Hole Notes

The Official Publication of the MGCSA

Partnerships at work. MGCSA support scores a BIG check from PBI Gordon!

Vol. 55, No. 6 July 2020

Meet The MGCSA:
Arik Hemquist, Reinders Inc
Affiliate member, hunter, golfer and family man
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On The Cover

MGCSA President Scott Thayer, left, is happy to receive a Scholarship support check from PBI Gordon Representative Jeff Schmidt. The Association won the award at the 2020 GIS by registering the most booth interest on the show floor. Thank you PBI Gordon for your support of the MGCSA and our initiatives.

In The Hole
Keeping Your Cool
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Hole Notes (ISSN 108-27994) is digitally published monthly except bimonthly in November/December and January/February by the Minnesota Golf Course Superintendents' Association, 10050 204th Street North, Forest Lake, MN 55025. Jack MacKenzie CGCS publisher. Please send any address changes, articles for publication, advertising and concerns to jack@mgcsa.org.

Minnesota Chapter
GCSAA
Golf Course Superintendents Association of America

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Vol. 55, No. 6
July 2020

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Presidential Perspective

by Scott Thayer, Legends Club

It's another crazy month of 2020! Typically, I wouldn't share what is going on in my life here at Legends, but some ironic things, or maybe just the "now normal", have occurred in the past month.

A few weeks ago, a college aged and very part-time employee texted on a Monday morning that he was feeling sick; fever, cough… classic symptoms of Covid-19. His dad also works on the crew full time! The employee that got sick works weekends, late Mondays and part time on Wednesdays. He plays hockey for WI Badgers, was drafted by the Blackhawks to play in the NHL, is usually very healthy and works out with his trainers every morning through the week.

I sent his dad home and directed them to get tested immediately and let me know the results as soon as possible. The young hockey player tested positive and the dad tested negative. Pretty weird? The dad claims he was very sick in March and was traveling in Florida and the east coast and thinks he got the virus then, as he was very sick when he got back. However, he never tested positive for Covid-19 and, following his 14-day quarantine, he was allowed back to work full time. His son was allowed to return after being cleared by doctors.

Throughout this challenge, I thought we were in the clear and missed a major catastrophe by not getting my whole crew exposed to Covid-19. Then, another one of my college kids was tested, due to his limited exposure to the other employee. He was going on vacation with his family and his mom told him to get checked, "just in case", before they all went on vacation. He had no symptoms, felt fine, goes in, gets swabbed and, guess what? He was positive!

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Both employees got it from other sources, not the golf course and were bringing it to the course and exposing all of us healthy people. Due to proximity with the rest of my green staff, once I found out he was positive, I had the entire crew go and get tested. Thank goodness we all tested negative. However, you can be sure that during the test result interim, I was for sure freaking out and trying to figure out how we could run the course with no crew! I am very glad I didn't have to proceed into that contingency management mode.

Ironically, when this all was going on with my staff, during the same brief time period, my wife was exposed to a co-worker that had been exposed to Covid-19. My wife went home at the same time I sent my crew home. "Well honey", I told her, "I guess we both need to get tested"! We were, and again, thank goodness, we both tested negative!

What did I learn from all of this? I feel confident that all the protocols that my course and green staff were doing; single person to a cart, breaking up lunches, distancing at work and cleaning everything was working to limit the spread of the virus. I am so glad that while the rules were relaxing at other locations, at Legends we never stopped doing what was needed to keep everyone safe and that what we were doing had been working all this time.

Having dodged the first assault of Covid-19 I thought, "What else can be thrown at me during 2020?" How about a 6.5" rain that flooded the course, including the pump house and a satellite box! Yes, that half-inch predicted rain event never stopped until my gauge showed 6.5 inches on that late June night and well into the morning. The rain just kept wrapping around and coming back with more power than the previous wave.

You have all likely experienced the same storm event opportunity. Getting to work, seeing how high the flood waters are, the rain gauge almost overflowing and the anticipated damage/recovery pe-

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riod, generates a tremendous ache in your stomach. You realize that there is nothing that can be done at that moment. You just have to wait it out and consider the possibilities, calmly.

Losing a pump house while almost going into full quarantine… what else could 2020 throw at my staff and me the first few weeks of July? How about 90 plus degree heat, dew points in the low 70's and heat indexes into the 100's!

We all wear similar boots, no matter what is happening, Mother Nature will throw curve balls at you. It seems that this year she is throwing everything she has! We are all in this business and know what ups and downs can occur, whether you're a Superintendent, Assistant, Mechanic, Vendor or just simply on the crew.

You all know how hard this business can be, and I am so proud of everyone that can fight through it and come out thinking positively. We are all resilient and staying positive, no matter what is going on, is in all of our natures, so please stay safe and healthy and keep a strong mind set through all that is going on.

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DEPARTMENT OF AGRICULTURE

Applicators License and Use Categories 2020

Do you have a license to apply pesticides?

A common violation documented by the Minnesota Department of Agriculture (MDA) is unlicensed pesticide applicators. Lack of training and the required license or certification can result in misapplication of pesticides that can lead to misuse, human exposure, and environmental harm. Complying with Minnesota's requirements will help protect citizens and our resources. This article will describe license types most commonly used by the golf course industry, how to maintain a valid license, enforcement, and statutory authority.

Licenses

Commercial Applicators License: Required for pesticide applicators that receive financial compensation/charge for their service or are for hire.

