

Hole Notes

The Official Publication of the MGCSA



Vol. 56, #10 November/December 2021



Awesome Picture Spreads

2021 Pro Turf Forum	Pages 20 - 21
2021 North East Outreach	Page 28
South East Outreach	Page 30

On the cover: Get to Know “EM”
Featured MGCSA Member John Cameron,
Superintendent at Indian Hills Golf Club,
exploring Castle Conwy in Wales.
Are you interested in introducing yourself
to the Association’s membership? It is
easy to do. Reach out to Editor Joe
Berggren and fill out the simple survey
form, gather a few fun and informative
pictures, and send them to
jack@mgcsa.org.

Events Ahead:

2022 Annual Meeting

Outreach Education Series

Northern Green

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Featured Articles

- What Is Your “WHY” Question? Part Four** pages 8 - 13
By Brian Brown, Retired Superintendent
- Honey Bees Suck at Pollination** pages 14 - 19
By Justin Adams, Revive Outdoors
- Why Is Supervision and Management So Hard?** pages 22 - 27
By Dr. Bob Milligan, The Learning Edge
- Duininck and Nicklaus Golf Merge Talents** pages 32 - 35
By Sam Duininck, Duininck Golf
- Get To Know ‘em: John Cameron** pages 36 - 42
By Joe Berggren, Superintendent at The Wilds
- GCSAA Announces New Central Plains Field Staff** pages 44 - 45
- Understanding Factors Associated With Successful
Reestablishment of Golf Course Putting Greens
Following Winterkill** pages 50 - 53
By Dominic Petrella, UMN Turfgrass Science Team

Monthly Columns

- Presidential Perspective** pages 4 - 5
By Scott Thayer
- In Bounds** pages 52 - 55
By Jack MacKenzie

Editor

Joe Berggren
JBERGGREN@GOLFTHEWILDS.
COM



Presidential Perspective

by Scott Thayer, Legends Club

The last month, or so, of the golf season always seems to go fast. And with the year we have all had it can't

go fast enough, what with the irrigation blow out, snow mold chemical applications and preparing the course for a winter in Minnesota. There has also been a lot going on with the MGCSA. But it is really nice to be busy again with events and education.

Last month we had our first ever "Turf Forum" just a day before the turf centric pesticide recertification. It was great to see everyone that attended both the Turf Forum and the recertification at Mendakota Country Club; thank you host to Tom Schmidt for the comfortable venue. Wonderful information was presented at the Turf Forum with some great speakers, in essence, Supers and Professors giving info on being more environmentally friendly Superintendents. I feel we all want to be environmentally conscious Superintendents, but these guys HAD

to do it in accordance with their park and rec board, and they did a great job. Thank you Chris Aumock and Dan Ament with the Minneapolis city courses and Dr. Paul Koch.

Also, we had one of our own talk about a first ever GCSAA "First Green" held in Minnesota. Nikk Dickerson had to go through hoops to make this happen at Owatanna Country Club, but he was persistent, to say the least, so he could teach some kids about our profession. Great job Nikk! Following the Turf Forum was another great pesticide recertification class coordinated by Winfield United. Yes, I was in attendance as well. I will say I enjoy the turf centric recertification. Indeed, there is still information about PPE and other safety protocols that we need to follow as pesticide applicators, but being turf centric, it is nice to have speakers that are turf professionals to make it more enjoyable than other recertification classes that I have been at. Thank you, Winfield, for sponsoring this event. We couldn't do it without you guys!

The MGCSA also has reinstated the outreach Education and open Turf forums in different locations across the state that includes: an UMN update presented by Maggie Reiter, Ken Rost from Frost Inc discussing sprayer applications, and an open turf forum to end the meeting. These were on hold since COVID. Thank you, Jack, for starting this up again and getting some of our Outreach areas of the state involved in the association. It's nice for those members not to have to travel to the Twin Cities Metro for education and networking. Great job Maggie, Ken and Jack for putting this together and continuing education throughout the state! And a super thank you to our sponsoring Affiliates who support the logistics of the out-state education in the winter and social golf in the summer.

What else is going on right now with the MGCSA??? Oh yea, Jack MacKenzie, our Executive Director for over a decade, has decided to take an early retirement. As you all know, the process started by opening the position, getting resumes, vetting the applicants and narrowing the field to a select

small group to be interviewed. Hopefully, the process will be smooth and effortless, but I am sure you know it probably won't be! On a side note, Jack has done an outstanding job serving as our ED; I am sure you all know how great Jack is! By working with Jack for the last 4-5 years I have got to know him well. His hard work, dedication, and selfless attitude for our association is well recognized and appreciated by all the MGCSA. It's hard to explain and fathom how much he has done for us and our Association behind the scenes, so that we can not only do our jobs, but do our jobs to the best of our ability. Big shoes to fill for our next ED but whoever we decide upon I am sure will make Jack proud. Thank you, Jack, I literally can't say it enough!

The next months of our association will be interesting with the Northern Green, our Annual Meeting, interviews for our new ED and the GCSAA National in San Diego. With this being my last article, I thank you for the last two years and hope the best for this great Association, because that is what it is, one heck of an Association!

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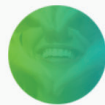
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JANUARY 11-13, 2022
IT'S TIME TO RECONNECT.



What is Your Why Question?

***This is the fourth and final installment presented by
Brian Brown Superintendent at Chisago Lakes Golf Club and Graduate
Student, Hazelden Betty Ford School of Addiction Studies.***

Who are your FRIENTORS?

Frientor is a contraction of the words friend and mentor. A friend is a person with whom time spent is mutually enjoyed. A mentor is a person who can teach and, more importantly, inspire and motivate you. Most people have friends, possibly not as many as we would like. The term mentor seems so intimidating therefore, most people have not had a mentor.

A frientor is more of an informal process that EVERYONE can have. HOW do I develop a frientor you may ask? There are two easy steps. Step 1 is to spend time with a friend doing an activity that you both enjoy. Step 2 is the crucial step. Ask your potential frientor an intentional question that is more than surface deep. The worst that can happen is a moment of awkwardness.

Topics can be anything but may include things like your marriage, problem with a child, career advice,

work problem, finances, personal substance use, health problem, etc. A frientor will engage your question inquisitively and with empathy. A frientor may contribute about their own struggles or insights that a stranger would not.

Where do I find a frientor? Where do you spend your time and energy? Are you interested in golf, turfgrass management, sports, hunting and fishing? The Minnesota Golf Course Superintendents Association (MGCSA) sounds like a good place to start.

I have found that my fondest memories and connections to others in the industry has come from MGCSA and industry events. These events may be based on education content yet the most knowledge an attendee may grasp is through the connection with others. The five years I spent on the MGCSA board created some of those friendships with my colleagues that would not have happened. A person I call a frientor is TPC of Blaine Direc-



This picture is from the Western Wisconsin forum that Luck General Manager Kevin Clunis, CGCS hosts each year in March. We are socially distanced with Covid conditions.

tor of Agronomy Mark Michalski. Our frientorship began through the previous Director Roger Stewart, CGCS. Roger and I served on the board together and we discovered our mutual interest in riding motorcycles. We went on a group ride together and attended the Minnesota Motorcycle show together. Mark was Roger's assistant at the time, and I got to know him. While Mark is not a motorcycle rider his father is a Christian pastor and we shared our faith with each other.

