

# Hole Notes

The Official Publication of the MGCSA

Vol. 54, No. 9 October 2019



2019 MGCSA

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## Mark Your Calendar:

November 7

Southwest Outreach Education and Forum at Interlaken in Fairmont  
Host Billy Brooks

November 21

Pesticide Recertification at Town and Country Club  
Host Bill Larson CGCS and Winfield United

December 4 and 5

The MEGA Seminar at Hazeltine National Golf Club  
Host Chris Tritabaugh



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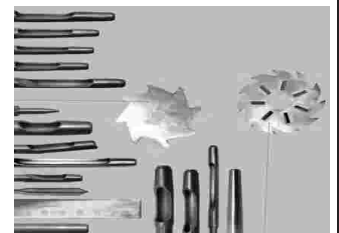
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***On the Cover  
 Mike Mohn, left and Dan  
 Kampa are the 2019 Don  
 White Memorial Match Play  
 Champions.  
 Congratulations!***

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# Presidential Perspective

by Matt Rostal, Superintendent Interlachen Country Club

October is upon us and the end of the season is fast approaching! That is great news, but I am trying to form a plan on what we can accomplish on the golf course for the remainder of the season. My time as the MGC-SA president is ending soon too (3 months) and I am also focused on accomplishing a few goals I set out with last January. Here are the three I would like to focus on for the remaining time I am president.

## Event Participation

This year we had mixed results on event participation for a multitude of reasons, but we also had great turnout for the historically well attended events. The Wee One on September 23rd was a huge success with 23 foursomes playing Le Sueur Country Club, which Tom Meier and the entire Le Sueur team knocked out of the park for MGCSA.

Personally, I would thank them for the hard work and stepping up to fill in this year for the Wee One! The scramble at Hazeltine National Golf Club on October 14th is filled and it should be very fun to see how all the teams handle a true championship golf course.

The next upcoming events are educational opportunities with the 1st being the Pesticide Workshop at Town and Country Club on Thursday November 21st. Please sign up early to guarantee your spot as this is open to all applicators who need to be recertified, not just golf course applicators, but all A & E category applicators. Then we have the Mega Seminar at Hazeltine National Golf Club on December fourth and fifth with a great line up of speakers. Both of these educational events should fill up quickly so I recommend getting signed up ASAP.

## BMP's

In 2018 the MGCSA rolled out the

BMP manuals; these four documents are for public information and industry education. It is my goal that every MGCSA member would be familiar with these documents for the reason of future advocacy and individual golf course adoption. Every golf course should have 'facility' manuals because one day we are going to have to show/demonstrate that we are all environmental stewards. So, we should be proactive this off season and take the time to read those manuals! Then, when asked about them, we should all be able to reply we are familiar with the information in them and answer questions intelligently about the BMP's.

### **SMMP Protocol**

The "Soil Moisture Mapping Protocol" was developed by Dr. Chase Straw of the University of Minnesota which was rolled out this past summer to all MGCSA members for free to map your golf course. Since it was rolled out, there has been a fair amount of interest out state and internationally to use these protocols.

I believe the MGCSA should be proactive to support the University of Minnesota and to demonstrate we (Minnesota Golf Courses) are being good stewards in protecting and reducing water usage. I would like to set a goal for 2020, that we can get 50 golf courses to use the protocol. The two benefits for collecting this data is the U of M uses it in research projects and, most importantly, we can use the data to fine tune our irrigation practices and optimize our water usage. I believe this is a win win for Minnesota and Minnesota Golf Courses.

I hope everyone has a good finish to the golf season and is able to put the 'golf course to bed' as planned. My plan this year is to blowout the irrigation system and to apply plant protectants earlier than I did last year! In my 19 years as a golf course superintendent, last year was the first year I almost didn't get everything protected; not this year! Once again, I hope everything goes on schedule finishing up the golf season.

# Mega-Seminar 2019

December 4<sup>th</sup> & 5<sup>th</sup>  
Hazeltine National Golf Club  
720 Pioneer Trail  
Chaska, MN



## 2019 Speaker Line-up

### Wednesday December 4th

Stacy Besonan  
Paul MacCormick  
Brian Youell

### Thursday December 5th

Nelson Caron  
Steve Randall  
Dr. Eric Watkins

**Register today at  
[mgcsa.org](http://mgcsa.org)!**



We are excited to announce this year's Mega Seminar line-up to be held at Hazeltine National Golf Club. There is a unique blend of topics this year focusing on staying mentally healthy in times of stress.

Starting day one, **Stacy Besonan** will focus the morning session on mental health and changing attitudes for overall well being. **Paul MacCormick** follows with an introduction to mindfulness. **Brian Youell** will round out day one sharing his inspirational story about recovery following a tragic accident.

Day two introduces **Nelson Caron** who begins the day suggesting career planning ideas for Superintendents and Assistants. The morning session then doubles down on presentations from GCSAA **Steve Randall** and UMN **Dr. Eric Watkins**. The afternoon session reintroduces **Nelson** to focus on strategies for improved time management. **Paul MacCormick** finishes the MEGA program with relevant insights into what brings professionals down emotionally.

This is unique blend of "personal" topics and presenters that is sure to grab the attention of anyone in our industry. Looking forward to seeing you there!

Education Chairs: Chris Tritabaugh and Eric Ritter CGCS



MGCSA presents

# 2019 Mega-Seminar Schedule

## Wednesday, December 4th

Registration/Networking with assorted pastries and coffee .....	7:00am – 8:00am
Stacy Besonen, Allina Health .....	8:00am – 10:00am
<b>Wellness 101 Keeping Ourselves Healthy During the Golf Season</b>	
Break .....	10:00am – 10:15am
Paul MacCormick .....	10:15am – 12:30pm
<b>The Mindful Superintendent</b>	
Lunch .....	12:30pm – 1:30pm
Brian Youell .....	1:30pm – 2:30pm
<b>The Shot That Changed My Life</b>	
Day One Wrap/Forum .....	2:30pm – 3:30 pm

## Thursday, December 5th

Registration/Networking with assorted pastries and coffee .....	7:00am – 8:00am
Nelson Caron .....	8:00am – 9:15am
<b>Career Strategic Planning for the Superintendent and Assistant</b>	
Steve Randall GCSAA .....	9:15am – 10:00am
<b>GCSAA Update</b>	
Break .....	10:00am – 10:15am
Dr. Eric Watkins .....	10:15am – 11:15am
<b>UMN Update</b>	
Nelson Caron .....	11:15am – 12:15pm
<b>Reconstructing Your Management Staff</b>	
Lunch .....	12:15pm – 1:15pm
Paul MacCormick .....	1:15pm – 2:15pm
<b>The Demons of Greenkeeping</b>	
Panel Discussion .....	2:15pm – 3:15pm

# 2019

*Thank You 2019 Podium Sponsor*

## Mega-Seminar Guest Speakers

December 4<sup>th</sup> & 5<sup>th</sup>

Hazeltine National Golf Club



**Stacy Besonen** has over 22 years of experience in health promotion and the healthcare field. She specializes in chronic conditions management, mindfulness training, wellness and resiliency development in the community of all ages. As an avid runner and strength trainer, Stacy is passionate about nutrition, sleep, mindfulness and physical activity as medicine, and how they together can change the physical, emotional and mental outlook in individuals. She believes in the power of her client's goals and living your truth every day. She promotes and integrates holistic scientific research, education, and practical applications of sports medicine and exercise science to maintain and enhance fitness, health, and quality of life. She is excited to be serving as a liaison for the prevention and reversal of chronic disease throughout the county at Buffalo Hospital, part of Allina Health.

**Steve Randall** oversees the field staff program and other chapter services, which aim to strengthen the awareness, access and engagement of GCSAA programs and services. Randall and his team help advance chapter operations and chapter leadership which support GCSAA at the local and regional level. Randall received a bachelor's degree in business management and communications from St. John's University and a master's degree in mass communications from the University of South Dakota.

**Nelson Caron** has a Bachelor of Science degree from North Carolina State University with over 20 years of experience in golf course management. Since 2008, Caron has been the Director of Golf Course and Grounds Maintenance at The Ford Plantation Club in Savannah, Georgia. Caron serves on the Georgia GCSA Board of Directors and was a USGA Green Section Committee Member for several years. Five years ago, Caron opened a part-time venture; Caron Consulting. The consulting business specializes in aiding clients with golf course management, construction, environmental solutions and executive staffing needs. In 2009, Caron created The Pete Dye Scholarship Foundation, a 501(c)(3) tax deductible organization, as a developmental internship program for young professionals with a passion for golf course maintenance.

**Paul MacCormack** is the Superintendent & General Manager of Fox Meadow Golf Course, located in Stratford Prince Edward Island. He is also the author of the Mindful Superintendent Blog on Turfnet, a platform that focuses on the importance of self care, balance, and mindful living as it relates to the lives of greenkeepers.

**Brian Youell** is the Master Superintendent at Uplands Golf Club. He has been with Uplands Golf Club since 1981. He has served on the Board of Directors for the; Western Canada Turfgrass Association, British Columbia Golf Superintendents Association, the Canadian Golf Superintendents Association and hosted 18 PGA Tour Canada events at Uplands Golf Club. In 2013 he was awarded the CGSA "Superintendent of the Year Award" For Canada. In 2016 Brian was awarded The Governor General of Canada "Sovereign's Medal." One of Canada's highest honors. In 2018 Brian won the GCSAA "Leo Feser Award."

**Dr. Eric Watkins**, University of Minnesota, focuses on the development of low-input turfgrasses for cold climates. A major emphasis in recent years has been improving winter hardiness in perennial ryegrass using a number of different field and laboratory approaches including field-based screening, controlled environment evaluation, and metabolomics. My program has also led efforts to identify and improve low-input turfgrasses for various landscapes. In particular, we have demonstrated the usefulness of the underutilized fine fescue species for a number of turf management systems including roadsides, home lawns, and golf courses. We are now in the process of improving these fine fescue species for wider use in these environments through a federally funded multi-state breeding project.

## 2019

# Mega-Seminar

## Event Cost

December 4<sup>th</sup> & 5<sup>th</sup>

Hazeltine National Golf Club

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The Syngenta logo features the word "syngenta" in a blue, lowercase, sans-serif font. A small green leaf icon is positioned above the letter 'n'.