Noncommercial Applicators License: Required for golf course employees that apply General Use and Restricted Use Pesticides (RUP) on the golf course as part of their job. Non-golf course employees must have this license type only if they apply RUPs on property owned or controlled by their employer.

The MDA resources to help applicators become licensed are:

1. Pesticide Applicator Licensing: See License Types (Includes application forms)
2. Pesticide and Fertilizer Licenses/Certification application fees
3. Online Licensing and Payment Options
4. Steps to successfully completing a pesticide certification exam: See Testing

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These are the basic steps to obtain a license:

1. Complete application accurately;
2. Submit application to the MDA and pay license application `fees;
3. Schedule and pass the category certification exam(s); and,
4. Keep a copy of your license in your possession. Licensees must pass at least two certification exams: Core and one, or more, categories.

Legislative changes have removed the requirement for noncommercial golf course employees to hold multiple certifications for the application of general use pesticides on golf course property. Golf course employees should seek certification in the category where training best aligns with the work they do, or the sites of application where they apply restricted use pesticides. In most situations, individuals will be licensed as a noncommercial applicator with certifications in categories A (core) and E (turf and ornamental).

A. Core: Basic principles of pesticide regulation and application; required for all license categories.

E. Turf and Ornamentals: For pesticide applications to non-agricultural areas for ornamental purposes. This includes maintaining plants for aesthetic value on indoor and outdoor sites such as lawns, parks, athletic fields, golf courses, nurseries, and greenhouse.

F. Aquatic: For pesticide applications to surface water to control aquatic pest organisms.

J. Natural Areas, Forests, and Rights-of-Way: For pesticide applications to treat terrestrial vegetation and some insects and diseases found in natural areas (prairie restoration and buckthorn removal), forests (forest areas and forest plantations), and rights-of-way (including roads, utilities, and ditch banks).

L. Mosquito, Black Fly, and Tick Control: For pesticide applications made to control mosquitos, black flies, and ticks.

P. Vertebrate Pest Control: For pesticide applications to control vertebrate pests in the landscape using chemical baits, repellents or toxicants. Examples include liquid fence, dried pig's blood, geese, rabbit, or deer repellents; in addition to underground animals like gophers and moles. This certification is not required for use of traps, unless poison bait is used in the trap.

S. Non-Commercial Structural: For noncommercial use of RUPs in, on, under or around structures.

The MDA issues 20 different certification types. To determine which certification categories are required for the work you do, see additional License Categories.

Valid License

After initial licensure, license holders are responsible for maintaining a valid license. The following conditions must be met to keep a license valid:

- Renew and recertify by the dates listed on your license card.

- Certify in the correct pesticide use categories for work performed.

- Employer/company information must be current and correct on the card, including an address to conduct business.

- Employers must meet workers compensation and financial responsibility requirements for commercial licenses maintained by their employees.

All Structural, Commercial, and Noncommercial licenses expire on December 31 each year and must be renewed annually by submitting the required renewal fee. Renewal forms are mailed to the listed employer near the end of the calendar year as notification that the renewal fee is due.

Applicators must also recertify in each use category in which they are certified. Most category certifications require recertification every two years. Applicators with the Structural category must recertify every year. Certifications expire on December 31 of the respective category cycle.

Individuals must attend training, or retest, in the cycle specific to the category. It is the applicator's responsibility to know when they need to recertify. Printed on each license identification card is a Valid date and Categories/Recertify-by date. To check the license status and Recertify-By date of an applicator, look on the license identification card.

The MGCSA is pleased to partner with the Minnesota Department of Agriculture to provide industry specific bulletins.

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- In order to be qualified to renew, applicators must recertify each category before the recertify-by date expires.
- Applicators recertify by attending a recertification workshop or retesting.
- Attendance at a qualifying workshop allows applicators to renew their license without retesting.

If an applicator does not attend a workshop or a workshop is not available for the specific category certification, the applicator must pass the closed-book certification exam(s) and pay a retest fee.

Applicators must notify the MDA immediately when changing employers as the license becomes invalid when an applicator leaves an employer. Licensed applicators must notify the MDA of any change in address or name, change of employer, or change of license type (i.e. noncommercial to commercial). Test scores and/or recertification workshop attendance remains credited to the applicator regardless of employer. An applicator may not perform pesticide application work for a new company without first obtaining a license under that com-

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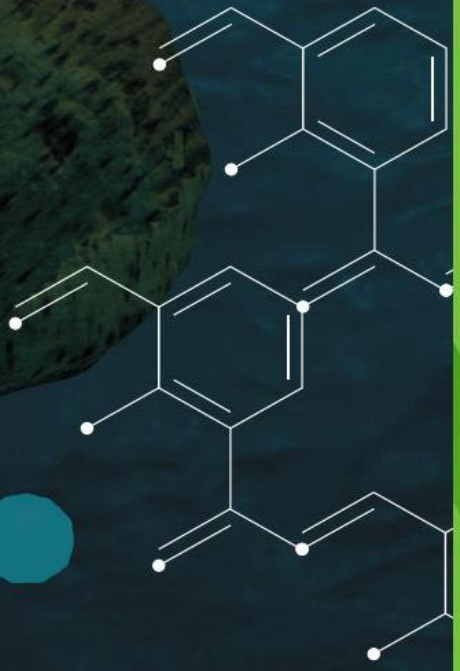

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pany's name.