Mark lives close to my course and last year he purchased a family golf membership at my club. Chisago Lakes Golf Course is a lower budget course that makes for a good place to bring Mark's young family golfing on weekends. Having a spot on my Wednesday night Men's league I invited Mark to golf on our team. Our time golfing together flies by talking "shop", family, and religion. Mark is younger than me yet our experiences in the golf industry and the church mirror each other.

A great idea for a frientor is to find a friend that has experienced the life events that you will be going through. Someone a generation in front of you can give a person so much wise counsel.

For the last three plus years I have been meeting with my frientor Pete Boelter at Arby's for lunch once a week. In the summer we

to each other with windows rolled down and the car heaters on keeping us warm. Our lunch special: 2 dine for \$8.99, 2 roast beef sandwiches, mozzarella sticks and curly fries for Pete and potato cakes for me. And yes, I track the points, 24 of my daily allocated 30 points. Pete began working for me in 2007 and I respect him so much. We



Author Brian Brown catches up with his Frienter Pete Boelter over a sandwich and drink. They talk about many different issues.

follow lunch up with golf, getting in 9-holes at the course before the Men's league that we golf in and that I administrate. With covid we moved our time out in the parking lot. When the weather allowed, we sat in chairs in the grass and when it did not, we parked our cars next

developed a good friendship and we started having lunch occasionally until it worked into a weekly meeting that we rarely miss. What our frientor conversions include: of course, there is golf, that is a given, but we also talk about the things that "guys" typically do not



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talk about: wives, families, politics, religion, finances, movies, and current events. What I so appreciate about this frientorship is that our views do not always match up. Pete is a retired schoolteacher and principal. He is a solid liberal democrat and frequently attends a progressive Methodist church. I call myself an independent conservative and a member at a fundamental evangelical church. I learn more by what we do not agree upon than what we do. It is interesting how we have come to those differences.

Frientorship is not just about receiving mentorship but also contributing to others. My assistant superintendent, and nephew, Mason

Drabant asked me if I would be willing to mentor him in a “Bible Study” during our lunch hour in the winter when it was only the two of us. Mason is a thirty-year old single guy and I wanted the study to be purposeful and focused. I turned to my frientor Mark Michalski remembering that he was mentoring a couple colleagues through a video program with workbook called ***Authentic Manhood, 33 The Series***. This has been a great opportunity to go deeper into our lives and dreams of our future. The studies that we have completed are titled, **A man and his design**, and **A man and his work**. We also play ping-pong after lunch in the winter. It is a small



Brian “frientors” his assistant/nephew Mason Drabant sharing and discussion ideas presented through Authentic Manhood 33, The Series.



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area, so our table is a foot shorter than regulation. Mason is the stronger player and usually gives me handicap of a couple of points, but this Wiley old guy has managed to sneak back to no handicap with recent wins.

What is my “Why”? To finish my race well. How I do that is by understanding who I am as a person with my strengths and weaknesses. Family and friends are essential and connecting with others on a deeper level develops the joy and contentment that I need in this life. I would like to conclude with a quote from Mr. Fred Rogers, “As human beings,

our job in life is to help people realize how rare and valuable each one of us really is, that each of us has something that no one else has-or ever will have-something inside that is unique to all time. It’s our job to encourage each other to discover that uniqueness and to provide ways of developing its expression.”

WHAT IS YOUR WHY? WHO ARE THE FRIENTORS THAT SUPPORT YOUR WHY?



*The common honey bee really isn't that
"sweet" of a pollinator!*

Honey Bees Suck at Pollinating

By Justin Adams, at reviveoutdoors.com, photos Adobe Stock

Honeybees Suck At Pollinating! There, I said it!

It's time for the honey bee to step aside and let native bees have their moment in the spotlight. Now don't get me wrong, I'm not here to bash honey bees. They are incredible buzzing machines, and I appreciate the work they put in and the honey they make. But what about native bees? Where are they in the conversation about producing the world's food supply? Well, as it turns out, they do a lot more than previously thought. So let's meet some of your new best friends: native bees!

It may be surprising to know that 75% of North American plant species require an insect for pollination. Bees are usually responsible, but many other insects can do the job as well, including butterflies and beetles!

Before comparing native bees to honey bees, we have to first know how honey bees operate. I think most of us know that honey bees live in colonies. Colonies can have several thousand bees, with some numbers ranging from 10,000 up to 60,000 and beyond. The worker bees are tasked with collecting pollen and nectar to feed the colony. Those bees can fly up to 5 miles from the hive to gather resources. And the honey bee is one of the most effective at doing so. Which is the problem. Bet you didn't see that coming!

You'd never think efficiency would be a problem, right. Well, in this case, these worker bees get fixated on a pollen/nectar source. These bees collect as much as they can carry and head directly back to the hive. Once they've offloaded their bounty, they head back to the source. Over and over, they fly back and forth to collect and deposit their harvest. And over and over, they fly right past other plants without dropping off any pay-



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load. It's this efficiency, directly to the plant and directly back to the hive without stopping for a fountain soda or to chat with some friends, that makes honey bees suck at pollinating.

These bees rarely stop off at other plants, depositing their previously collected pollen onto new plants. It's their job to keep the colony fed, and dropping off supplies, accidentally or not, is not what a good worker bee does. Enter native bees. Yup, honey bees are not native to North America. They were brought here in the 17th century from Europe. However, the United States has about 4,000 native bees.

Many native bees are solitary creatures. What they do with their time is for themselves. They're not on a quest from the Queen to provide food for the colony. They just need food for themselves. Native bees will col-

lect pollen/nectar from several different plant sources before returning home. Each time they touch down and take off, pollen is transferred from these bees to the plant. If you've ever watched a slow-motion video of a Bumble Bee (native to the US) landing on a flower, it looks more like a belly-flop. This crash-landing throws debris (pollen) loose. These bees are constantly losing and collecting pollen and nectar, transferring it to every plant they stop at.

Somewhere between 20-45% of native bees are plant species specialists. Well, pollen specialists would be more accurate. They will only use pollen from a single species of plant! If that plant somehow is removed or disappears, so does that bee. Conversely, if the bees are removed, the plant can not reproduce. As mentioned above, the Bumble Bee is a sort of specialist. It's one of the only species of bees that uses buzz pollination, a technique where the bee violently shakes the flower to release the pollen. That's a bit over-simplistic, but it's more or less what happens. And many of your prized table foods only exist because of buzz pollination.



With almost every crop, native bees are the primary pollinator. Or at least they significantly supplement honey bee activity. Studies have shown crops that don't need a pollinator, like peppers, soybeans, and cotton, have higher yields when visited by bees.

While honey bees play a small role in pollinating, they are also notable native bee competitors. This is why they shouldn't be introduced in areas where you're cultivating native plants. The main reason for native bee numbers declining is the loss of plant diversity on the landscape. Despite the high number of foods pollinated by native bees, those bees are also responsible for healthy forests, wildlife, and watershed.

Fun fact, native bees are often very tiny, like 'smaller than a grain of rice' tiny. In fact, the USDA says around 10% have not yet been named or even described!





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Golf Course Superintendents Dan Ament, Chris Aumock, Nikk Dickerson,
Dr. Paul Koch and GCSAA Director Steve Randall**

“Supervision and Leadership are Not Rocket Science!” so... Why are They So Hard?