Both Days per individual attendee \$175

Single Day per individual attendee \$100

\* cost includes presentations, meals and networking breaks

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### Minnesota Chapter



# GCSAA

Golf Course Superintendents Association of America

# **Turfgrass Breeding 101: Making the Right Selections**

**Garett Heineck**

**Postdoctoral Associate**

**Departments of Horticultural Science and Agronomy  
and Plant Genetics**

**University of Minnesota**

In the last Turfgrass Breeding 101 article, Dr. Watkins explained the gist of the University of Minnesota turfgrass breeding program and also went into some depth on the history of turfgrass breeding in the United States. Through a short description of genes and introduction of the concept of heritability, readers learned about the importance of phenotypic (what a plant looks like) variation. There are often multiple versions of any one gene within a turfgrass species: these are called alleles. Changes in allele frequency are, in large part, the cause of phenotypic diversity among cultivars.

Dr. Watkins described that the number of gene copies, or ploidy,

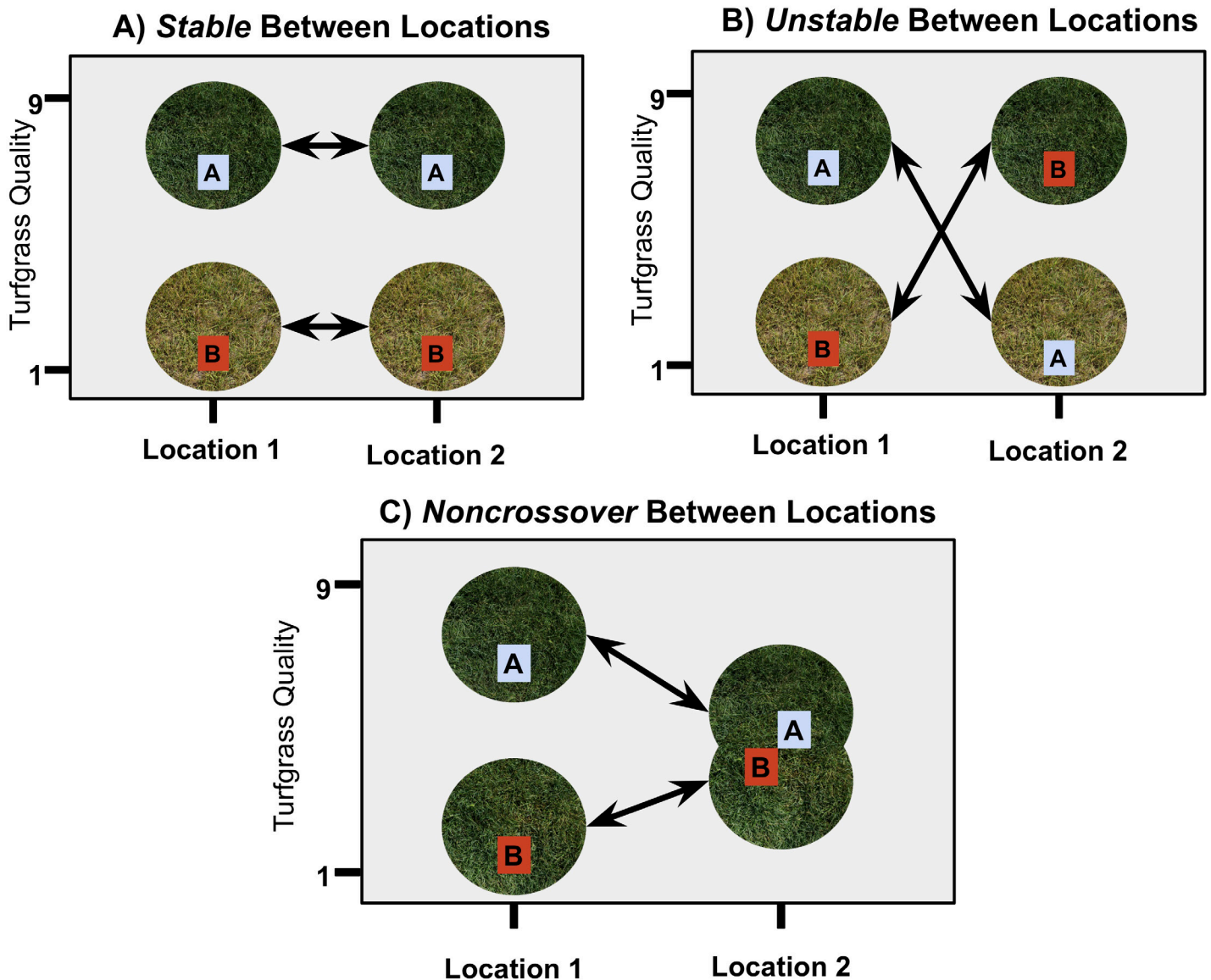
can make selections challenging for plant breeders; however, challenges also arise when a cultivar's phenotype does not remain stable across multiple growing environments. These changes are not due to the cultivar's allelic frequency fluctuating from one location to another, instead a sort of "nature verses nurture" conundrum occurs, which breeders refer to as population-by-environment interaction.

This Turfgrass Breeding 101 article will delve into strategies plant breeders use to make the right selections and optimize plant phenotype across growing environments.

Phenotypic instability can occur for many reasons. For instance,

let's say a breeder wants to measure the turfgrass quality (1-9, 9 = best quality) of populations A and B. Each population is grown at Locations 1 and 2, just for fun let's say Minneapolis, MN and Madison,

WI. If the plant breeder is lucky, the performance of each population will remain stable, for instance, population A has superior turf quality at both Locations (Figure 1A). Unfortunately, it is often the case



**Figure 1: Several patterns of population-by-environment interaction are shown. Turfgrass populations are depicted as circles at Locations 1 and 2. When turfgrass quality is excellent the score approaches a 9. A) No population-by-environment interaction indicating stability, B) Severe population-by-environment interaction indicating instability, C) Moderate population-by-environment interaction.**

that phenotypes do not remain stable. This may lead to a situation where population A is superior at Location 1, but not at Location 2 (Figure 1B). This instability in performance could be due to different diseases present between Locations 1 and 2 or perhaps altered management practices. Other problems may also exist in phenotyping or measurement of the turf phenotype.

For example, perhaps there are different plant breeders at each location, and each may have a different idea of how turfgrass quality should be measured. In Figure 1C, non-crossover instability is displayed and shows that although population A is superior at both locations, there is a large difference in quality scores at Location 1 and a very small difference at Location 2.

To address large population-by-environment interaction such as is shown in Figure 1B, plant breeders will often screen turfgrass populations across many locations. Measuring a broad range of genetics throughout a region with somewhat

similar environmental conditions and disease pressure informs plant breeders which populations are most stable and appropriate for practitioners. Unfortunately, multi-location testing is very expensive and so often only

advanced material can be subjected to this very robust phenotyping.

Another strategy plant breeders often utilize is mimicking conditions or stresses which the populations may encounter within the target growing region. Returning to Figure 1B, for instance, a plant breeder may isolate the damaging pathogens found at Locations





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1 and 2 and use them to screen for resistance in a controlled environment at their breeding station. This would quickly inform the breeder which populations had resistance to both isolates without incurring the cost of multi-location field trials.

The length of time spent on breeding a single cultivar is substantial and making the wrong selection has severe financial drawbacks. To maximize the number of populations screened, the breeders at the University of Minnesota are currently implementing modified breeding nursery designs aimed at reducing population-by-growing environment interactions. Nurseries are the initial selection environment where plant breeders grow the plants that are used in crosses. For some species such as peren-

nial ryegrass, an optimum competitive spacing was found that shows promise at increasing prediction accuracy, saving space, and improving phenotyping efficiency.

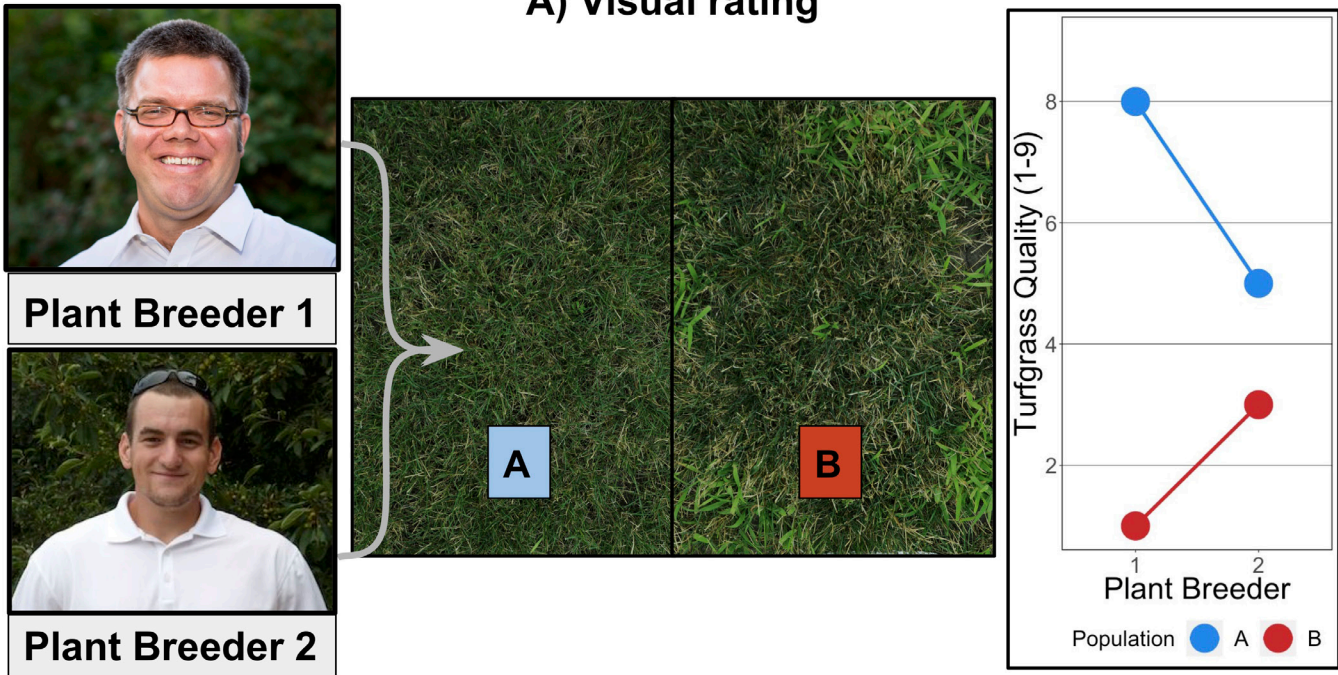
Figure 1C shows that making the right selection among populations for turfgrass quality can be challenging due to the complexity of the trait itself. For instance, turfgrass quality is made up of at least four sub traits (color, texture, weed infestation, etc.). How different plant breeders weight these traits, while visually rating, drives the final quality score and influences what selection a breeder thinks is right.