To make any of these changes, contact the MDA at 651-201-6615 or email Pesticide.Licensing@state.mn.us (See License Changes)

Learn more online about pesticide applicator certification requirements: Recertification Requirements

Enforcement
Obtaining and maintaining the proper pesticide applicator license and certification in the appropriate use categories is very important. Due to potential human and environmental risks that can result from lack of training and the required pesticide license and certification, documented non-compliance will result in a Notice of Violation ORDER and may include additional enforcement or financial penalties.

Statutory Authority
Minnesota Statute 18B.345; Pesticide Application on Golf Courses.

Thank you,

Corinne du Preez, Agricultural Advisor/ACI Minnesota Department of Agriculture Pesticide and Fertilizer Management Division 2118 Campus Drive SE, Suite 300
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*Choosing fine fescues for summer patch and snow mold resistance**

by Dr. Paul Koch, University of Wisconsin Madison

Reprinted from the Low input turf using fine fescues blog at umn.edu

Fine fescues are thought to be more disease resistant than other turf species, and in general that's true (Figure 1). However, a closer look reveals that not all fine fescue species are equally resistant to all turf diseases. Even more confusing, those fine fescue species that are more resistant to certain diseases are often more susceptible to other diseases. To try and straighten things out, let's look at which fine fescue species perform best against summer patch and snow molds.

Figure 1. Various fine fescue cultivars on the left are showing great resistance to gray snow mold (Typhula incarnata) compared to the perennial ryegrass on the right.

There are dozens of diseases that can affect fine fescues, but in general the most important are summer patch, snow molds, red thread, and dollar spot. Summer patch and snow molds are probably the most damaging fine fescue diseases in the northeast and midwest-

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ern U.S., respectively. Resistance to summer patch is generally high in Chewings fescue cultivars and low among hard fescue cultivars, though differences exist between specific cultivars. On the other hand, resistance to snow mold is generally high in hard fescues and low in Chewings (Figure 2), though again differences exist between individual cultivars. The resistance of other fine fescue species generally falls in between Chewings and hard for both diseases.

Figure 2. This growth chamber screen our lab performed clearly shows the difference in species susceptibility to pink snow mold (Microdochium nivale). The pots covered in fungus are Chewings fescues while the pots with almost no infection are hard fescues.

This information is important for selecting the right fine fescue species mixture for your area. For example, it would be a bad idea to seed mostly Chewings fescues at a site in northern Wisconsin that experiences long winters and high snow mold pressure. In New Jersey, where summer patch is a serious disease, going with mostly hard fescues will result in continued turf loss due to summer patch infection. Knowing which diseases are most prevalent in your area, and the fine fescue species most resistant to them, can help you choose a species mixture optimally suited for success.

Additional and much more specific information is available here:

[Low Input Turf Using Fine Fescues]

[Fine Fescue Forensics]

[Use of fine fescues on golf courses 1: Introduction and history]

Extension
Turfgrass Science

The Minnesota Golf Course Superintendent Association is grateful for the support it receives from local institutions of higher education. Thank you University of Minnesota and University of Wisconsin, Madison for your continued studies into fine turfgrass management. We are better together!

"In the Hole!!!!!"

by Matt Cavanaugh,
Rush Creek Golf Club

Keeping Your Cool

July 2nd, 2020 was certainly going to be a hot day. Low to mid 90's for a high with dew points in the low 70's. We were ready for it at Rush Creek. All the correct products had been applied during the week to fight any potential disease issues. Wetting agents seem to be doing their thing (whatever that is) and aside from some noticeable gaps in irrigation coverage and excessive amount of traffic, the course, looking pretty good, was ready to take on the heat. We also had time on our side to get a few more things done as it was still early in the morning. However, on July 2nd, I was about to lose my cool.

It was actually a pretty good morning. At 9:30am, the crew was moving along well with completing the morning routine: there was only a little touch up hand watering and the last of the product applications were finishing up nicely. I was in a good mood. Like most of us, that is not always the case, but I can honestly say that I woke up on the right side of the bed and it had carried on through the morning. In jest I would not weed whip "Hi" in a patch of clover that morning if I was in a bad mood!

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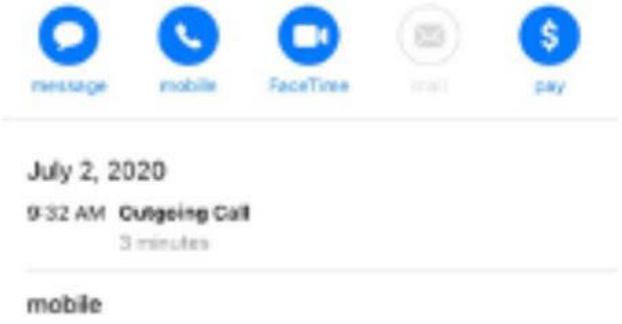
I was in my electric cart pulling up to the 14th tee where there was a threesome getting ready to tee off. Like always, I started to slow down early and stopped a good distance back to give the golfers their space. However, something was a little off. As I was stopping (some 50 yards from the tee) one of the golfers had his arms crossed and was staring right at me with an intensity only rivaling how I look at a golfer driving too close to a green. I had never really seen this before. I was puzzled as to why he was looking at me with such passion. It was as if he was waiting for me.

From my distance of 50 yards I said, “Is everything okay sir? Do you need help with something?”

He cast an accusatory reply, “Why do you mow so late in the day?”

I pull the phone out of my pocket to confirm that I wasn’t missing something. Observing the time, I felt my defenses kicking in as I reply, “Sir, it’s only 9:30 in the morning. We are finishing up our morning tasks.”