By Dr. Bob Milligan, The Learning Edge

I have heard all the following referring to supervision and leadership many times:

- “This is not rocket science.”
- “It seems easy”
- “This is just common sense”
- “I can learn this from experience”

Given these statements, it should be easy to be an outstanding supervisor, or leader. Obviously (and unfortunately) this is not the case. Great supervisors and leaders are rare and, in most cases, have worked very hard to become outstanding.

An understanding of why it is so hard is the focus of this article. To narrow the discussion, we will focus on supervision. A focus on leadership would give the same message.

The heart of this difficulty is that although supervision seems like it should be easy, implementation of the necessary skills, principles, and processes to be a great supervisor does not come naturally for at least most of us. Rather to be successful we must:

- ***Change the way we think!***
AND
- ***Change the way we behave – act!***



photo by Ross Findon

We look at each of these below.

Change the way we think!

Until the Industrial Revolution in the mid 1800, supervision as we think of it today did not exist. Over the next couple of centuries what I call the control focused approach to supervision evolved primarily by doing what comes naturally and influenced by the circumstances, thinking and expectations of the times. What evolved has the following characteristics:

- Employees are viewed as costs.
- The primary function of the supervisor is to tell employees what to do – to be a boss.
- The primary expectation of employees is to comply with what they are told.
- Supervision is primarily reactive.

In the last 50 to 70 years, emanating from Dr. Deming and the quality

movement, we have learned, and research has verified that there is a far superior approach to supervising employees. This approach sounds “nice,” appears easy to implement, and has proven to enhance workforce productivity but has proven to be unnatural for most of us. It has the following characteristics:

- Employees are viewed as assets.
- The primary supervisory role is to direct, teach, coach, support and encourage the employee to attain great performance and high job satisfaction – to be a coach.
- Employees respond to actions from the supervisor that are fair and develop trust; the supervisor – employee relationship is an interpersonal relationship.
- Effective supervisors are proactive in building the interpersonal relationship, enabling performance improvement, and addressing workplace issues.

The table below contrasts the two approaches:

Control Focused - Default	Performance Focused - - Contemporary
Employees viewed as costs	Employees viewed as assets
Supervisor tells employee what to do	Supervisor directs, <u>teaches</u> and coaches to succeed
Based on compliance	Based on fairness and trust
Primarily reactive	Proactive

Since most supervisors have little training in supervision, they use their natural instincts in supervising employees. Today this default approach typically falls somewhere between the two approaches; however, in most cases it is closer to the control focused approach because two key aspects of the performance approach are “unnatural” for most of us:

1. Partly because labor cost is on the expenses side of the income state-



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photo by Eden Constance

ment not on the asset side of the balance sheet, it is difficult to view employees as assets. Investing the time required to build a trusting relationship and in training and development to best utilize the talents of each employee sounds great but is difficult and time consuming to execute.

2. Our natural approach to supervision is to solve problems as they occur; however, not unlike our work with livestock and crops, the greatest success comes from preventing problems and solving problems before they grow. This proactive approach to problem solving and to providing feedback is not natural for most of us.

Change the way we behave – act!

Changing the way we think – recognizing employees as assets and the need for being proactive – is difficult; it, however, is actually the easy part. The difficult part is implementation of the performance approach.

Only as I have worked closely one-on-one with managers have I grown to

appreciate how difficult this is and why it is so difficult. The tremendous difficulty arises from our having to change our behaviors – the way we act as supervisors.

Think about yourself or someone you know who has decided to eat more healthily or get into an exercise routine. They too have had to change the way they behave and in most cases it has been extremely difficult. Changing our behavior as supervisors has much of the same difficulties – and similarly very positive results.

Supervision can be learned

Although learning to be a better supervisor (also leader) is not easy, it is possible. It takes knowledge and, most importantly, practice!!! Working one-on-one and in groups with supervisors, I have been amazed at how difficult it is to change; however, I have also been amazed at the incredible positive results achieved when these changes are made.



photo by Danielle Macinne

2021 Northland CC Outreach and Open Turf Forum

Thanks Host Superintendent Jake Ryan

MGCSA Winter Outreach 2021-2022

Information, Issues and Solutions

November 30, 2021

Northland Country Club, Host Jake Ryan

\$15 per person includes lunch



The agenda of the day will be:

8:00 Welcome/MGCSA update and advocacy

Maggie Reiter

8:30 UMN Update: Solutions to challenges that you can use NOW

9:30- 10:45 Frost Inc: Good, Better, Best and WORST spray tech solutions

11:00- 1:00 lunch/open turf forum: Water, wages and what's next?

Adjourn at 1:00

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2021 Somerby GC Outreach and Open Turf Forum

Thanks Host Superintendent Jake Kocak

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- Adjourn at 1:00

Thank you Education Sponsor, Ken Rost



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MGCSA Outreach Education and Open Turf Forums Winter networking opportunities accross the state

Thank you host superintendents for allowing the MGCSA to utilize your fine venue for the first MGCSA Outreach Education and Turf Forum event.

Potential Forum topics: water, wages and what's next?

8:00 Welcome/MGCSA update and advocacy

8:30 UMN Update: Applicable solutions to challenges that you can use NOW

9:30- 10:45 Frost Inc: Good, Better, Best and WORST spray tech solutions for all courses

11:00- 1:00 working lunch/open turf forum: Water, wages and what's next?

Adjourn at 1:00

Dates and destination courses:

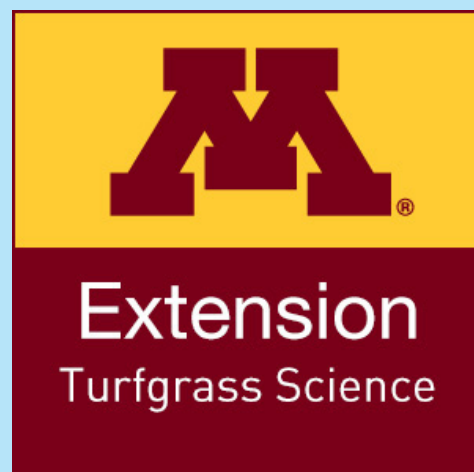
November 30, Norhland Country Club. Host Jake Ryan

December 2, Somerby Golf Club. Host Jake Kocak

December 14, Marshall Golf Club. Host Lance Tykwinski

March 22, Fargo Country Club. Host Joe Rolstad

***Thank you Sponsor and
Educators:***



***\$15 per guest. Bring your staff or owner.
Register under events at mgcsa.org***

Duininck and Nicklaus Golf merge talents at Bearpath Golf and Country Club

By Sam Duininck



(EDEN PRAIRIE, Minnesota) - Bearpath Golf & Country Club – Jack Nicklaus’s only Minnesota golf design sits just to the southwest of downtown Minneapolis in a proud and thriving community eager to see their already great course become even greater.

It was a visit from the Golden Bear himself that prompted Bearpath’s multi-year Master Plan development and impending rollout. Jack noted the erosion caused by Riley Creek, and several other renovation projects that current technology and the right construction team could easily and adeptly tackle and improve. Jack expressed a personal affection for his lone Minnesota design and desire to see it reach its modernized potential.

The Bearpath ownership and management group was listening carefully and, over the past two years, has worked diligently together with the Riley Purgatory Bluff Creek Watershed District to prepare for improvements, specifically on holes 12, 13 and 16 as an overall joint project. The renovation provided the opportunity for the watershed district to also join in on stream improvements while the golf course was undergoing construction. Nicklaus Design's lead architect for the project, Chris Cochran, then pointed out several other improvements he wanted made, including bunker renovations, cart path replacements and green re-grassing and resizing.