To illustrate this point, Figure 2A shows two plant breeders at the University of Minnesota and the two turfgrass populations A and B. It is quite obvious that population A

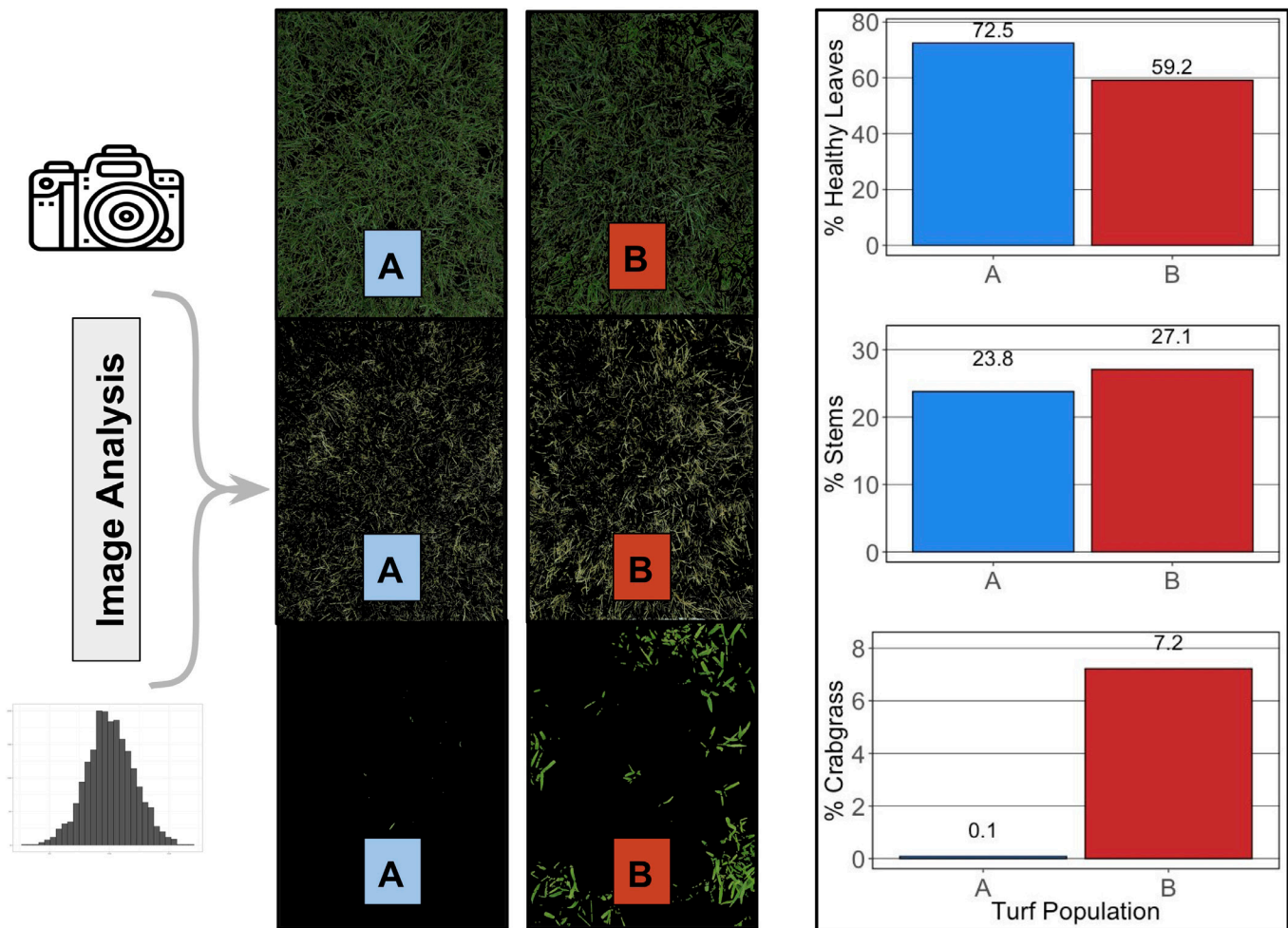
***The MGCSA membership wishes to thank the turfgrass breeders at the University of Minnesota for their dedication to create and introduce viable grass varieties for use in the golf course industry.***



### A) Visual rating



### B) Computer rating



**Figure 2 –Turfgrass quality has been traditionally visually scored, but it can also be scored via image analysis. A) Two turfgrass populations visually scored by two plant breeders and assigned a quality score. B) Computerized analysis of the same turfgrass populations with three traits measured simultaneously.**



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is of higher quality than B. Although A is certainly not perfect, B has issues with density, stemminess, and crabgrass invasion. However, in our example Plant Breeder 1 rated A and B much farther apart (quality = 8 vs 1) than Plant Breeder 2 (quality = 5 vs 3). The rankings are still the same, but you can see how this may lead to confusion as the agreement of scores is far from the same (compare Figures 1C with 2A).

To combat this ambiguity, we have implemented a novel image analysis pipeline designed to

help plant breeders standardize measurement of turfgrass quality. In Figure 2B you can see that the image analysis software has individually quantified density, texture, and crabgrass invasion. The results show that a large qualitative difference in turfgrass scores (Figure 2A) was probably due to Plant Breeder 1 increasing weight on crabgrass invasion. Using image analysis and better experimental designs, plant breeders can empirically and consistently describe differences across turfgrass populations leading to smarter decisions.

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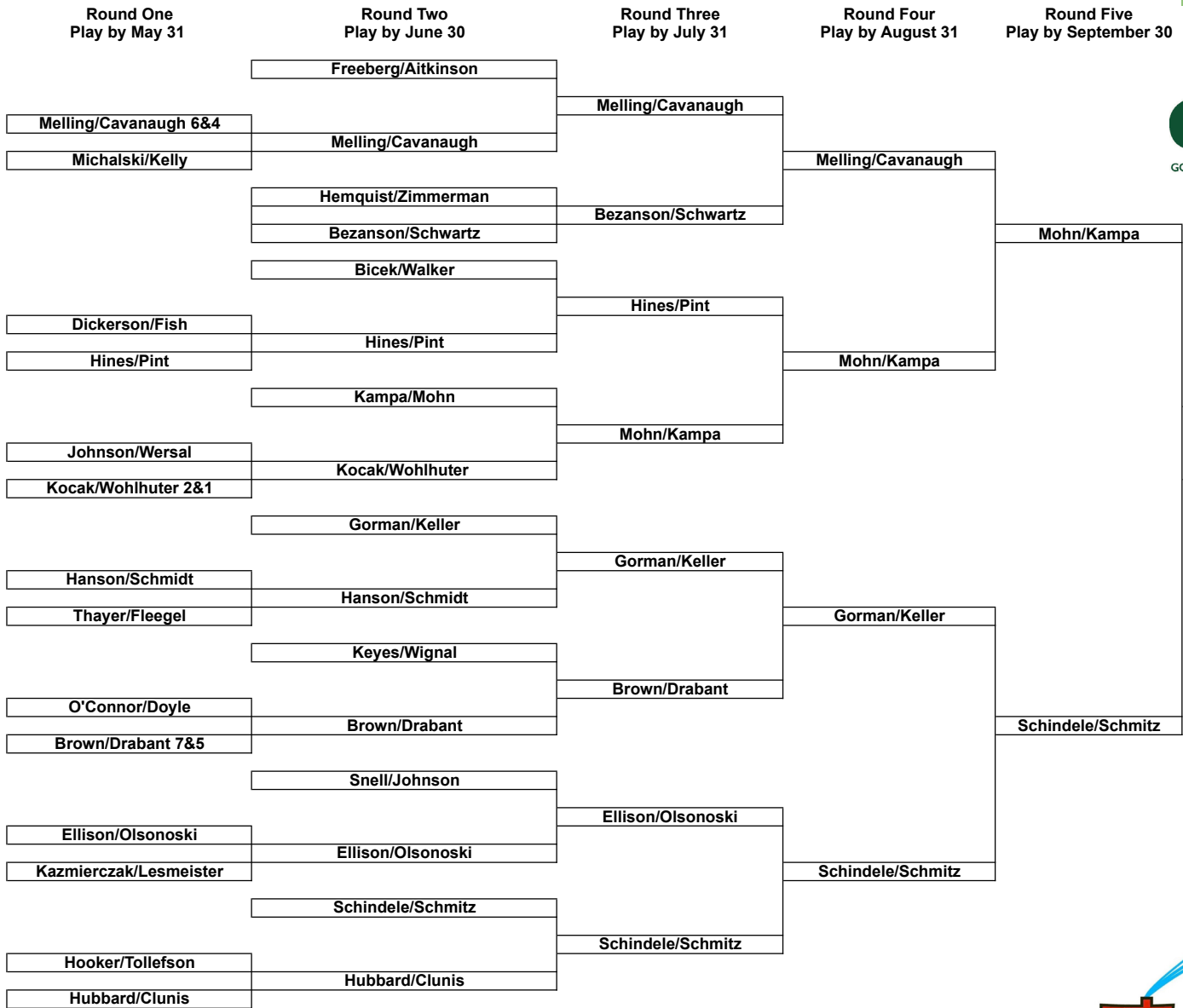
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The MGCSA membership wishes to thank MTI Distributing for their season event brought together two-person teams from across the state. All participants are invited to be recognized at our Annual Banquet to be held at the Minn