From the other golf cart, roughly 55 yards from me, I hear something being said by another member of the threesome. I could not make out exactly what was said but I heard enough to shift from defensive to annoyed. I faked like I didn’t hear and began to depress the pedal on the golf cart to move closer as I say, “Sorry sir, I couldn’t hear your expertise. Could you say that again?”

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Now I am at the back of the 14th tee and the individual, for a second time (and with a little more force) says, and for a second time I hear the exact same thing as before, “Doesn’t it hurt the grass to mow this late?”

If there is one thing that gets me going it is when a golfer thinks they know more about my profession than I do, and to me that is exactly what this question was… “Doesn’t it hurt the grass to mow this late?”. In my head I’m screaming, IT’S 9:30AM! With a stone look on my face I muster a simple “No”.

“Doesn’t it hurt the grass to mow this late?”

The individual that initially asked about mowing so late chimes back in, “Why don’t you start earlier?”

From what I recall I was still calm, but I certainly had a specific tone. I think you know what I’m talking about. “Well, I was here at 4:00am and all of the crew was out on the course getting the course ready for play at 5:00am.”

He responds, “Your crew is always so rude. You are always out here so

late. You all creep up on each tee, like you were doing to me just now and back on 15 you guys are always loud." (our shop is on the 15th hole)

"Well sir, we are not perfect, but we train our crew pretty well on being as respectful as possible." Now remember, I had a tone and it likely sounded more like this. "Well jerk, we totally dominated getting the place ready for you today and you don't seem to care, and our crew is always respectful, you just have sensitive ears and think you are better at golf than you really are." By the look on his face the tone and true nature of my comment was loud and clear. Of course, nothing I say at this point will help or change his mind, so I better just keep quiet.

"I have been a card holder out here for a long time and I have spent thousands of dollars here."

Hold it back Matt. Don't let the "I have more money than you so I'm right" get to you. Oh crap, it got to me. "Well sir, I have spent thousands of hours working here to provide you with a nice product for your thousands spent."

At this point I drove on past as choice words were being hurdled my way and I immediately called the GM (9:32am to be exact based on my recent call list with the call lasting 3 minutes) knowing that this individual was going into the clubhouse as soon as he could to report

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what had happened.

I later went to the clubhouse to also talk to the GM. It was a fine talk. I understood that I was rude. I never raised my voice, I never said a cussword but I certainly had a tone of “you are an idiot”. This tone is no stranger to me. It has gotten me into trouble before and I’m sure it will again, but I somehow need to get this tone in check.

Looking back, this individual had an agenda as was shown by the arms crossed staring back at me as I drove near the 14th tee. During the “conversation” with this group they started talking about a specific day when the staff was very loud back at the shop. This specific day

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we were having a little crew bonding time by having a competition on who could back up a trailer the best. We absolutely got loud and apparently this individual did not like it. It's not that we are always mowing too late or creeping up on people on the tee, rather it was all about that one day back at the shop on the 15th hole. More than a week later I happen to be the first person he found to take this frustration out on.

The GM and I discussed that most of the time you just have to "eat" a confrontation like this. Let the individual know, "Sorry we have been out here a little later today. I'll talk with the crew about being more respectful." I can then move on with my life, hopefully. This type of response from me would ultimately let them get their frustrations out and known and I don't get chewed out and open myself up for future confrontations with this individual. Seems easy when you are out of the moment and looking back.

Before the group finished their round that day, I did find them and apologized. I simply said "I'm sorry for getting defensive during the conversation. I wasn't listening to what you guys had to say and I'm sorry." They accepted the apology and went on with their round.

This apology will hopefully pay dividends in the future. I also hope this experience will also provide a point of reference when this situation arises again, and it will arise again. Experience is the best teacher. I just need to remember that most people do not understand what we do on a daily basis and I can't let that get to me. Even if there is an implied tone of "you just grow grass for a living."