Bearpath leadership responded quickly and deliberately, bringing in Duininck Golf and BARR Engineering for the multi-year project currently underway. Bearpath's PGA Head Golf Professional, Kevin Cashman, said, "We've worked with many of the top golf course construction companies in the country, and it was important that we partner with a contractor who could respect and execute our golf course master plan to the highest of standards. We were confident Duininck Golf was the right choice."



Duininck Golf, for its part, is thrilled to be involved in yet another prestigious Twin Cities golf renovation, and even more excited to work with and learn from BARR engineering on this project. Brad Lindaman is the Senior Water Resources Engineer at BARR engineering and represents Bearpath in their work with the Riley Purgatory Bluff Creek Watershed District. “I have over 30 years of experience in watershed organization management,” Brad says, “and I’m intent on making sure there’s mutual benefit in this project, to both the watershed district and Bearpath Golf & Country Club. Ultimately I want to make sure that the golf course’s existence and evolution are sustainable long term.” The extensive engineering work, Nicklaus Golf renovations, and Duininck Golf construction expertise will make sure Bearpath’s magnificent course is improved in functionality, scenery and entertainment value.





“I love Bearpath Golf & Country Club,” Duininck Golf’s General Manager, Judd Duininck, says.

“Bearpath is a great property and facility. I have been there many times over the years. It has been fun to see the improvements to the facility over the years and greatly appreciate being a part of making it a better place for everyone in the long term.”

About Duininck Golf

Duininck Golf is part of the Duininck Companies established in 1926 based in Prinsburg, MN. A member of the Golf Course Builders Association of America (GCBA), Duininck Golf has completed new course, renovation and irrigation installation projects throughout the United States working alongside many well-known golf course architects, many who are members of the American Society of Golf Course Architects (ASGCA). With offices in Minnesota, Texas and Georgia, Duininck Golf has the resources and regional expertise to provide uncompromised service and attention to detail to its clients.

Get to Know 'em

Superintendent John Cameron Indian Hills Golf Club

by Hole Notes Editor, Joe Berggren



FACILITY INFO

Golf Course:
Indian Hills Golf Club

Public or Private:
Private

Number of Holes:
18

Full Time Employees:
4

Seasonal Employees (not
including full-time):
16

Number of employees at
entire facility during peak
season:
60



And Muggsy too!

Type of Grass:

Greens = Bent/Poa Mix (3-new holes have 007 bentgrass)

Tees = Bent/Poa Mix (3-new holes have dominant x-treme 7 bentgrass)

Fairways = Bent/Poa/Fescue/Bluegrass Mix (3-new holes have dominant x-treme 7 bentgrass)

Total course acreage:

180A

Green acreage:

4A

Tee acreage:

3.5A

Fairway acreage:

30A

Rough acreage:

40A

Driving range acreage:

2A

Range tee acreage:

0.75A



PROFESSIONAL TURF FACTS

How many years have you been in your current position? 2

How many years have you been in the turf industry? 14



Where else have you worked?

Internships at Edina Country Club, Chevy Chase Club, and Hazeltine National. Assistant at North Oaks, Town & Country, and Interlachen.

Turf school attended (if any)?

Bachelor of Science in Horticulture from the University of Wisconsin-River Falls

INDUSTRY THOUGHTS

What is one master plan thing you would like to change at your golf course?

Complete irrigation system installation/upgrade. We rely on the original 1971 single-row system. The pipe/valves/heads/wiring are well beyond their lifespan and fail often. We still have some original Thompson heads and Griswald valves in the ground. A majority of our isolation valves don't isolate so most repairs require a full system shutdown. We don't have a central system so we program/schedule with 22-stand alone Buckner con-

trol boxes. I definitely took for granted the luxury of being able to “rain-hold” with the single push of a button at previous courses.

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

The game of golf appears to be booming with rounds and revenues way up. Hopefully we can maintain that trajectory/income because the cost of maintaining these courses is also projected to skyrocket. Everyone will have to be creative (more than normal) to navigate the volatile market.

What is needed to bring more young professionals into the industry?

I love the idea of the MGCSA Apprenticeship program to help integrate high schoolers with “on the job training” programs. This would be no different than plumbing/electrician/trade programs that some of my friends pursued when we were that age. With hard work and determination they were able to climb their professional ladders quickly and I think we could provide the same pipeline. Our current Assistant-to-Superintendent pay scale is skewed and needs to be altered to help retain young professionals. It’s hard to blame individuals leaving the industry when they are “maxed-out” at \$40K/year.



What piece of equipment do you want? not a need, a want.

Feller Buncher. We worked with YTS land clearing company on a 13-acre clearing project at Indian Hills Golf Club. I was in awe watching the feller buncher work. They were cutting down and moving 60' trees like tooth-picks. Too bad they never left the keys in the machine after their work hours.

In terms of industry costs (equipment, pesticides, labor, etc.) are they too low, too high, or just right?

In my opinion they are too high but I'm not the one sourcing the material and manufacturing it. In the minds of the manufacturers/suppliers the prices are just right. You know the market is crazy when Urea is expensive. When will it end?

FUN FACTS

Have you ever met a celebrity? Who?

Is Nick Swardson a celebrity? I ran into him at Target Field around the time his standups/acting career was peaking. We walked and talked for a minute. He asked where I was from (Forest Lake) and he made some jokes about going to bonfire parties there with his St. Paul wrestling team when he was in high school. When we parted ways he was swarmed by a large group of people taking photos of him so I felt lucky to have that 1-on-1 with him.

What is your favorite vacation spot?

My wife is an experienced traveler/vacationer which is nice because I can just tag along. We've only been there once but Conwy, Wales was remarkable. My wife and I stayed at a B&B just outside of the Conwy Castle walls and we had a beautiful view of Snowdonia from our patio that looked like a painting. Walking the walls of the castle and imagining the history that occurred there in the 1200's was quite the experience.

What is your favorite memory of starting your turf career?

My internship at Chevy Chase Club in Washington D.C. Flying out there was my first time on a plane and I had no idea what I was getting into. Their grounds team was so diverse and sometimes nobody knew what the hell the next guy was saying due to language barriers but teamwork, pride, and humor is so universal that they always succeeded and presented an astounding product daily. That was the most humid/challenging growing environment I have ever experienced and all the Superintendent (Dean Graves) was emphasizing was how important communication with the staff/clubhouse/members was. Dean had a huge impact on my young career and definitely kicked my aspirations into the next gear. I took advantage of the nearby underground metro to explore Washington D.C. after work hours. I think it was around \$3 to get to the White House from our intern housing. I learned a lot about the industry and myself that summer.

What is your favorite job on the golf course?

If I ever had 4-hours of uninterrupted time.. I'd spend it mowing fairways.

What is your least favorite job on the golf course?

Picking up cores from aeration. It's what I assume they are doing in hell.

Have you played any famous golf courses? Which ones?

I've visited some cool properties and toured their course/grounds including Congressional Country Club and Columbia Country Club in MD, TPC Sawgrass in FL, Torrey Pines in CA, Whistling Straits in WI.

What is your dream foursome?