Congratulations to Champions Mike Mohn and Dan Kampa, and second place



Round Five  
Play by September 30

Round Four  
Play by August 31

Round Three  
Play by July 31

Round Two  
Play by June 30

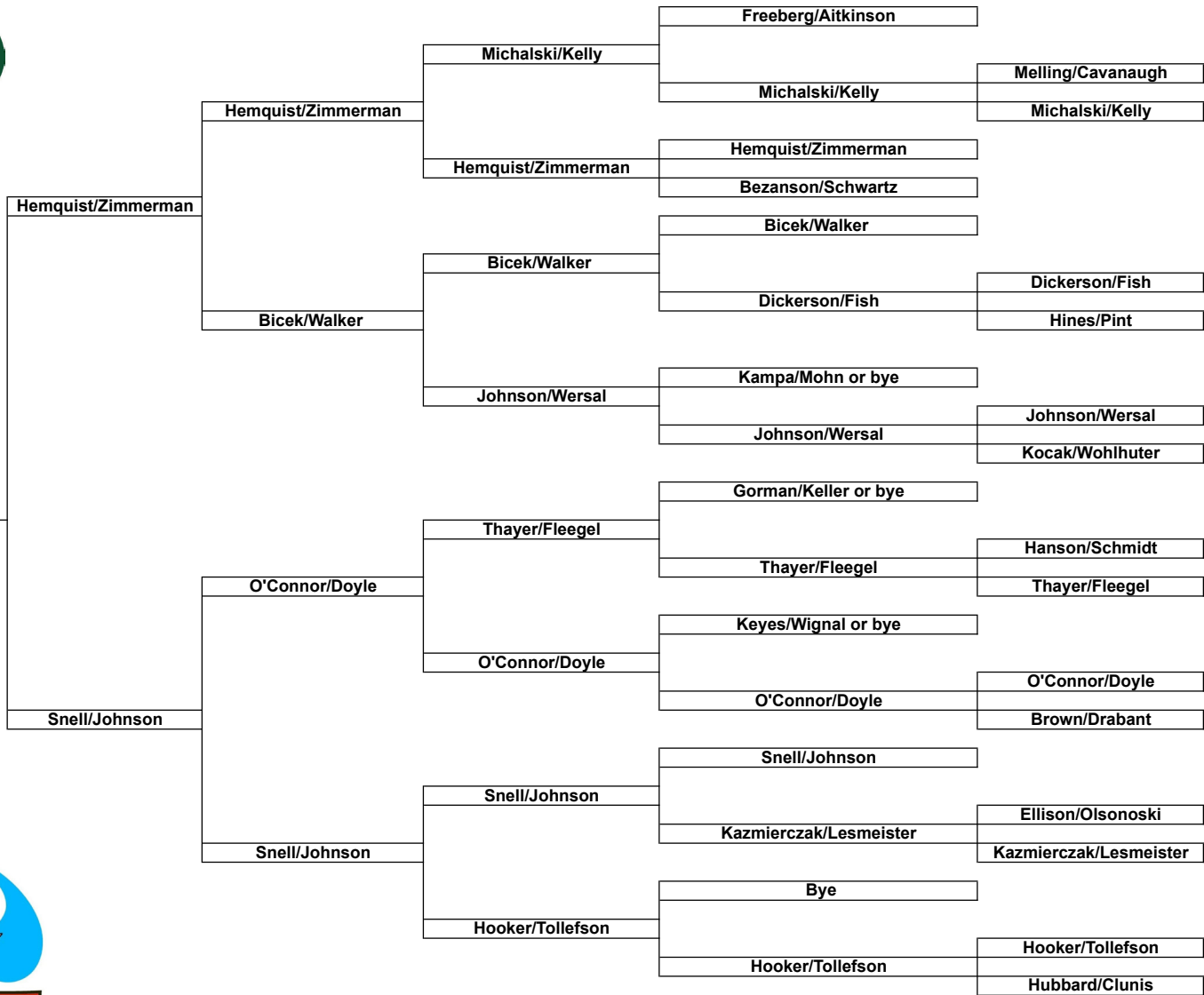
Round One  
Play by May 31

John/Kampa  
White Champion

Schindele/Schmitz  
Champion Runner-Up

Consolation Bracket

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long sponsorship of the Don White Memorial Match Play Tournament. This  
 wants indicated they had an exceptional time and plan to play again in 2020.  
 team of Brandon Schindele and Jake Schmitz. The winning teams will be rec-  
 eapolis Convention Center during the Northern Green.

# Dr. Brian Horgan Selected to Receive the Coveted Rebholz Award

Sponsored by the Minnesota Golf Course Superintendents Association



Image: Golfdom Magazine

***The Rebholz Award was created by the Minnesota Golf Association to honor individuals who through their actions have exemplified the spirit of the game at its highest level and who have made a substantial contribution to the game either in Minnesota or on a national or international level.***

Following the retirement of Dr. Don White, 2013 MGA Rebholz Award recipient, Dr. Brian Horgan was retained by the University of Minnesota to continue a very successful turfgrass studies and extension program. Unlike Dr. White's great influence upon golf in Minnesota, the education of some of the best superintendents in the state as well as the

development of a viable and produced turfgrass, Horgan, whose scientific focus was on nutrient fate, established the UMN as one of the finest turfgrass research stations in the United States.

Almost immediately after he was retained, Horgan partnered with the Minnesota Golf Course Superintendents Association to sell the idea of creating a world renown turf research, outreach and education center upon a lightly used twelve acre plot located just north of the St. Paul Campus to the UMN administration. With support from industry, Dr. Horgan managed the funding, design, establishment and on-going operation of the TROE Center. This destination includes a 50,000 square foot USGA and “push-up” style putting green, a lysimeter soil measurement system, a rain off shelter for growing drought tolerant turf species, National Turfgrass Evaluation Program turf plots and a small grove of trees for evaluating turf/tree competition trials.

Beyond establishing the UMN TROE Center as a “one of a kind” acclaimed world-class turfgrass research facility that has served the golf course industry since 2004, Horgan also helped develop an expansive postgraduate program. The phrase, “build it and they will come” is much more appropriate at the TROE Center than on a film set. With the decline in demand for golf course superintendents, Horgan realized that to perpetuate turf studies at the UMN TROE Center, a program for postgraduate education needed to be established. For almost two decades, through skilled recruitment, Horgan has set the UMN as a mecca for turf academia graduating many individuals with Masters and Doctor degrees. Currently, the TROE Center hosts several post-doctoral positions, as well as over a dozen individuals who are expanding upon their fields of specific research.

The establishment of a research facility completed, Horgan went on to pursue expanding the program through an idea that eventually became “The Science of the Green”. The concept focused on the business of golf course management from agronomics to economics utilizing various colleges of discipline within the UMN and would include the reconstruction of the University of Minnesota’s Les Bolstad golf course into an active

research facility. Proposed studies would include: environmental stewardship, speed of play, pathogen management, player experience, water conservation and the economies of golf going into the future.

Although the UMN administration was interested in the opportunity, other programs took precedence and the idea was reduced in size and land development eliminated. However, the idea did warrant enough attention from the USGA to partner with the UMN pursuing a five year commitment to study the sustainability of the game of golf. The Science of the Green lives on today.

And, as if this wasn't enough, Horgan was a major driver in the creation of the UMN's partnership with Stanford University, The Nature Conservancy and the World Wildlife Fund. Together, this group established the Natural Capitol Project which aimed to integrate the values of nature into decisions affecting the environment and human well-being. Golf courses have a role to play in this expansive project.

As Minnesota's turf guru, Horgan also spread himself locally, regionally, nationally and internationally via many, many published studies, articles and videos, as well as becoming an "in demand" conference presenter throughout the golf industry. Dr. Brian Horgan's name is synonymous to Minnesota Turfgrass Research. His career took off during the development of social media. Utilizing this opportunity as a springboard to promote golf and turf, Horgan developed the many avenues of social outreach at the UMN for the betterment of the game.

For almost two decades Horgan was a known commodity at the Capitol in St. Paul and Washington DC, as well as among our state agencies. One issue of direct impact upon golf course turf management was his involvement in the creation of a sound phosphorous fertilizer law in 2005 that exempted golf courses from over regulation. Brian was also a stalwart partner in the creation of the four volume series of MGCSA Golf Course BMP manuals.

A regular face at the table when it came to environmental issues, nutrient fate and water conservation, Horgan was a willing supporter of Minnesota golf's goal of sustainability and stewardship in publications,



extension education and professional presentations. The game could not have had a better ambassador and we have been proud to have the leadership of Dr. Brian Horgan for eighteen years.

Although his recent acceptance as the chairperson for the Department of Plant, Soil and Microbial Sciences in the Michigan State University College of Agriculture and Natural Resources will physically place Brian in another state, the MGCSA and Minnesota golf will always consider Dr. Horgan “our own”.

***Congratulations Dr. Horgan upon your grand achievement as the 2019 Rebholz Award Recipient. We are very proud of you and your accomplishments.***

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# Strategic Plan for the Minnesota GCSA Cragun's Lodge and Resort Gull Lake, MN September 28, 2019

Presented by Steve Randall GCSAA Director of Chapter Outreach

## Minnesota Chapter



# GCSAA

Golf Course Superintendents Association of America

On September 28, members of the Minnesota GCSA met at Cragun's Resort for a retreat and a facilitated strategic planning session. The event was an effort to redefine the mission, vision and goals of the organization. The group expressed a great interest in setting up 2019 initiatives and to focus on concepts for the near future. This document recaps that event.

### Those in attendance:

Matt Rostal, President  
Chris Tritabaugh  
Geoff Jordan  
Scott Thayer  
Eric Ritter  
Aaron Johnson CGCS

Matt Cavanaugh

Jacob Kocak

Jack MacKenzie CGCS

After introductions, we asked the group where the chapter stood on goals and action items from 2017. A lively discussion occurred. Here is a summary.

### Recap from 2017:

*Working for better representation from the MGA and other allied groups to attend Day on the Hill activities*

- o Will start messaging earlier in the process (event is March 3)
- o Attend allied meeting to promote attendance to respective boards

### *Labor Pool Concerns*

- o Discussed with Anoka Tech, other groups
- o A reminder that 16-year olds can now work on the golf course

### **Environmental Scanning**

We added the discussion of environmental scanning with the chapter. We discussed various items that can impact the success of the MGCSA and members

### **Industry trends**

- o Economics – similar industries can hire and retain workers. Tough to keep in the golf industry
- o Legislation
- o Media – get people more active to promote the profession
- o Course Closures – not a big situation in Minnesota, however, it does affect the game and operations
- o Non-traditional forms of golf. A Topgolf has been built in the metro north of Minneapolis. Other “knockoff” companies are being considered in other areas

### **Technology**

- o Electronic/Robotic Mowers will be an impact, especially in the next 10/15 years

- o Advances in chemical applications and applicators
- o Advancement in moisture meters has helped regulate water use
- o 5G and other advancements in mobile communications can impact the job of the superintendent

### **Competitors**

- o Golf is not as big of an interest for many based on time/cost
- o Municipalities – should cities run golf courses? For a city it is much more than a golf course. What is the direction of municipally-run facilities?
- o Competition within the industry...public courses, private, tribal, municipal
- o Non-traditional golf. Not ranges or domes so much as Topgolf

### **Political**

- o Water, labor and pesticide issues – similar to past years
- o Glyphosate...
- o Get members in front of media to combat perception. Tee to Green on KFAN. Write articles for local papers and publications.
- o Participate in watershed districts
- o Speak with local clubs, e.g. Rotary, Shriners, Kiwanis, etc. to pro-

mote the industry

***Discuss water use, and how you can properly use your irrigation system***

From here we discussed the day's expectations. Here they are:

**Expectations:**

- \* Build on what's working, define our processes
- \* Build on developing support from allied groups
- \* Refine long-term direction of the chapter
- \* Provide value to members...en-

hance

- \* Maintain affiliate support and engagement
- \* Get more member engagement and participation
- \* Clarity on role of committees

Next, the group executed a SOAR analysis, discussing the chapter's strengths, opportunities, aspirations and results. This was a lively discussion with excellent ideas. We had the group prioritize items on the SOAR analysis following the exercise. (numbers indicate the top priority areas in each item).