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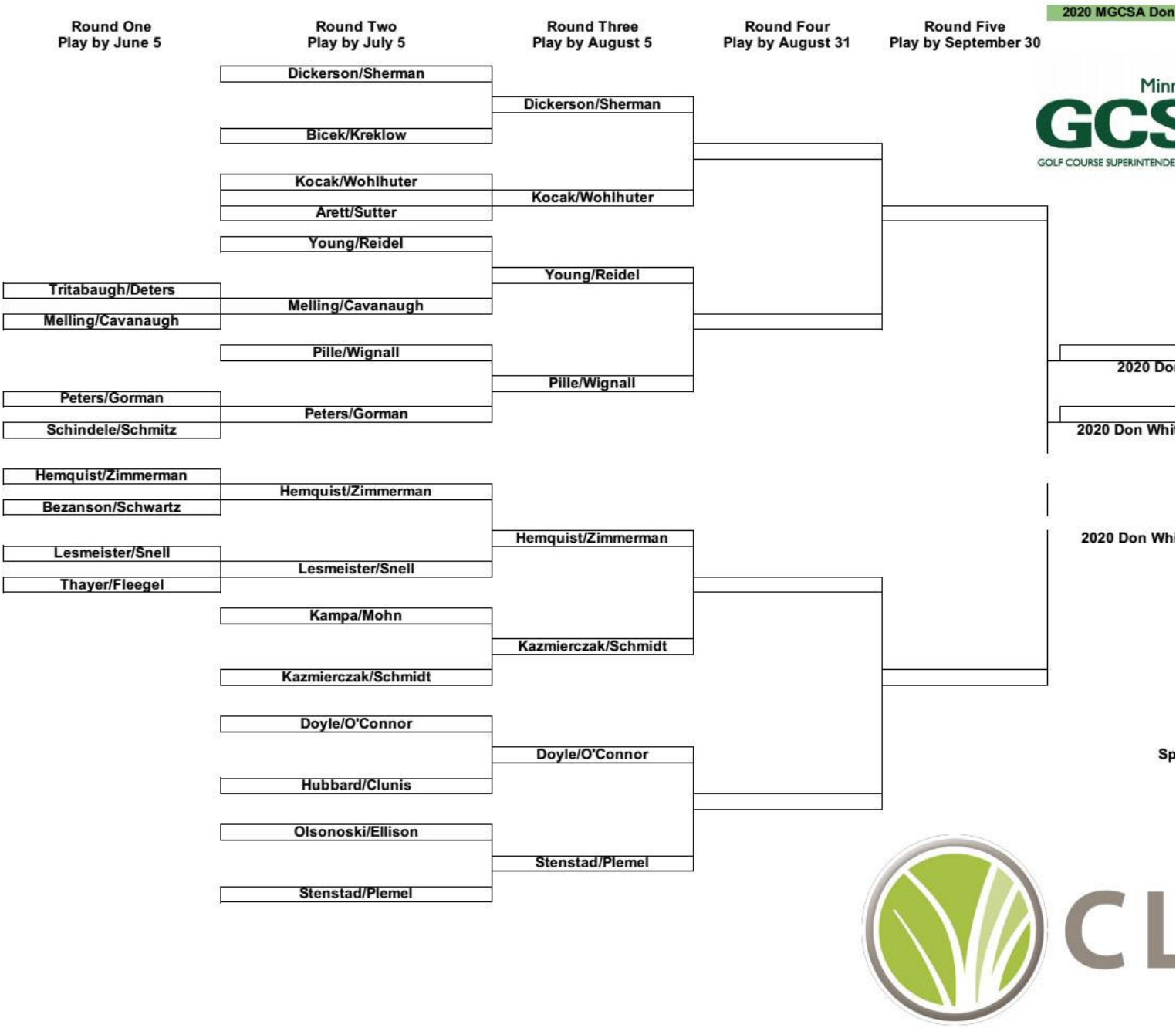

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Building Trust in Crisis and Recovery

By Dr. Bob Milligan, Learning Edge and Dairy Strategies
Pictures by Matt Cavanaugh, Rush Creek Golf Club

This article is based largely on a recording by David Horsager titled "Building TRUST in Crisis and Recovery." David is based here in the Twin Cities of Minnesota. I heard him speak and met him when he was relatively unknown. Today, he is a very popular leadership speaker and coach.

David and his company The Trust Edge are all about TRUST. He defines trust as "a confident belief in a person, product or organization." The eight pillars of trust for The Trust Edge are Clarity, Compassion, Character, Competency, Commitment, Connection, contribution, and Consistency.

Building on his theme of TRUST, we look at eight key actions to take during our time of crisis and recovery.

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Take an active approach

Now is not the time to stick your head in the sand (spend all or most of your time doing) or in the terms we have been using stay in the shock and denial stage of the grief/loss cycle. It is time to jump right in, be transparent, and take action.

The military teaches about VUCA. These are situations that have Volatility, Uncertainty, Complexity, and Uncertainty. Today is certainly VUCA. The key to today's VUCA is to take a breath, focus, and ask two questions:

1. What can I control?
2. What should I do first?

Mr. Horsager states that the CEOs that he sees succeeding in our VUCA are "doing the work." They are thinking about what can be done for our farm/business to use this time for a rebirth or renaissance. As he says. You can go beck to what was done before, but now is a time for something new or a new way of doing things.

Deal with tension

Tension is like violin strings; it needs to be just right. Too much causes excess stress, too little leads to complacency. The danger now, of course, is that we are strung to tight. He then lists several areas that have to balanced: persevere vs. pivot, take risks or stay safe, generalize vs. specialize, diversity vs, homogeneity. He says the three most important are

- Favor show value over discount.
- Favor give or get. We must get (profit, etc.) but starting by giving builds trust to work together.
- Favor transparency over confidentiality.

Lead with compassion

Empathy is essential NOW. Almost everyone knows someone who is suffering from our current crisis. Dr. Horsager gave an example of a hospital leadership team who spent time in the hospital wearing a mask. Condi-

tions are so different that extra efforts likely will be needed to be able to "walk in the shoes" of the people who work with and for you.

Define one priority

Research shows that if you have more than three priorities, you have no priorities. In a crisis that likely shrink to focus on one priority at a time.

Over connect with your people

Now is the time to show you care by being with your people. Everyone is some degree of scared and most are feeling lonely. Verizon reported that historically Mother's Day had the highest volume of calls of the year. EVERY DAY since COVID started has had TWICE that many calls. Also, half of the value of communication is lost if one cannot see the face of the person interacting with. USE VIRTUAL COMMUNICATION TOOLS!

As part of your over-communicating and over-connecting, be certain to look for signs of stress. Everyone is under more stress and has less resilience than in previous years. I just visited with a client who just lost an employee. Based on what I heard, the resignation came as at least as much from external stress as from what happened on the job.

Seek Wisdom

Twice during his recording David Horsager said: "If you are doing leader-

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ship alone, you are doing it wrong." Think about how much you personally know about any topic compared to what you and your team know. Now when everything is much more unknown, involving your team, your advisers, your colleagues and others is even more necessary.