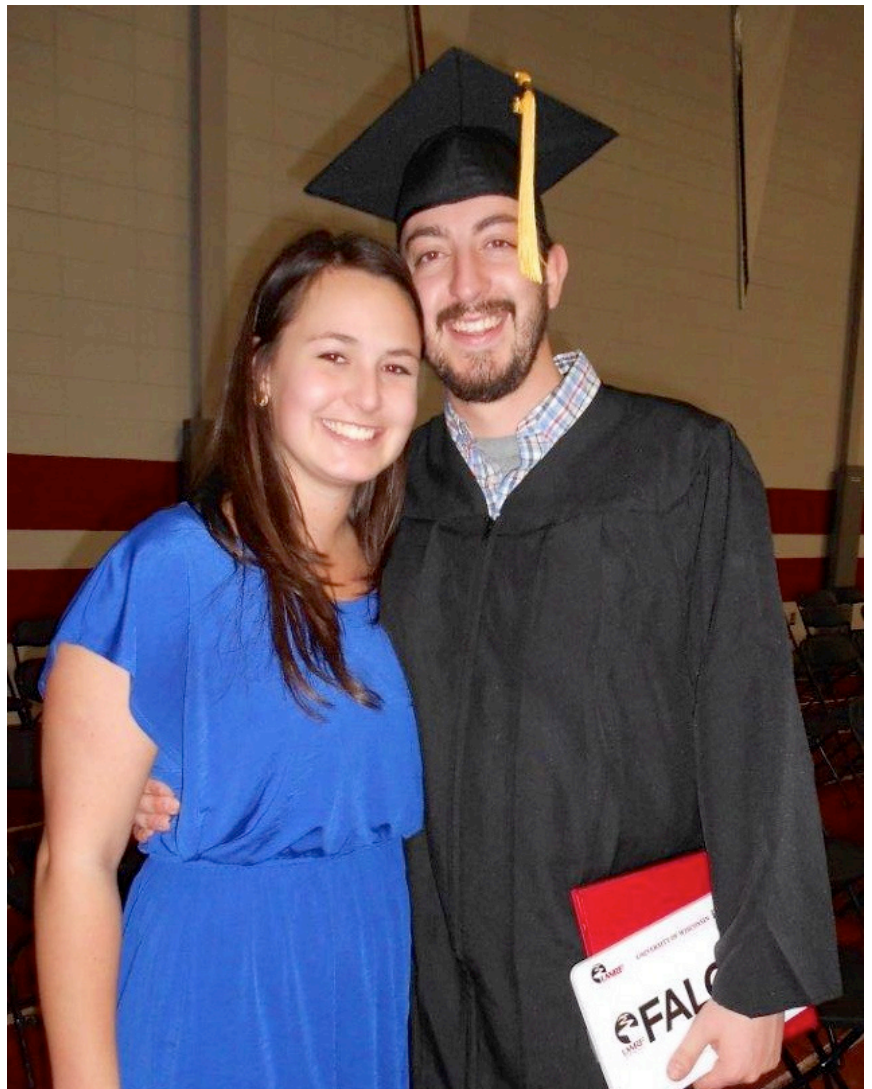
Larry David, Jerry Seinfeld, and Danny McBride (I like to laugh).

2020-What a year! Would you like to comment on it?

It was definitely a year that I'll never forget! I hit the ground running with

my first Superintendent job by jumping into a major construction project (land-clearing of 13-acres and building/growing-in 26-acres for 3-new holes) and completing a full bunker renovation. Meanwhile the City of Minneapolis was burning down before our eyes during the George Floyd riots/protests. My wife and I are Minneapolis residents so it was an odd feeling “breaking” the curfew commuting out of the city during the early morning hours afraid of what you’d see from the night before. Fortunately our neighborhood remained quiet and relatively unharmed. Then in October my wife and I got married.

We had everything planned/booked before COVID tidal-waved everything goodbye. I pouted about the adversity while my wife made adjustments and ensured the party still went on! It was a great time with about 20-immediate family members and we ended up hosting a larger 120-person event on our 1-year anniversary with extended family and friends. I must have finally started getting sleep after the course was winterized in November because I don’t remember much of December. I’m already having a hard time comprehending how all of this happened within the same year!



Thank you, and you and you too!

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GCSAA NAMES RANDY ROBINSON AS CENTRAL PLAINS REGIONAL FIELD STAFF REPRESENTATIVE

by Angela Hartmann

Randy Robinson has been named the field staff representative for the Central Plains region of the Golf Course Superintendents Association of America (GCSAA).

Robinson joins the GCSAA staff following six years as executive director of the Iowa Turfgrass Institute. From 2006 to 2015, he was the golf course superintendent at Ballard Golf and Country Club in Huxley, Iowa. He is a 17-year member of GCSAA.



***Randy Robinson, former superintendent,
executive director to assist GCSAA chapters,***

“I’ve made so many lifelong friendships through GCSAA and can’t wait to make more,” Robinson said. “GCSAA and on a personal level Iowa GCSA have been so good to me, I feel like I am now in a position to really give back to the game I’ve loved for many years.”

Robinson earned an associate’s degree in horticulture science from Hawk-eye Community College. In addition, he served in the Iowa Army National

Guard's HSC 109th Medical Battalion from 1997 to 2005. He and his wife Emily have four children, Kaleb, Kolby, Kinley and Kyler.

On Nov. 1, Robinson began his new opportunity as the GCSAA liaison from his home office in Huxley for affiliated chapters affiliated chapters in Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota and South Dakota. GCSAA has nine regional field staff members who maintain direct communication with 98 affiliated chapters in North America.

You can contact Randy at: rrobinson@gcsaa.org



Understanding factors associated with successful re-establishment of golf course putting greens following winterkill

BY

Dominic Petrella, University of Minnesota,

In the spring of 2021 we examined to what extent permeable covers improved the establishment of 12 creeping bentgrass cultivars (listed in Figure 3) in St. Paul MN. Bentgrasses were seeded on April 16th 2021 at 2 lb of seed 1,000 ft² on native soil and were either covered with an Evergreen 'Radiant' permeable cover or were not covered.

At the time of seeding, plots were fertilized using 0.5 lb N 1,000 ft² (1.0 lb P2O5 1,000 ft²), and were irrigated daily or as needed. The covers were kept on 24/7 through May 1st (14 days total). Covers were then removed during the day on May 1st and May 7th, and the covers were completely removed on May 11th. Plots were fertilized with 0.5 lb N 1,000 ft² on May



11th as well. Mowing began on May 7th at 0.300" and plots were then mowed every 2-3 days, decreasing the height-of-cut by approximately 0.030" on each mowing, with a final height at 0.220" on May 31st.

Air temperature was variable from the date of seeding on April 11th, through early May at the UMN TROE research site (Figure 1). Nighttime air temperatures dipped below freezing on April 21st, 25th, and May 11th, and air temperature was as high as 75°F on May 1st. From April 17th – May 1st (covers were on 24/7), the covers led to an average increase in the daytime soil temperature of 3.7°F, a maximum increase of 7.5°F, and a minimum increase of 0.4 °F. Under the covers at night, the covers led to an average soil temperature increase of 1.8°F, a maximum increase of 4.7°F, and a minimum increase of 0.02°F.