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- The Wilderness at Fortune Bay Casino

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- Keller Golf Club



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# SOAR

## ***Strengths:***

- Legislative presence (1)
- Outreach events
- Executive Director (2)
- BMP's done
- Leaders among MN's allied associations
- Research efforts (3)
- Financially solid (3)
- Relationship with members
- Education
- Professionalism of association

## ***Opportunities:***

- Adding potential members
- 9-hole facilities
- Form an allied coalition to promote Minnesota Golf (1)
- Tap into media more
- Promote the golf course and the benefits
- Additional legislative support
- First Green field trips (T2)
- SMMP Program (T2)
- Tweak communication to membership
- GEO market to members for outreach
- Border membership

## ***Aspirations:***

- Become more active w/Arrow head Coalition
- Get 30% data returned to UofM on SMMP program (T2)
- Conduct a 1st Green Field Trip in MN by 2020 (T2)
- Change public negative perception on the golf industry
- Focus getting done what was discussed today (1)

## ***Results:***

- 20% increase in attendance at Day on the Hill
- Begin talks on forming a MN golf coalition by Nov 2019 (1)
- Work with schools (mostly non-public) to establish a First Green Field Trip by May 2020 (2)
- Develop a PR Template for superintendents
- Create a detailed job description (SOP) for the next executive director (3)

Through the SOAR analysis, the need to develop a MN golf collation was important. This will help with

attendance at legislative golf day, labor and virtually all issues that impact the game. Chapter Executive Jack MacKenzie announced to the group that he will not want to renew his contract when it expires in 2022. This creates the need for the chapter to work on a plan/SOP for his replacement.

The First Green Program was also a need of interest. Many are still overwhelmed by what is expected to host an event, however the group will work with non-public schools to have at least one trip conducted by May 2020.

## Mission Statement

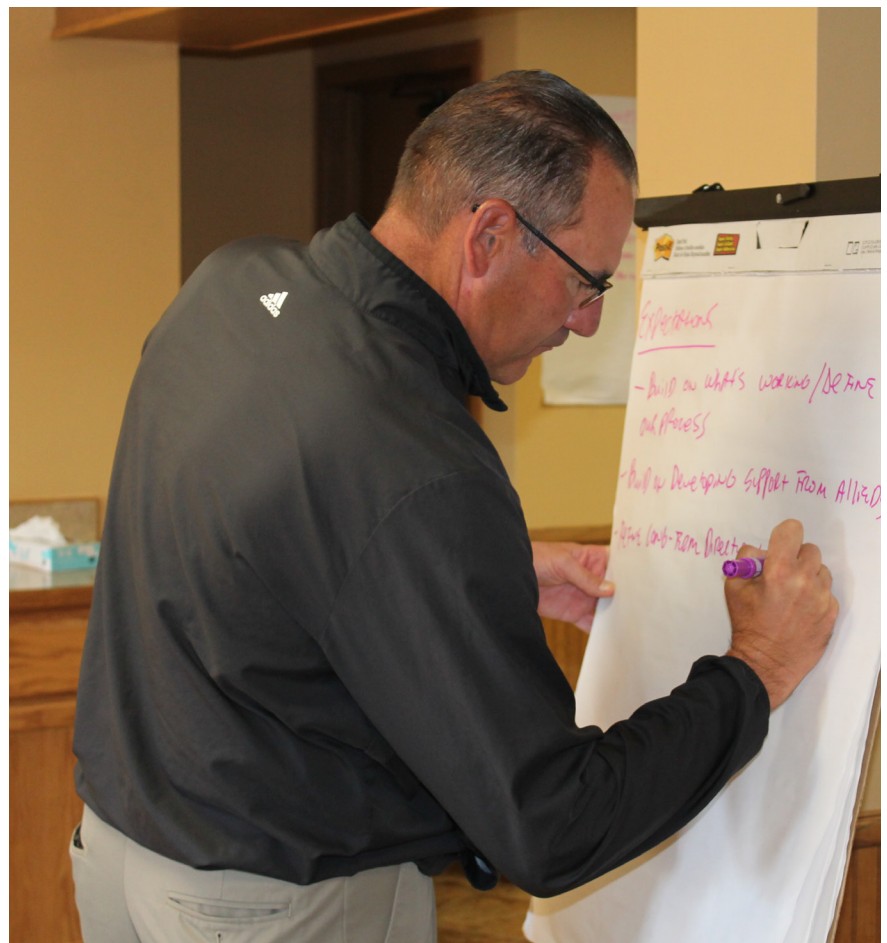
Following the SCOR analysis, the group discussed the mission statement of the chapter. The mission is critical. As a facilitator, I made a point to emphasize that the mission should be “memorized”. It should be known and at the heart of every board member. The mission must be communicated to the membership.

The Minnesota Golf Course Superintendents Association mission statement is:

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

This will remain unchanged from the 2013 session in which a long mission statement was condensed into the current version.

Following the mission statement, we discussed the vision of the chapter. “What does the chapter want





to look like?” “How do members want to view the chapter?” We allowed everyone to express their ideas and their vision. From input of the group, the chapter vision statement was re-approved:

### **Vision**

The Minnesota GCSA will be viewed as the leading regional organization in golf course management, at the forefront on issues regarding advocacy, education, research and the environment.

Following the discussion on our mission and vision statements, we moved into a goal setting and action

item exercise. The items reflected the expectations of the session and focused on priority items addressed in the SCOR analysis. Here are the outcomes:

### **Goals**

- 1) Work to establish a Minnesota Golf Coalition by September 2021.
  - a. Allied groups include:
    - i. Minnesota GCSA
    - ii. Minnesota Golf Association
    - iii. Minnesota Club Managers
    - iv. Minnesota Golf Course Owners
    - v. Minnesota Chapter of the PGA
  - b. “Why” statement for the coalition is:
    - i. The Minnesota Golf Coalition is



established to provide a unified approach to industry advocacy and to promote golf in Minnesota.

c. Info on other state golf coalitions will be gathered by Steve Randall and sent to Jack MacKenzie in October, 2019

d. Members of the Minnesota GCSA board will use this info from other golf coalitions and work with board members of allied associations to get buy-in.

i. Present the idea as “theirs” not “ours”

e. Understand that superinten-

dents, pros, owners and managers are essentially working together to provide exceptional conditions for the golfer.

2) Lay the foundation for the development of a chapter executive SOP and job description by November 2020

a. Form an internal committee (September 29) to discuss future staffing and direction in choosing a new executive director following the expiration of Jack Mackenzie’s contract on December 31, 2022.



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- b. Determine what the chapter would like/dislike and the future direction of staff
- c. Reach out to Paul Diegnau, who was influential in hiring Jack MacKenzie.
- d. The chapter could choose to hire an person, management company (or other) as determined by the Board.

**Action Items:**

- 1) Hold a First Green Field trip, with participation from the MGCSA Board by May 2020.
  - a. Work with schools of all types, with a target of a non-public school.
- 2) Establish a PR template for superintendents to be in use by April 2020. Chris T and Matt C will take the lead on this from the board level. The template will help superintendents develop articles and information to be sent to statewide publications.
- 3) Expand presence and availability with Day on the Hill activities.
  - a. Communicate message earlier when DOH will be held
  - b. Work with board members from Allied groups to show

- case the importance of attending.
- c. Hold one-on-one meetings with Allied members, which have more impact.

**Other Discussion:**

At this point, we concluded that the participants were satisfied with the progress made during the session. We had everyone review our objectives for the meeting and all agreed they had been met. There was enthusiasm among attendees to push forward and work to accomplish these items. GCSAA staff will also assist, as needed, in goal accomplishment as well as reviewing this document to ensure it is current and meeting the needs of the chapter.

We encourage the Minnesota GCSA to contact the GCSAA, as needed, in efforts to accomplish this plan. We look forward to our continued relationship.

Steve Randall – GCSAA Director,  
Chapter Outreach 800/472-7878

Was it as bad as predicted? Ten year

*The strength of the pack is the wolf and the strength of the wolf is the pack. The Alpha wolf howls at the moon, 'What shall you call me? ' The moon howls back, 'Timberwolf shall be your name. Timberwolf the strong and sturdy. Timberwolf the brave and mighty. Timberwolf whose mane shimmers in my light. Timberwolf shall I call you.' The newly named wolf speaks in his mind, 'What kind of a name is Timberwolf? '*

*Sky Welch*



# Distinguished Service Award and MN Golf Hall of Fame Revision

In an effort to make the Distinguished Service Award meaningful to the recipient and the Association, the 2019 Awards Committee has created the following set of guidelines. Any member can be nominated, but greatest consideration will be given to those who have distinguished themselves sup-



porting the Minnesota Golf Course Superintendents Association. Date for submission is **November 15th**.

The required point total necessary to be considered for the MGC-SA Distinguished Service Award

can be a combination of any of the following. The minimum number of points necessary for the DSA Award is 25.

The Minnesota Golf Hall of Fame nominee must have previously attained the MGCSA DSA Award and fulfilled an additional 15 points beyond those previously acquired. DSA recipients prior to the establishment of the

new criteria will require 15 additional points in any category based on Committee suggestion.

The Board of Directors and Awards Committee will be responsible for final decisions.

- Terms on the MGCSA BOD = 2 points per term, including officer position, 4 maximum
- Officer Position = 1 point per office elected
- Audubon Certification and re-certification = 2 points, 4 maximum
- ESI Award = 2 points maximum
- Support of the University of MN research plots = 2 points, 4 maximum
- Support of the GCSAA committee members = 2 points, 4 maximum
- GCSAA, MTGF and Allied Association BOD or committee role = 1 point per year, 3 maximum
- MGCSA Membership = 1 point per decade
- Certification 2 points then = 1 per renewal, 5 maximum
- MGCSA event participation = 2 maximum
- Civic Community Service points = 1 point for each position 3 maximum
- Mentor potential = 1 point per professional through superintendent class, 3 maximum
- Any MGCSA, GCSAA or industry Presentations = 1 per presentation, 4 maximum
- Any MGCSA, GCSAA or industry articles written = 1 per article, 3 maximum
- Completion of any MGCSA Environmental Initiative Packet = 3 points per packet
- Contribution to golf that can't be anticipated = 5 points maximum
- \*\*\* The Committee can assign any number of points to those individuals who do not have access to this point system due to placement in our industry. For example, educators and affiliate members.

Please provide your nomination to the Awards Committee through [jack@mgcsa.org](mailto:jack@mgcsa.org). Include a list of nominee accomplishments and statement of recommendation. The award will be presented at the Annual Meeting during the Service Award presentation.