Think long term and short term

The best leaders are thinking about the worst case. Great leaders and others have a paradox in crisis. They have an unwavering optimism about the long-term future, but they do not become overly optimistic about the short term. They confront the brutal facts about the short term.

After confronting the future, the short-term key is to focus on the best decision this week - more than weekly is too long in a crisis. After this week, focus on the next week's best decision and keep going weekly while keeping in mind the worst-case scenarios.

Cultivate your SEEDS

Think about the consequences if one of our leaders becomes less effective because he or she does not take care of himself or herself. That could happen to you. You must take care of yourself by cultivating your SEEDS:

- Sleep. Sleep deprivation is a major source of poor performance and a negative attitude.
- Exercise. Needed both for to keep the body in shape and to give the mind time to relax and reflect.
- Eat right. A well-functioning person requires the right fuel just like a fancy sports car or your big equipment.
- Drink water. Many of us become dehydrated when under stress.
- Source of strength. We all need something to ensure that we keep our priorities in order. Remember what is truly important in your life.

A concluding comment

This pandemic and the recovery will be a marathon. The quality of your leadership will undoubtedly dramatically impact you, your business, your

family, and your employees for decades to come!

Coaching Tip:

Redirection Feedback - Now More than Ever

It is and will be more tempting to overlook inadequate performance and behavior with the stress that is all around us. As we continue through crisis and recovery, excellent performance is as or more necessary than ever. We must confront inadequate performance and unacceptable behavior to enable the individual to have feelings of and pride in success and for farm/business success.

Recall that there are two forms - not one - of feedback for inadequate performance and unacceptable behavior.

- Redirection: Failure to perform was caused by the situation or the context of the performance - lack of training, ineffective supervision, unpredictable circumstances, unreasonable expectations.
- Negative: The situation cannot explain the failure; the failure to perform can only be explained by the employee's personal characteristics -- motivation, effort, commitment.

Today, I implore you to focus on redirection feedback using negative only as a very last resort. I say this for two reason. First, the likelihood that redirection is appropriate is high because there are so many stresses distracting the employee. Second, and probably more important, we have higher stress and correspondingly lower resilience. The result is that the employee is more likely to become defensive and even angry, making negative feedback very dangerous.

The goal here as always with redirection feedback is to improve perfor-

mance without damaging the relationship with the employee. Providing redirection feedback, however, is not easy as employees easily interpret it as negative feedback. None of us want to hear that our performance is lacking.

The following should help you provide excellent redirection feedback:

- Begin with and include throughout positive feedback on positive efforts and expectations met or exceeded.
- Communicate, without blaming, that performance is not acceptable. Often difficult to communicate.
- Emphasize that he or she is not at fault. The situation was the cause of the unacceptable performance. It is often difficult to convey that this is not a reprimand. Your employee will likely have at least some negative reactions. Work to keep this short lived and to keep the employee from becoming defensive.
- Provide the required changes in the situation - skills learned, knowledge gained, behaviors changed, actions taken, resources provided, expectations adjusted -- to enable "successful" performance.
- Redirect to succeed.

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Sleepy Eye Public and Saint Mary's Catholic Schools join Sleepy Eye Golf Club for Prairie Restoration Project*

*** From the Sleepy Eye YES Blog**

Team mission/motto:
Our team is offered as a shared extracurricular between Sleepy Eye Public School and St. Mary's Catholic School to educate students, staff, and the local communities on climate change and energy conservation. We prioritize involving the Sleepy Eye community in our action projects.

Goal Setting & Teamwork:
The prairie restoration project at the Sleepy Eye Golf was started in Spring of 2018 and will continue in a maintenance mode for years to come. (See the maintenance plan below). First three 1/3-acre plots were marked off with the help of Karl Weiss, the Superintendent at the golf course. Then, using guidelines given by Megan Benage, DNR Regional Ecologist, students had to come up with seed mixes of plants native to Brown County and which met these specific criteria. Seed mixes should have a minimum seeding rate of 40 seeds/sq. ft.*

- At least 40% of the total seeding rate should be composed of perennial forbs.

- 7 or more native grass or sedge species with at least 2 species of bunchgrass.
- Fulfill the guilds: cool season and warm-season grasses; sedges/rushes; legume and non-legume forbs.
- 20 or more native forbs with at least 5 species in each bloom period: Early (April-May), Mid (June-August), and Late (August-October).

After extensive work, the committee received this praise from Megan, “Excellent! I loved the students’ work and excitement. They are doing an awesome job. I really got that they are invested in the project. “

AFFILIATE TURF BIO

BY JOE BERGGREN, SUPERINTENDENT AT THE WILDS

NAME: Arik Hemquist
COMPANY: Reinders Inc

YEARS IN THE TURF BUSINESS
27 years in the turf industry

Arik, left, and His Don White Match Play Partner Justin Zimmerman

Personal Turf Facts:

How many years have you been in your current position? Previous positions?

I have been in my current position with Reinders for 6 years at the end of August. Prior positions include: 10 years as Assistant Superintendent at Brackett's Crossing CC, 4 years as Assistant Superintendent at Northland CC, 4 years working at all of Madden's 63 holes golf, including The Classic, East, West and Executive courses, along with the resort grounds. My start in the golf industry was 3 years at the long-gone, but not forgotten, Brainerd Country Club.

Where else have you worked? In the industry, outside the industry?

Besides the MN courses mentioned above I spent 3 wonderful months working at Amelia Island Plantation on their 3 courses with the South East's legendary superintendent Ron Hill.