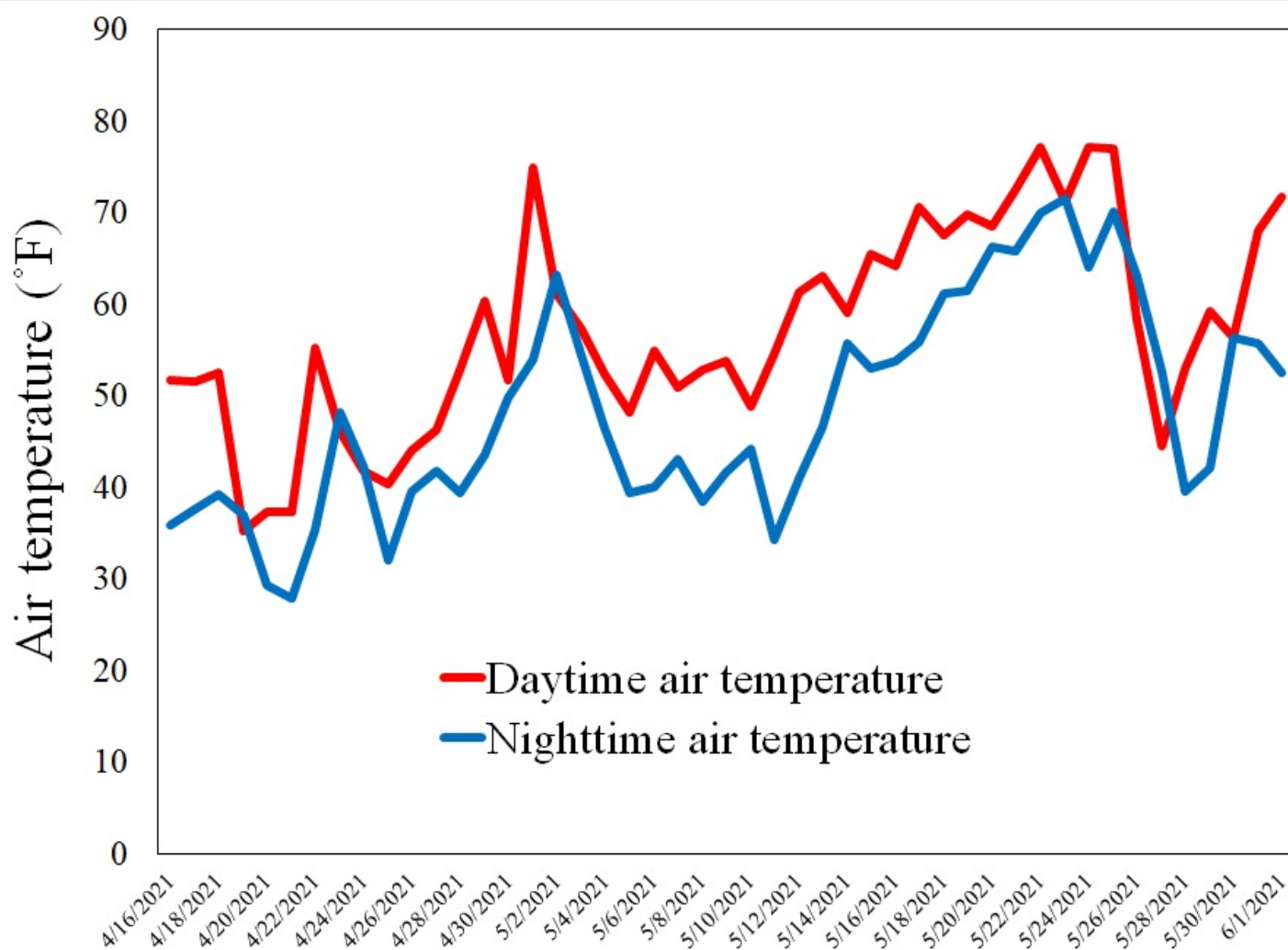


Figure 1: Daily average daytime and nighttime air temperature at the UMN TROE research site from April 11th - June 1st 2021.

For all the data we acquired, the covers significantly decreased the number of days until germination was noted, 12.8 days compared to 14.8 days (Figure 2). ‘Independence’ and ‘Penn A4’ had the slowest germination of all the cultivars in either covered or uncovered plots (Figure 3). The covers sped up the time to both 50% and 80% visual turfgrass cover by ~6 and ~7 days respectively (Figure 4). Most cultivars did not perform differently under the covers; however, cultivars such as ‘Penncross’, ‘Memorial’, ‘Bar-racuda’, and ‘Declaration’ were somewhat standout cultivars no matter if they were covered or not (Figure 3 and 4).