# ***Was it as bad as predicted? Ten year anniversary since emerald ash borer discovered in Minnesota***

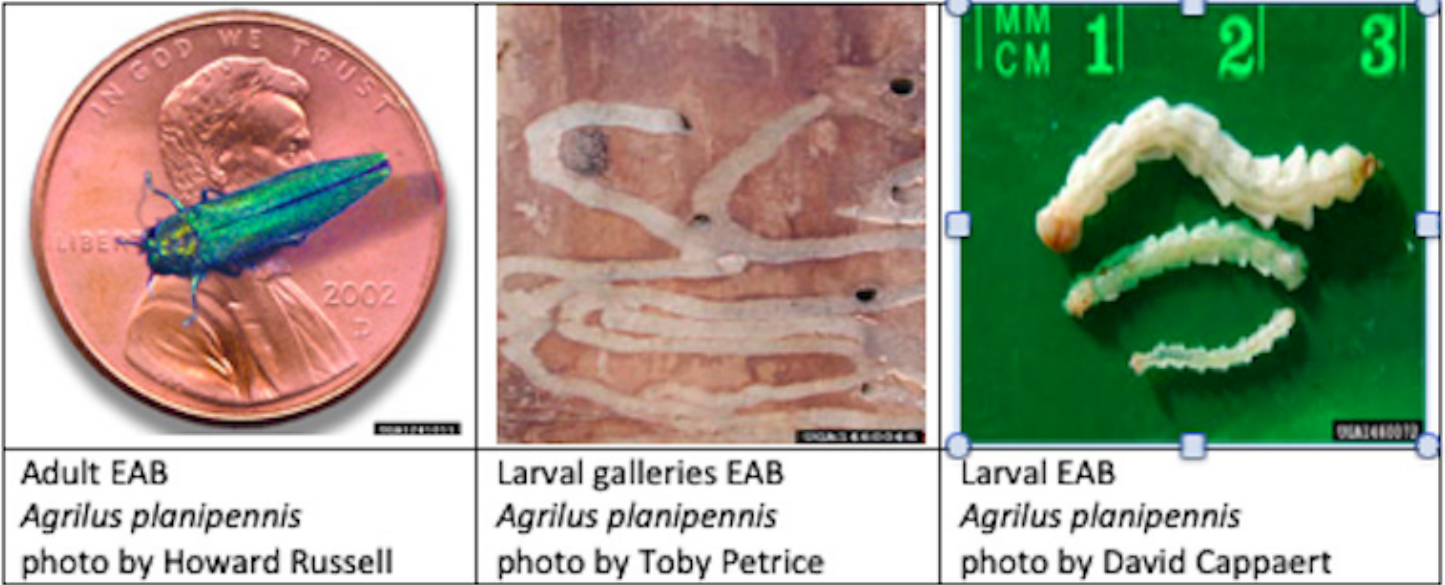
**Dr. Vera Krischik, Associate Professor and Extension Specialist  
Department of Entomology, University of Minnesota  
phone: 612.625.7044; email: [krisc001@umn.edu](mailto:krisc001@umn.edu)**

In Minnesota it has been 10 years since May 14, 2009, when the exotic, invasive, EAB was discovered in a South St. Anthony Park neighborhood of St. Paul, MN. EAB attacks ash trees from as small as one-inch in diameter to large mature trees, which is unlike other borers in the family Buprestidae that prefer to feed on larger DBH (diameter at breast height) trees. EAB's native range is temperate north-eastern Asia, which includes: Russia, Mongolia, northern China, Japan, and Korea, where it feeds on ash. Established populations of EAB were first detected in the United States and Canada in 2002 and based on a USDA FS (United States Department of Agriculture Forest Service) study, the original EAB introduction likely occurred in the early to mid-1990s in Michigan. Green wood used in the holds of ships to anchor cargo is considered the source of EAB. So far, EAB has infected 50 million of the 700 million ash trees in Michigan. EAB has become a serious pest of ash in North America and European Russia, is causing widespread tree mortality, and is spreading rapidly on both continents.

Not only are ash trees in urban areas under threat, but ash in naturalized areas can be killed by EAB. Minnesota has a billion ash trees. Of the areas of concern is black ash that inhabits marshes and provides a canopy for overheated moose. Loss of black ash canopy may cause increased moose mortality from heat stress.

Life history of EAB

The adults emerge usually in late spring and feed on foliage and then go to the bark to lay eggs. The larvae feed in galleries under the bark and emerge the next spring. Larvae can take one to two years to develop and then emerge as adults to start the cycle again. The feeding under the bark severs the vascular bundles causing the tree to wilt and dry out. Canopy




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damage is expressed as sparse foliage and dead branches. However, by the time canopy die back is noticed, it may be too late to save the tree by pruning or insecticide treatments.

In North America and Europe, EAB can spread naturally through adult flight, which can expand the infested area by several kilometers each year, but EAB can disperse over distances of 100 miles, most likely results from human movement of infested host material such as ash nursery stock, logs, and firewood.



***Ash tree infested with Emerald Ash Borer***

### **Tree replacement programs in the Twin Cities**

The high mortality of EAB infested trees indicates that tree replacement with other species is the best direction for city forests.

In St Paul, tree replacement plans are working for removing infested ash and replacing them with trees of other species <https://www.stpaul.gov/departments/parks-recreation/natural-resources/forestry/emerald-ash-borer>. St. Paul is spending \$1 million a year to remove ash trees and replace them with other species.

Since 2011 insecticide treatments by trunk injections with Tree-age



(enametn benzoate) have been used on public property trees in St. Paul to slow the population growth of EAB. Residents can apply for a permit to tree boulevard trees. <https://www.stpaul.gov/departments/parks-recreation/natural-resources/forestry/emerald-ash-borer>

In Minneapolis, since 2007 tree replacement programs developed to create a reduced ash city forest have been underway. Chemically treating public trees has not been initiated, although residents can treat non-symptomatic trees. In Minneapolis, of the 1 million trees in the city, 200,000 are varieties of ash. Of the 40,000 ash trees owned by the city and the Minneapolis Park & Recreation Board, 20,000 have already been removed, or will be removed. The board staff has planted more than 10,000 trees, varieties that include: Kentucky Coffeetree, Catalpa, Buckeye, River Birch, London Planetree, Bicolor Oak, Ginkgo, Ironwood, Alder and Corktree trees. [https://www.minneapolisparcs.org/park\\_care\\_\\_improvements/invasive\\_species/terrestrial\\_\\_invasive\\_species/emerald\\_ash\\_borer/](https://www.minneapolisparcs.org/park_care__improvements/invasive_species/terrestrial__invasive_species/emerald_ash_borer/)

		
<p>EAB trap          USDA Animal and Plant Health Inspection Service (APHIS) coordinates the trapping in EAB quarantined counties.          photo by Kelly Oten</p>	<p>EAB bumper sticker  <i>Agrilus planipennis</i>          photo by International Society of Arboriculture</p>	<p>EAB predator          downy woodpecker  <i>Adult Picoides pubescens</i>          photo by David Cappaert</p>

## **USDA Forest Service COST of EAB removal**

Computer simulations were used to determine EAB spread and to estimate the cost of ash tree treatment, removal, and replacement (re-planting of new trees) between 2009 and 2019. The study focused on developed land within established communities in a 25-state area centered on Detroit. There are an estimated 38 million landscape ash trees in this cross section. [https://www.nrs.fs.fed.us/disturbance/invasive\\_species/eab/effects\\_impacts/cost\\_of\\_infestation/](https://www.nrs.fs.fed.us/disturbance/invasive_species/eab/effects_impacts/cost_of_infestation/)

The simulations predict a growing EAB infestation that is likely to include most of the 25 states. Responses to the infestation include: treatment, removal, and replacement of more than 17 million ash trees at an estimated cost of \$10.7 billion. The simulations also suggest that a large investment could be spent efficiently to slow the expansion of isolated EAB infestations. Early detection of emerald ash borer (EAB) is notoriously difficult due to initial lack of external visible symptoms and the cryptic nature of larvae feeding inside trees.

## **USDA Forest Service Chemical Management**

Healthy trees can be injected with insecticide and treated every two years. For treating ash trees with insecticide, an estimated charge is \$14 per inch of diameter, or \$140 for a 10-inch-wide tree. However, whatever you do, eventually the trees will die if the EAB population is high.

Tree services are informing homeowners they must make one of three unpleasant choices:

- Remove healthy ash trees to prevent the spread, and replace them with another species.
- Treat healthy trees with insecticide. This does rescue trees, but it also means they require the shots every two years to survive.
- Do nothing, and wait for the trees to be infected. At that point, there is no cure.

## **EAB pruning guidelines**

It is important to follow the pruning and removal guidelines through-

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out Minnesota because the signs and symptoms of EAB can lay dormant in the tree for up to five years. It takes a year alone for the larvae to move throughout the tree. Trees can be different sizes and may react to the insect differently. If the tree is infested but not showing signs of EAB, pruning and transporting ash wood during the Active Period can move EAB to a region of the state which EAB was not present before. Without proper precaution this can infest a new set of ash trees. It is important to adhere to the removal guidelines and keep ash firewood in one spot.

*What do the Active and Low Activity periods mean?* <http://www.myminnesotawoods.umn.edu/eab-risk/>

Active and Low Activity periods help to reduce the spread of EAB. If a tree is left alone during the Active Period, then EAB has a place to lay eggs and reside. But, because the adults will not emerge for one year, if the tree is cut down during the Low Activity Period, the eggs and adults will not have a chance of surviving and spreading. The activity level of EAB

helps us decide when it is safest to work with ash trees.

#### EAB Active Period: May 1 – September 30

Avoid the removal of ash branches, stumps or trees. This is because insects may fly and infest nearby ash trees. If removal is required, prune and remove ash trees if absolutely necessary. Chip at least the outer 1” of bark and wood on-site and transport to nearest ash tree waste disposal site where they will quickly process the material. Or, transport at least outer 1” of bark/wood in an enclosed vehicle to the nearest ash tree waste disposal site that can quickly process the material. Material should be sealed until it can be chipped.

#### EAB Low Activity Period: October 1 – April 30

Prune and remove ash trees as needed. Transport at least 1” of bark/wood to the nearest ash tree waste disposal site where it will be taken care of before May 1st.