Turf School Attended (if any)? Or non- turf school?

I graduated from Anoka-Hennepin Technical College with an AAS degree in Golf Course and Grounds Management.

Did you have any mentors to lead you into this business?

I have had many people help guide me throughout the years: Al Hollingsworth, Dick Williams, Scott Hoffmann, David Kholbry, Tom Proshek and Dale Parske just to name a few.

Industry thoughts:

What concerns do you have for your specific position?

As we all experienced this spring an economy crushing pandemic can affect many portions of business. For a few weeks the green industry was left in limbo, although we have rebounded greatly it still leaves us questioning what procedures do we need to put in place to ensure this does not potentially cripple us again.

What concerns do you have the turf business and the future of golf?

Golf remains a wonderful sport for many differing abilities to enjoy. Perhaps one bright side to the COVID19 pandemic was an introduction of many to our sport and a resurgence of play from others who had put the clubs on the shelf for a while. Now, we cannot expect everyone to stay with the sport, but I believe this is our opportunity to remind them of how great of an experience we can bring to them.

What is your opinion of the cost of golf course supplies?

Softgood supply costs have remained fairly stable the past few years. We also need to thank the major manufacturers for continuing to invest in research and development bringing new solutions to our industry allowing us to treat problems safer and with better results.

What do superintendents not understand about your job?

We follow a very similar schedule that a Superintendent does. Early mornings, long days, holidays, weekends. The summer is a grind for all of us, but we are here to help you out.

How many miles to you put on each year?

Over the past five years I have averaged 40,000 miles per year.

What are your pet peeves of dealing with superintendents?

I've been in the industry for quite a while now and I really enjoy getting to know the Superintendent, their property, management style, turf con-

cerns and bringing solutions for them to help please their patrons.

What is the future of chemical, fertilizer and golf products?

Once again, major manufacturers have done a wonderful job bringing us products that are safer to use with lower rates as others leave the market. I think we will have to continue to provide justification and continue to demonstrate our professionalism for product use.

How has COVID affected your position?

We at Reinders have been very fortunate to continue to provide the support for our clients throughout the pandemic adjusting to State enforced protocol on a daily basis.
Travel, meetings and interaction have all been altered according to customer needs.

Fun Facts:

Have you ever met a celebrity? Who?

A few at golf courses or events over the years.
Brett Hull, Kent Hrbek, Bert Blylevyn, Scott Studwell

What is your favorite vacation spot?

Florida Keys or Cancun are fun get aways in the winter, but I really enjoy being anywhere outdoors fishing or chasing wild game.

What is your favorite memory of starting your turf career?

I remember when I first started working there was a group of us that just wanted to be at the golf course all day. We would work our 8-9 hours, go home and grab a bite to eat and meet back up to play 18-27 holes and do it again the next day. Oh the days of very little other responsibilities.

What is your favorite part of your job?

Traveling around the state, meeting new people and helping them achieve their goals.

What is your least favorite part of your job?

Like a Superintendent, we are truly never off the clock!

Thank you Arik Hemquist for your continued support of the Minnesota Golf Course Superintendent Association

Thank you Affiliate Supporters!!!

Affiliate Spotlight:

Eco Works Supply (EWS) is a subsidiary of DAJ Enterprises LLC. DAJ was formed in June of 2002 by Doug Daniel and Jim O'Neill. Originally named Cycle Works of Minnesota and after expansions to Florida and Arizona changed to Cycle Works Golf Supply and in 2016 was changed again to Eco Works Supply.

Eco Work liquid fertilizers are manufactured using a glucoheptonate (sugar-based) process using all food-grade and pharmaceutical-grade content. The original goal was to be an all-natural product supplier which we have pretty much stuck with. We now believe we are

The Eco Works Supply Team, left to right, Doug Daniel, Jim O'Neill and Geoff Jordon

one of the industry leaders in natural fertilizers and amendments. Our focus is on the soil and creating and keeping healthy microbes.

EWS later expanded into selling granular fertilizers and now sells FMX and Green Pro as well as Origination fertilizers. We have added product lines like Tri Mountain, San Mar and Stormtech crew clothing, GSR Calcium, biological products from Terra Max (Tazo), driving range mats, netting, compost top dressing, Greenjacket covers, Compost Tea, Hole-in-White and Dura Stripe aerosol paints, Kirby markers, fertigation equipment and LeveLift, an irrigation head leveling system. We added grass seed from Jacklin Seed, Ramy Turf and Twin City Seed. In 2020 in response to the Covid 19 virus our supplier USSC expanded one of our disinfectant and cleaner product lines to offer a complete line of EPA registered disinfecting and cleaning products.

Cleary Lake driving range mat

EWS originally sold only to the golf market and after a few years expanded its marketing to include the sports turf market, including cities and schools. That led to product expansion to include turf marking paints. EWS has also added Turf Tank robotic painting machines as well as many sports turf maintenance related products.

From its beginning in 2002 with no customers EWS now has sold its products to over 250 golf courses in Minnesota, Florida, Colorado and Arizona. We have a growing e-commerce business, Eco Lawn and Garden, that sells liquid products via Amazon and its own web site www.ecolawnandgarden.com We intend to continue to expand our web offerings. We are testing new fertilizer offerings including fertilizers for the Hydroponic Industry. Our EWS product web site is www.ecoworkssupply.com

We have expanded our company and our employee base by adding industry experienced representatives such as Geoff Jordan in Minnesota and three representatives in Arizona and two representatives in Colorado. We are supported by Donna Daniel our Accounting Manager and Phil Roche our Inter-

net webmaster.