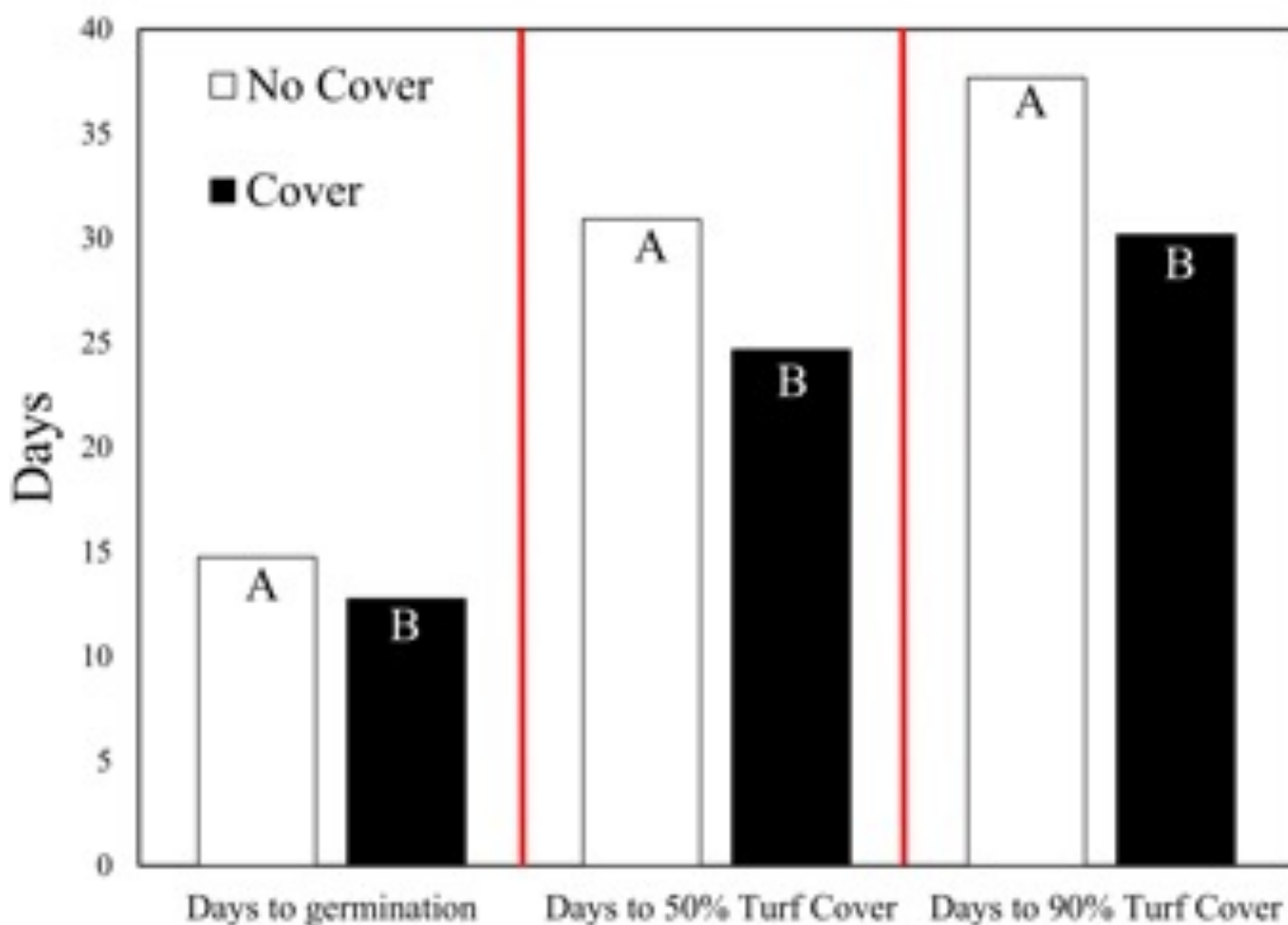


Figure 2: The average number of days to germination, 50%, and 90% visual turfgrass cover for creeping bentgrasses that were either covered or were not covered. Averages that share the same letters are not significantly different.

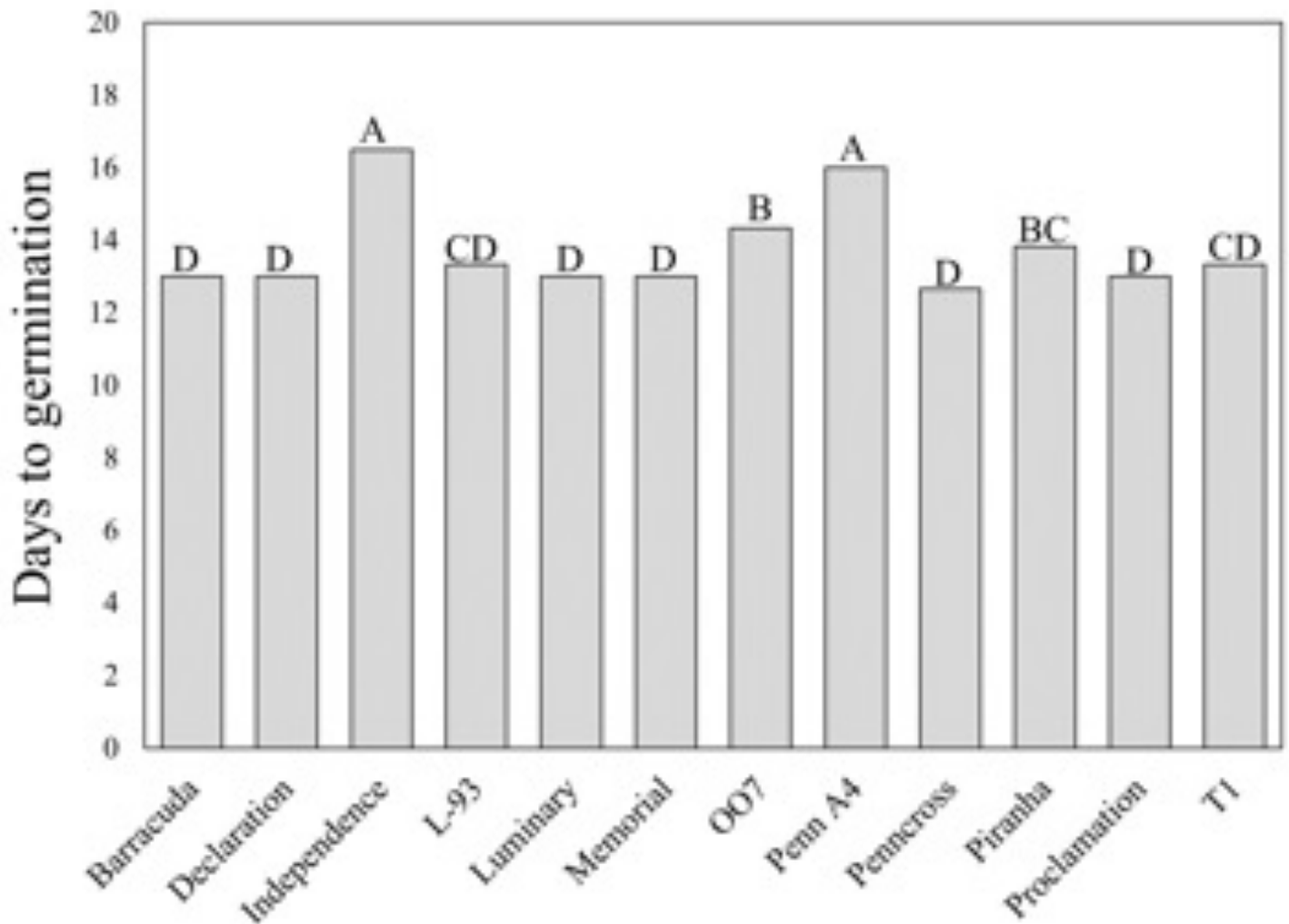


Figure 3: The average number of days for individual creeping bentgrass cultivars to germinate regardless of being covered or not. Averages that share the same letters are not significantly different.



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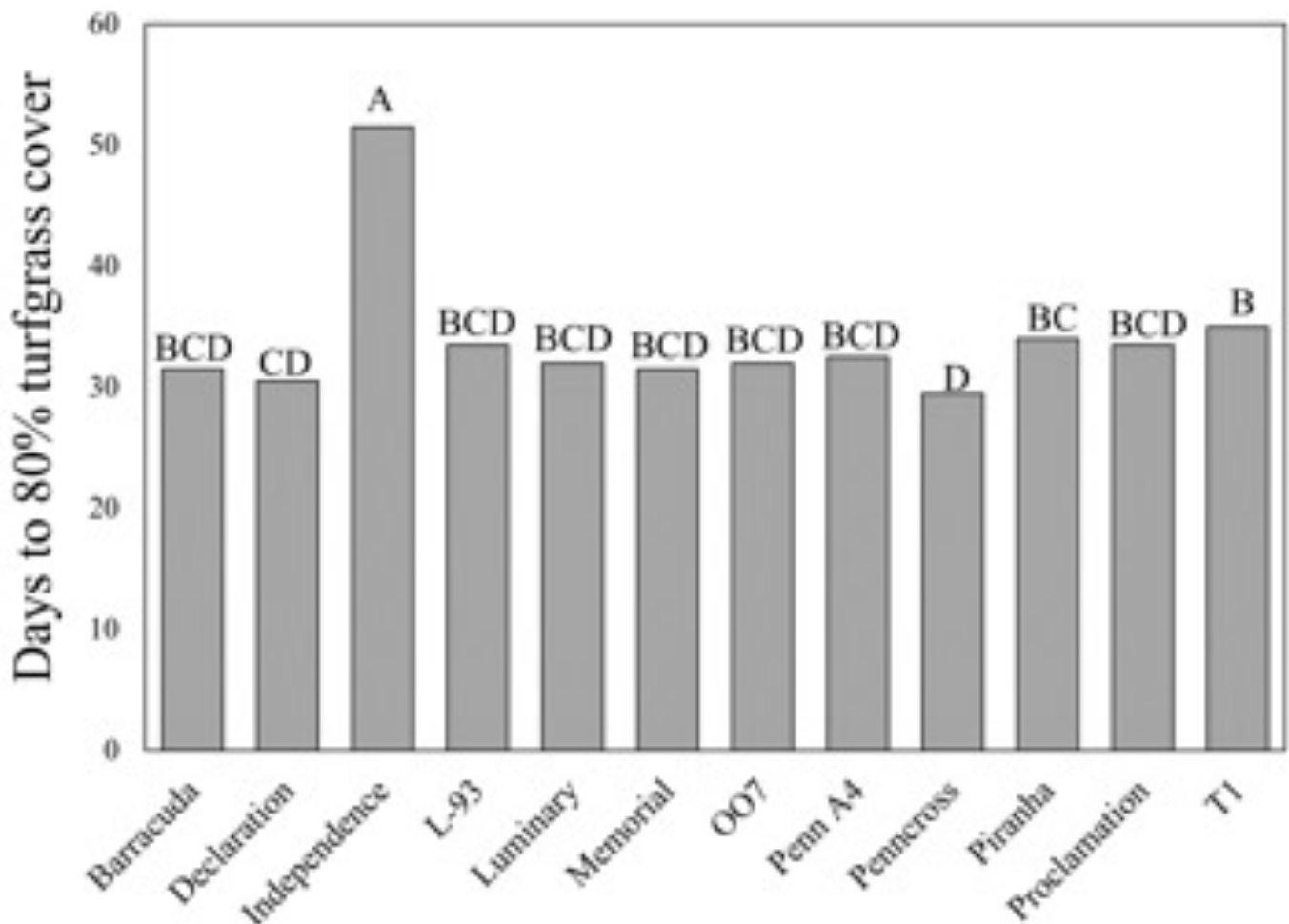