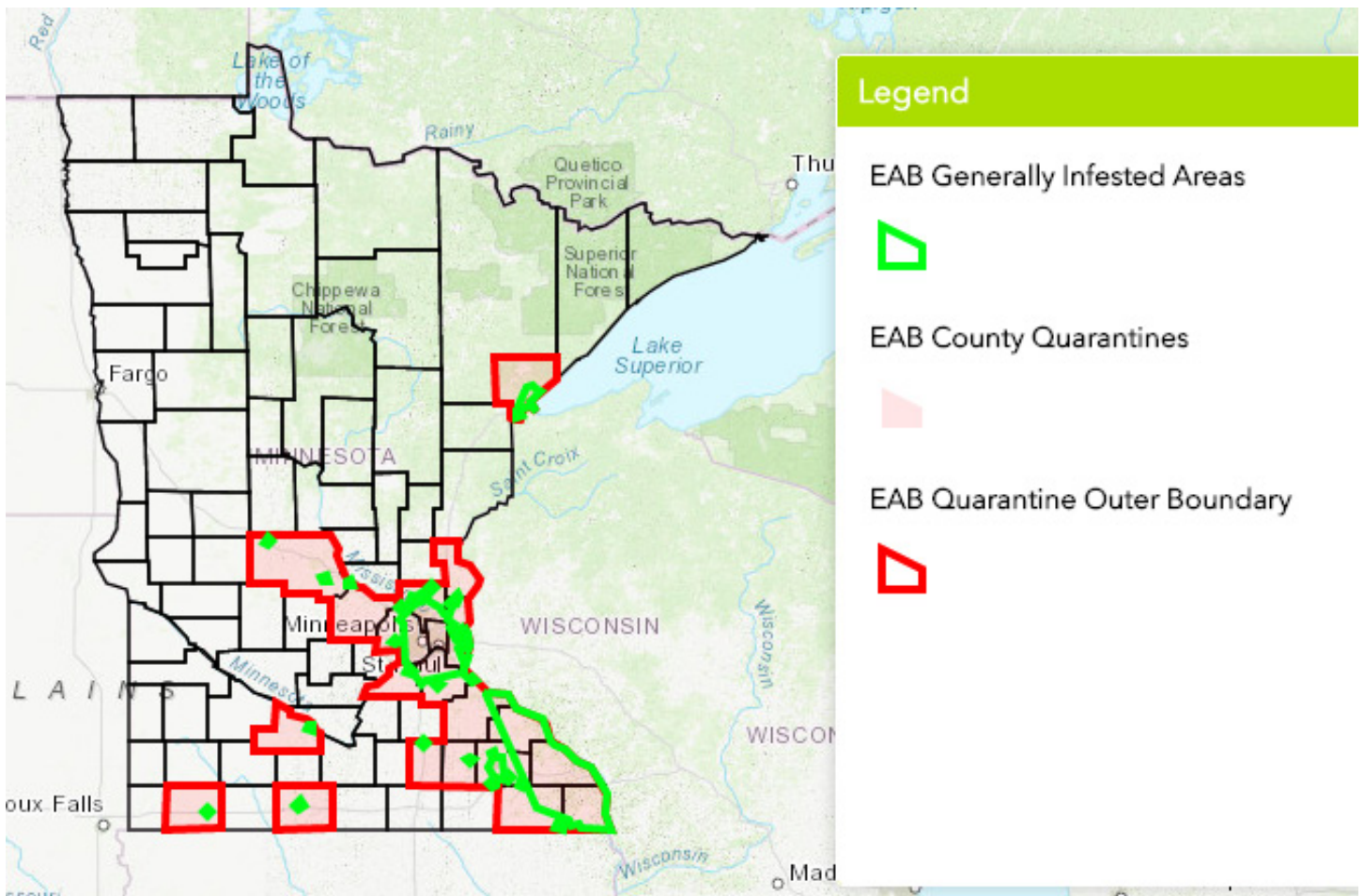
#### ***Do not move firewood.***

Don't transport firewood when you go camping or are buying it for home use. Buy the wood you need at local sites or at the campgrounds you are visiting. Don't move firewood unless it's MDA Certified firewood (look for the MDA Certified Seal).

#### ***.Which counties are considered EAB quarantined in Minnesota?***

A quarantine is a temporary rule intended to help prevent a potentially dangerous or destructive pest or disease from spreading outside of a known infested area into new areas. EAB quarantines are designed to limit the movement of potentially infested firewood or other materials such as live wood, which might hold EAB larvae. MDA EAB quarantined areas can be found at <https://mnag.maps.arcgis.com/apps/webappviewer/index.html?id=63ebb977e2924d27b9ef0787ecedf6e9>

#### ***Monitoring traps to detect EAB***



By the time symptoms such as D-shaped exit holes, epicormic shoots, bark splits, and canopy die-back are evident, beetles have already emerged from trees and dispersed. Girdled trees are attractive to EAB and can be used as detection tools, but are destructive and labor intensive. EAB has also been found to be attracted to volatiles from ash leaves and bark, to the colors green and purple, and to open grown trees in sunny locations. Developing improved traps and lures for early detection remains a critical need for regulatory programs and for managers to implement rapid control measures.

Manuka oil, which contains several volatile compounds present in ash bark, has also been found to be attractive to EAB. USDA FS developed a trap incorporating all of the known visual and olfactory cues attractive to emerald ash borer.




## Biocontrol with parasitic wasps in Minnesota

<https://www.mda.state.mn.us/sites/default/files/inline-files/barksifting2016.pdf>

<https://www.mda.state.mn.us/plants/pestmanagement/eab/eabbiocontrol/eab-bioagents>

MDA released three types of small, non-stinging parasitoid wasps to help reduce EAB populations in Minnesota. Two species attack the larval stage of EAB under the ash bark. The other species kill EAB eggs that are in bark crevices. These wasps are small like gnats and do not harm humans. The parasitoid wasps are produced at a specialized rearing facility in Brighton, MI ran by the U.S. Department of Agriculture’s Animal Plant Health Inspection Service (USDA APHIS). Three parasitoid wasp species were released in Minnesota. The parasitoids were tested extensively to ensure that they will not negatively impact other species or the environment. Since release, the wasps have been found in MN, but do not exert a significant impact on EAB populations.



		
<p>Encyrtid wasp, egg parasitoid Adult <i>Oobius agrili</i> photo by Debbie Miller</p>	<p>Eulophid wasp, larval parasitoid <i>Tetrastichus planipennisi</i> Adult(s) photo by David Cappaert</p>	<p>Braconid wasp, larval parasitoid <i>Spathius agrili</i> Adult(s) photo by Houping Liu</p>

### **Oobius agrili (egg parasitoid)**

Adult female wasps are so tiny that they are difficult to see (0.95 mm long). Adult females search ash bark crevices to find EAB eggs. A female will insert one of her eggs into an EAB egg. The wasps develop in the EAB

eggs then emerge as an adult. There are at least two generations per year resulting in parasitism rates up to 60%. *Oobius agrili* overwinters as mature larvae in EAB eggs then adults emerge the following spring and summer. Each *O. agrili* female can parasitize up to 62 EAB eggs and can reproduce parthogenetically without males.

### **Tetrastichus planipennis (larval parasitoid)**

Adult females locate EAB larvae under ash bark and insert eggs into EAB larva. *Tetrastichus planipennis* larvae pupate inside the EAB gallery and emerge approximately 15 days after pupation by chewing an exit hole through the bark. They overwinter as larvae within the host or host gallery. Approximately 4-172 progeny are produced per EAB larva. In China, *T. planipennis* completes four or more generations per year and parasitism levels range from 0-65%.

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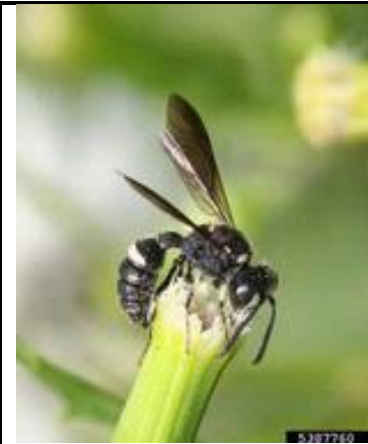
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**Spathius galinae (larval parasitoid)**

Adult females locate EAB larvae under ash bark, paralyze and lay eggs on the outside of the EAB larva. Parasitoid larvae develop and consume the EAB larva. *S. galinae* larvae pupate inside the EAB gallery and emerge approximately one month later by chewing an exit hole through the bark. They overwinter as larvae within the host gallery. Approximately 5-12 individuals are produced per EAB larva. In the Russian Far East, *S. galinae* completes two generations per year with parasitism rates averaging 63%.



Adult sphecid wasp  
*Cerceris fumipennis*  
photo by Johnny N. Dell

Adult sphecid wasp  
*Cerceris* spp.  
photo by David Cappaert

Smoky winged beetle bandit wasp site  
Photo by UMN Extension

**Wasp Watchers Program: Smoky winged bandit wasp**

Wasp Watchers is a citizen science project that engages volunteers in the biosurveillance of EAB. It is currently run in 16 counties in Minnesota. With the help of a harmless ground-nesting wasp, *Cerceris fumipennis*, that hunts wood-boring beetles, EAB location can be monitored. The female *Cerceris* wasps hunt for beetles in the trees and bring their prey back to their nest holes in the ground to feed to their offspring. An observer can easily watch a wasp colony and collect their beetle prey to check for EAB presence.

<http://www.myminnesotawoods.umn.edu/eab/waspwatchers/>



## **Many species in the beetle family Buprestidae are native**

There are around 760 species in North America, of the beetle family Buprestidae, that are called flat-headed borers, as they make a d-shaped emergence hole based on the morphology of the beetle's body. Other native members of such are: rose borer, bronze birch borer, two lined chestnut borer, oak borer, and apple borer.

Generally, *Agrilus* spp. only attack angiosperms and do not develop in conifers, but there are a few exceptions. Moreover, they tend to be specialists, most species being confined to a single genus or species of host plant.

## **Report infested trees to the MDA**

If you suspect an EAB infested tree, then contact the Minnesota Department of Agriculture (MDA). There have been many cases where the public was the first to find an initial infested tree.

- 1.) Contact Arrest the Pest via email or by leaving a detailed phone message at 1-888-545-6684.
- 2.) Send a report through the Great Lakes Early Detection Network App
- 3.) Login or create an account and submit a report to EDDMapS Midwest

There are many Emerald ash borer (EAB), *Agrilus planipennis* (Coleoptera (beetle): Family Buprestidae (flat-headed borer) materials to review on the internet, available from cities, counties, state and federal governments. In Minnesota a good place to start reading is the "Guide lines to slow the growth and spread of emerald ash borer" [https://www.mda.state.mn.us/sites/default/files/inline-files/EAB Management Guidelines 2018 WEB.pdf](https://www.mda.state.mn.us/sites/default/files/inline-files/EAB%20Management%20Guidelines%202018%20WEB.pdf)

# Exceptional education for those interested in golf course management or those who want some additional instruction. Share the Scholarship Application information for anyone seeking high end and easily accessible materials. Only five scholarships will be offered by the MGCSA. Apply today!

