perceive something to be one thing, and sometimes it is, and sometimes it is not. Truth is universal, perception of truth is not.

For that reason we should always question out perceptions. Trust our instincts, but question whether or not our perception is clouding our judgements. It is an easy trap to fall into, and when our perceptions fail us, the results can give us feelings ranging from insignificance to downright stupidity.

When I first moved to Minnesota, my perception was that this was the land of integrity and kindness. The people of Minnesota were deemed upstanding, and well, nice. The perception of “Minnesota Nice” was

mgcsa.org

never lost on me, and having lived and traveled in a wide variety of places I would put the people in the upper Midwest against any other place I have been.

When I first arrived, I traveled to just about every golf course shop facility on the east side, and a few in the north and south looking for any kind of assistant position. Since it was August, there was nothing there, but after explaining my situation, almost every superintendent I had contact with wished me luck and said they would keep me in mind. I did not have one bad encounter. Not one guy said he did not have time, or told me to go away even though I had showed up unannounced. I even had one guy at a golf course named North Oaks Golf Club look me right in the eye after relaying my family situation and said: “Why don’t you stay home with your children.” That was exactly what would happen the next two years. My perception of Minnesota became truth, and that guy at North Oaks’ perception was spot on as well.

When I became the Superintendent at Prestwick, I started to go to MGCSA meetings, attended the GCSAA show and Minnesota Room as it was called back then, and began trying to get to know fellow

superintendents. Naturally, I felt like an outsider, although nobody in particular made me feel that way. One day I had a conversation with another area superintendent who was not a native, and he kind of convinced me that the MGCSA and the local native guys were fine, but very tight. He related that he never really felt comfortable or included, and kind of re-enforced a feeling I was getting. Our perception was that of the “good old boy” network in Minnesota, one that was tough to infiltrate.

Fast forward a dozen years later. After three unsuccessful attempts to serve on the MGCSA (One in which I was one of three candidates for three spots and still lost), I was finally elected. I quickly realized after a few meetings that the good old boy theory was just plain wrong. I found the executive branch was not from the area, and had zero feelings of not being included, wanted, or anything of the sort. My perception had failed me, and I felt like a complete idiot for ever thinking it.

After serving one year on the Board in 2012, the 2013 board features four new members, whom I got to know well last week at the MGCSA board retreat. One of the new guys stated that he had thought the board was a bunch of good old boys, and that after just a few hours of quality time with

everybody that perception was blown out of the water. Just like mine.

So the question is, how many of the MGCSA’s current members and even non-members feel like I did- that the MGCSA, or even a small get together of regional superintendents not in an MGCSA setting are exclusive and non-inviting. How did this perception become truth in my mind? It was simple- by not questioning the perception, and not trying to find the truth.

Wars have been waged, and millions have perished from the perception of a false reality. Always question your perception. In my case, the reality was that the MGCSA needs me, and others like me, to further the progressive endeavors of the association, and give substance and quality to every person involved in the MGCSA and golf course industry. My perception delayed the truth, as it did with the new board member.

Do not let false perception get in the way of finding truth in all you do. One needs to be perceptive in their endeavors, but take the time and effort to define the truth and avoid the double-edged sword.