We are dedicated sponsors of MGCSA, MPSTMA, ASTMA, and Cactus and Pine. We have always supported our associations to the best of our ability with trade show booths and attendance at every event possible including the national shows.

We at Eco Works Supply are very proud of our growth and what we have done to become a trusted supplier in our industries. We are grateful for the many relationships we have built since we began in 2002 and intend to continue to innovate, grow and provide superior service.

Gross National, where superintendent Jason Wolford uses Eco Works Supply products.

The Minnesota Golf Course Superintendent Association thanks Eco Works Supply for their continued support of the industry

In Bounds

by Jack MacKenzie, CGCS

Back “in the day”, and through my early years as the superintendent at North Oaks Golf Club, golf was a very popular recreation. Many families lived the “club life”. Whether at the private high-end tracks or the municipal courses, players, spouses and children gathered at their home-away-from-home during the summer. It was a different age in our society.

Tax laws allowed for individuals to write off their club memberships or rounds as business expenses. There was no Dram Shop Law (named after a small shot of alcoholic beverage) which held alcohol servers responsible for any harm that intoxicated or underage drinkers they served cause to other people and, in some cases, themselves.

It was a time of single-family incomes. Moms stayed at home, kids roamed the neighborhoods in relative freedom (just don’t get caught!) and extracurricular summer sports drew “t” shirt wearing youth to marginally maintained fields with the understanding that only first and second place teams received any type of recognition trophy. Ice cream treats came after the last game of the season. Parents knew their place and left the kids to play.

Unfortunately, I think my generation screwed that up. As a newly divorced Dad in 1993, the big “D” becoming much more common and societally accepted than even seven years prior when my parents split up, I had a strong need to be the consummate parent and instilled myself in every t-ball practice, school event, field-trip and other function to prove that my parents

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had it wrong when it came to 'distance' parenting. Treats at every practice and participation ribbons soon became the norm.

Hmmm, once an avid golfer and outdoor enthusiast, my clubs, canoe and fishing rods were set aside to collect dust. Now I was participating in my children's activities as if the events were created for me. I prioritized my children's existence because I interpreted that to be my total responsibility. In all likelihood, back in the late 1990's and early 2000's, I smothered their independence by actively participating in the new generation of what would be called the "helicopter parent".

I wasn't alone. Many parents in my age group, and those that soon followed, put their "self" on hold to, in theory, be better parents who were active in providing anything and everything for their children. So consumed with our children, we put some of our self-satisfying indulgences on the back burner: golf, canoeing, fishing and hunting. Some hobbies were sold away at garage sales.

The pandemic caused by Covid-19 could not have been better for the game of golf in Minnesota. Every Superintendent I have spoken with talks of the incredible amount of play their tracks are receiving.

2002 saw the peak of golf participation. Some suggest that it was the

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Tiger Woods effect, and fall thereof, coupled with expense, overbuilt destinations and sport difficulty that caused the collapse of golf's popularity. I purport the consideration that, although those may be factors that contributed to the reduced interest in golf, societal expectations brought on by the helicopter generation and guilt of not being an active parent corrupted the once popular recreation.

...playing surface conditions have never, ever been better. No spike marks, rolled putting surfaces, dry conditions and amazing turf combine to make playing golf a treat.

The pandemic caused by Covid-19 could not have been better for the game of golf in Minnesota. Every Superintendent I have spoken with talks of the incredible amount of play their tracks are receiving. Municipal, private, public, high-end, low-budget, new and old golf courses are being played and played. And it isn't the F&B bringing former golfers' home to roost and drawing newbies into the game.

Obviously, it is a response to the social distancing recreational opportunity that golf offers. The pandemic was/is the perfect excuse to dust off the golf clubs and rediscover how much fun it is to hit a golf ball.

Since the early 2000's, the rules of game have changed, and equipment advanced to the point where practically anyone can hit a good shot and those with some degree of talent can hammer the ball or finesse a delicate placement. Persimmon woods and cast irons have

been replaced with advanced materials that make the once impossible, possible. Suddenly, unexpectedly and blessedly forced into socially distanced recreation, former golfers were reintroduced to a game that may have once been consistently "hard". Today it isn't so much about scoring as it is hitting a few amazing shots that rival the professionals.

And we cannot neglect the Rockstars of playing conditions, the golf course superintendent. After two decades of providing "more for less" and the amazing advancement of maintenance technology, playing surface conditions have never, ever been better. No spike marks, rolled putting surfaces, dry conditions and amazing turf combine to make playing golf a treat. The romance of the golf course, due to the abilities of today's turf managers, has positively afflicted the population of renewed golfers.

Music on the course, sticks left in the cup, the chance to pound a ball (or if a miss, the worm burner goes a long way), the sinking of a forty-foot putt on a smooth-as-silk green, fewer slices/hooks. Amazing equipment, updated regulations and fantastic conditions have reintroduced a "new" game to those who had put the clubs on the shelf for their parental obligations.

The new-old golfer is realizing that the game they may have, at one time, struggled with has become a whole lot of fun. Now it is up to industry to maintain that "mojo" and keep the retread generation of golfers on the course, having a great experience.

Not unlike my passion for wilderness adventure, which took a complete life-change to reintroduce me to the canoe, paddling and expeditions, I think the revitalization of our industry has been re-set due to the pandemic and the opportunity to play golf for fun.

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