Figure 4: The average number of days until creeping bentgrasses had 80% visual turfgrass cover regardless of being covered or not. Averages that share the same letters are not significantly different.

The MGCSA membership wishes to thank our partners in turfgrass research at the University of Minnesota for their diligence in providing relevant and timely studies to benefit turf managers in the upper midwest.

21 days after seeding

Covered

Non-covered



Figure 5: Plots that were either covered or were not covered on May 7th 2021, 21 days after being seeded in St. Paul MN.

This project was funded by the USGA Green Section and conducted in collaboration with the University of Massachusetts.

Would you like to host a golf and networking event at your course the summer of 2022? The MGCSA is seeking destinations for the Exposure Social Golf series next season. The format includes: front nine golf mid-morning, lunch “at the turn” , back nine early afternoon and then socializing. The Association has played at nine, eighteen and thirty-six hole facilities and want to expereince you course too. If you want to host an Exposure event, please reach out to Jack@mgcsa.org.

In Bounds

by Jack MacKenzie, CGCS



Merry Christmas and Happy Holidays! At my house we say, “Merry Christmas and Happy Holidays”. I am not being disrespectful or apologetically correct, just well-wishing to everyone. And if you celebrate Hanukkah, Kwanzaa or Ramadan, then just take my happy exclamation and apply it to your beliefs or inclinations. In my heart, I believe you know what I mean.

Yes, Merry Christmas and Happy Holidays to all!!! During this time of year, I make the opportunity to reflect upon the many blessings that I enjoy in my life. Too cold to canoe adventure locally, the frozen season affords me many chances to contemplate my fortunate state. Who I am, where I am and when I am in this continuum we call “life”, I am extremely grateful to be healthy and alive. I am a very, very lucky individual.

As a youth, I would lay awake

dreaming about the wondrous gifts wrapped in spectacular fashion under the Christmas

tree. During the holiday I usually received clothing, books and toys meant to stimulate my mind. But sometimes I’d get that special present I had been wishing for, perhaps a Sheridan Blue Streak Pellet gun, a toboggan, or my favorite model rocket ship.

But today, a bit older and wiser, I appreciate the season as so much more than “gifts for me.” I am a very fortunate man. My family is loving and my health pretty good. My friends are honest and respectful, my spiritual beliefs comforting. I am grateful that I don’t drink, do drugs or smoke anymore. Well, full disclosure, I do consume a bit of tobacco on my far north expeditions,

always proclaiming “Miigwech”, which is an Ojibway prayer thanking the spirits of winds, water, fire and earth often accompanied by a bit of smoke.

I give thanks for, and am hopeful for, continued success with work, family and play. During this lull I deliberate over, in detail, my relationships and the knowledge I have learned from those who have passed away. My mind tends to wander and wonder about my children’s and grandchildren’s future, my friends who are experiencing bumps in the road of life and those who put themselves in danger for my continued prosperity.

Especially this time of year, my prayers go to our police force, fire department, health service and volunteer military personnel who are in and out of harm’s way. You have my utmost respect and I honor your dedication and willingness to protect me as I lead my life in a free America, and I am thankful that you are there for others in their times

of crisis. I will never underestimate your importance to my pursuit of a comfortable lifestyle. I wish you all a Merry Christmas and Happy Holidays.

At this time of year, I am especially hopeful that addicted persons seek the help they need to become productive members of our society again. It was not too long ago that I suffered greatly by the power of compulsive/addictive alcohol abuse. And yes, I am hopeful for and send prayers to those who wish to harm “our” national lifestyle of freedom over oppression.

And I reflect upon those who have less, live in poverty and who struggle from day to day, searching for a way out of their rut in life. I wish them hope in their search for independence, comfort and peace. Thankfully I was born in a country that accepts the freedom of decision, the freedom of speech, the freedom of religion and the ability to be political. Fortunately, I was raised in a community that values

individual thought and those potential opportunities that arise from hard work and dedication. Gratefully, my parents raised me with values that support me on “cruise control” when my mind is else where.

I shout “Merry Christmas and Happy Holidays” to each of you, my friends, and peers. Take this time to celebrate your achievements, re-

flect upon your challenges and be thankful for the opportunities you have in this great country we share together.

Love your friends, love your family, and love yourself. For your self-worth, and what you give through thought, word and deed are the true presents of life.

Desiderata

Go placidly amid the noise and the haste, and remember what peace there may be in silence. As far as possible, without surrender, be on good terms with all persons.

Speak your truth quietly and clearly; and listen to others, even to the dull and the ignorant; they too have their story.

Avoid loud and aggressive persons; they are vexatious to the spirit.

If you compare yourself with others, you may become vain or bitter, for always there will be greater and lesser persons than yourself.

Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is a

real possession in the changing fortunes of time.

Exercise caution in your business affairs, for the world is full of trickery. But let this not blind you to what virtue there is; many persons strive for high ideals, and everywhere life is full of heroism.

Be yourself. Especially do not feign affection. Neither be cynical about love; for in the face of all aridity and disenchantment it is as perennial as the grass. Take kindly the counsel of the years, gracefully surrendering the things of youth.

Nurture strength of spirit to shield you in sudden misfortune. But do not distress yourself with dark imaginings. Many fears are born of fatigue and loneliness. Beyond a wholesome discipline, be gentle with yourself. You are a child of the universe no less than the trees and the stars; you have a right to be here. And whether or not it is clear to you, no doubt the universe is unfolding as it should.

Therefore be at peace with God, whatever you conceive Him to be. And whatever your labors and aspirations, in the noisy confusion of life, keep peace in your soul.

With all its sham, drudgery and broken dreams, it is still a beautiful world. Be cheerful. Strive to be happy.

Max Ehrmann, 1948