**Educational Opportunity: The 2020 Great Lakes School of Turfgrass Science Online: *Golf Turf Edition* is set for January 6<sup>th</sup> – March 27<sup>th</sup>, 2020.**

Any investment in quality continuing education opportunities benefits employees and employers alike. The 2020 Great Lakes School of Turfgrass Science Online: *Golf Turf Edition* is designed to help meet the continuing education needs of any individual or organization. This 12-week program aims to provide participants with thorough and practical continuing education in turfgrass management. The course is directed 11 turfgrass scientists and educators from 5 Land-Grant Universities and other organizations.

Turfgrasses are a resource in our urban community environments and best management practices are aligned with environmental, economic & societal priorities. The Great Lakes School of Turfgrass Science provides participants with the science-based principles needed to effectively manage turf for recreation, sport, aesthetics and environmental protection. The Great Lakes School of Turfgrass Science is a quality training opportunity for:

- Practitioners that establish and maintain turfgrass for golf courses
- Technical representatives from industry (suppliers of equipment, plant protectants, fertilizer, etc.)
- Those new to the industry - wanting to get trained and off to a great start
- Those with experience in the industry - to review/update their knowledge and practices

The registration deadline is December 20<sup>th</sup>, 2019. Students will have access to the course and materials at their convenience during the 12-week period via moodle class management system. The fee for the course is \$550, which includes supplemental materials and a certificate after successful completion of the program. Visit this link to register: <http://bit.ly/2020GLTS>

Early registration is encouraged and pre-registration is required.

**For Further Information:** Contact Sam Bauer. Email: [sam@bauerturf.com](mailto:sam@bauerturf.com) Phone: 904-271-0250.

Registration Link: [Click Here](#)

# 2020 Great Lakes School of Turfgrass Science

## *Golf Turf Edition*

### Details:

The 2020 Great Lakes School of Turfgrass Science: *Golf Turf Edition* is a fully online program taught by experts in the field of turfgrass science. Participants work through a total of 12 comprehensive sessions during this 12-week school. Each session includes the latest technical information on critical topics to understand as a turfgrass manager, such as fertility programming and pest management. Content is presented as live and recorded lectures, readings, quizzes and tests, and live Q&A sessions.

### Instructors:

Dr. Brian Horgan, Michigan State University  
Dr. Doug Soldat, University of Wisconsin  
Dr. Aaron Patton, Purdue University  
Dr. Frank Rossi, Cornell University  
Dr. Paul Koch, University of Wisconsin  
Dr. Chris Williamson, PBI Gordon  
Dr. Eric Watkins, University of Minnesota  
Dr. Kevin Frank, Michigan State University  
Dr. David Gardner, The Ohio State University  
Dr. Ed Nangle, The Ohio State University  
Sam Bauer, North Central Turfgrass Association

Expert instructors

Open to anyone

Fully online

Learn at your  
convenience



### School dates:

- January 6<sup>th</sup> – March 27<sup>th</sup>, 2020

### School fee:

- \$550.00/person

Questions about the class?

Contact: Sam Bauer ([sam@bauerturf.com](mailto:sam@bauerturf.com), 904-271-0250)

**Registration deadline: Friday, Dec. 20<sup>th</sup>, 2019**

***Educational Support Available:  
The Great Lakes School of Turfgrass Science  
Online Scholarship Program  
Provided by:***



***And Funded by:***



**General:**

In order to enhance the educational opportunities of our existing membership/staff and promote the Golf Course Management Industry, the MGCSA is offering a new Reimbursement Program for the Great Lakes School of Turfgrass Science Online. (4) Reimburse coupons will be offered annually to approved applicants who complete the Online program and submit their Certificate of Completion. Applications will be reviewed by the Scholarship Committee. All decisions of the committee will be final.

Applicants will be notified by December 15th prior to the School's Registration deadline. Applicants will still need to register/pay for the Online School as if they were attending on their own. The Reimbursement check of \$495 will be issued to the individual or company paying the initial Class Fee following the completion of the course. Four scholarships are available for the 2020 class.

### **Eligibility:**

1. Applicants must either be a MGCSA member or sponsored by a MGCSA member to apply.
2. Completion of the program and providing Certificate of Completion is necessary for reimbursement.

### **Criteria for Selection:**

1. (4) Applicants shall be selected based on employment history, recommendations and personal statement essay.
2. Financial need is not a factor in the selection
3. Any Scholarship Committee member with a conflict of interest must remove him/herself from the process. (family member or current employee applying)

### **How To Apply:**

Applicants must complete the [application form](#) and supply the following under one cover:

1. Personal Statement Essay
2. All applications must be post marked by Dec. 15th of the year submitted.
3. Send applications or email to:

MGCSA  
10050 204th Street North  
Forest Lake, MN 55025  
[jack@mgcsa.org](mailto:jack@mgcsa.org)



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# In Bounds

by Jack MacKenzie, CGCS

A few weeks ago, the MGCSA email inbox received a very interesting bold announcement, “It is our pleasure to inform you that MINNESOTA GOLF COURSE SUPERINTENDENTS ASSOCIATION has been selected for the 2019 Best of Forest Lake Awards in the category of Golf Course”. Complete with spectacular images of the award itself, the notification was concise and quite alluring. And, according to the additional information, I could also be instructed on how to best use this recognition to further the Association’s endorsement. In other words, would I like to buy a trophy?



I of course responded with a memo of my own indicating that we are actually a non-profit organization servicing the social, educational and advocacy needs of a membership of 600 professionals in the golf turf management industry. Low and behold, one day later another email popped into the Association box announcing we had been selected for the 2019 Best of Forest Lake Awards in the category of Professional Associations. According to the notification, “We switched to a new software system for this year’s award notifications and there have been some database problems”.

In my youth, I played baseball for two seasons upon the summer league. Each team was adorned with different colored tee shirts and everyone played as though we were in the World Series. Alas, we were not, and at the end of the season, only the winning team received a token of merit honoring them for having the best record: ice cream from the local soft serve. Being on a middle-of-the-pack team, I never brought home a cov-



eted trophy, nor enjoyed a dilly-bar. Nevertheless, I did wear the tee shirt with pride for I played my heart out.

Flash forward thirty years, my children, now enrolled in summer sports, achieved the coveted “Participation award” for every organized function they attended. Ribbons, trophies, certificates, plaques, crowns, badges, medallions. Crystal, paper, plastic, wood, synthetic, metal. You think it, and I am sure it has been formed into some sort of memento intended to bolster the ego.

And, come to think of it, during that time in my life, I too was receiving paper certificates of completion for every educational event or session I attended. Any affiliate invitation was answered with my presence and almost always I walked away with a certificate. My office walls were covered in an “earned (!)” paper trail of acknowledgement that I had attended something, anything, of perceived value. In truth, I sat on my keister and listened to the pitch.

1995 was a formative year for me as, at the age of thirty-five, I finally began to mature. Gazing on my star studded walls, perhaps I realized I was meandering down the road of narcissism, but, more likely, it followed a visit from one of my course’s prominent members, a psychologist, who stopped by for a chat, saw all the self grandiose certificates of “achievement” and stated, to the best of my recollection, “Jack, who do you really think you are? Your value to this organization, or your life, isn’t measured by the number of ‘participation boxes’ you check off. Your worth is in the actions you take to generate a tangible return beyond your basic existence. Simply participating in “life” is expected and noteworthy. These certificates are worth more as lining in a bird cage than as a reflection of your value. Don’t ever fool yourself by thinking you achieved anything

just because you “put in” your time.”

WOW. The good doctor wasn't disrespecting me in the least, but he certainly did challenge my way of thinking about my value to society and how I personally measured it. Following our conversation, all non-awards came down. The only achievements I touted, neat within their frames, were my diploma and my GCSAA certification.

In this process of philosophical enlightenment, of loathing the “participation award” and gaining a much greater appreciation for Distinguished Service Awards, I reflected on how our society acknowledges outstanding service. Most of which typically are received by individuals who achieve personal notoriety through the compilation of extraordinary work and generating more for their industry, social interests or businesses than those who stand by the side lines and enjoy the benefits of the over-achiever.

Please allow me to be clear, there is absolutely nothing wrong or inadequate about limited participation in civic or professional opportunities. Rather, I believe that some people are genetically pre programmed, almost fanatically charged, with abundant energy and creative ideas that propel them into the spotlight. Their professional occupation or civic obligation is only a springboard to dispersing this energy.

And how truly fortunate is the industry, civic organization or company who claims ownership of “that” person? Because, in my mind, the group's public perception rises with the distinguished individual's altruistic accomplishments.

To that end, I whole heartedly respect the Minnesota Golf Course Su-



perintendents Association for their Distinguished Service Award recipients, as they really have differentiated themselves. Most often as they simply cannot help their personal ethos, and because the recognition is based on quantifiable and tangible benchmarks. The DSA isn't about tenure, that is why the Service Award is presented. It isn't about a natural talent polished into a skill, for that is the Champion's Trophy. And, it

certainly isn't about who has the most attendance certificates.

Furthermore, I feel it important for industries to recognize their over-achievers because they are the pillars of a profession upon whom the "rest of the world" perceives as a celebrated example of the trade. In fact, the recognition really is all about the industry and not the individual, we just need something or somebody to pin the ribbon upon.

Consider this, when Minnesota golfers think about golf while their home course is blanketed under a foot of snow, very often their minds will drift to the immaculate grounds of Augusta. They, we, recognize the home of The Masters as a bastion of the golf world. What professional golf course turf manager doesn't get a bit giddy looking upon the perfect presentation and take vicarious pride in the esteemed product. Are you and your professional vocation not looked upon differently because of the attained notoriety of the acclaimed destination?

Celebrate those who have the compulsion of new ideas, the excessive energy of volunteer actions, the seemingly endless amount of free time and the often odd and unique interest in topics beyond the norm. Ride upon their coat tails as their actions and thought processes are so much less about themselves and so much more about releasing their pent energy into a profession that they care enough to care about.

Not everyone will receive a Distinguished Service Award, however everyone should be proud to ride upon the shoulders of those who do because their measurable actions, as perceived by the public, support the industry we call "our profession".

And, coincidentally, Dr. Brian Horgan is receiving the highest of honors awarded by the Minnesota Golf Association. The Warren Rebholz Distinguished Service Award has been given only a few times since its creation and only to those outstanding individuals who have truly worked above and beyond expectations in support of the golf industry. Brian is to be honored on October 28th at the MGA's Annual Banquet.

Congratulations Brian for setting a swell example of what selfless Distinguished Service is all about.