

HOLENOTES

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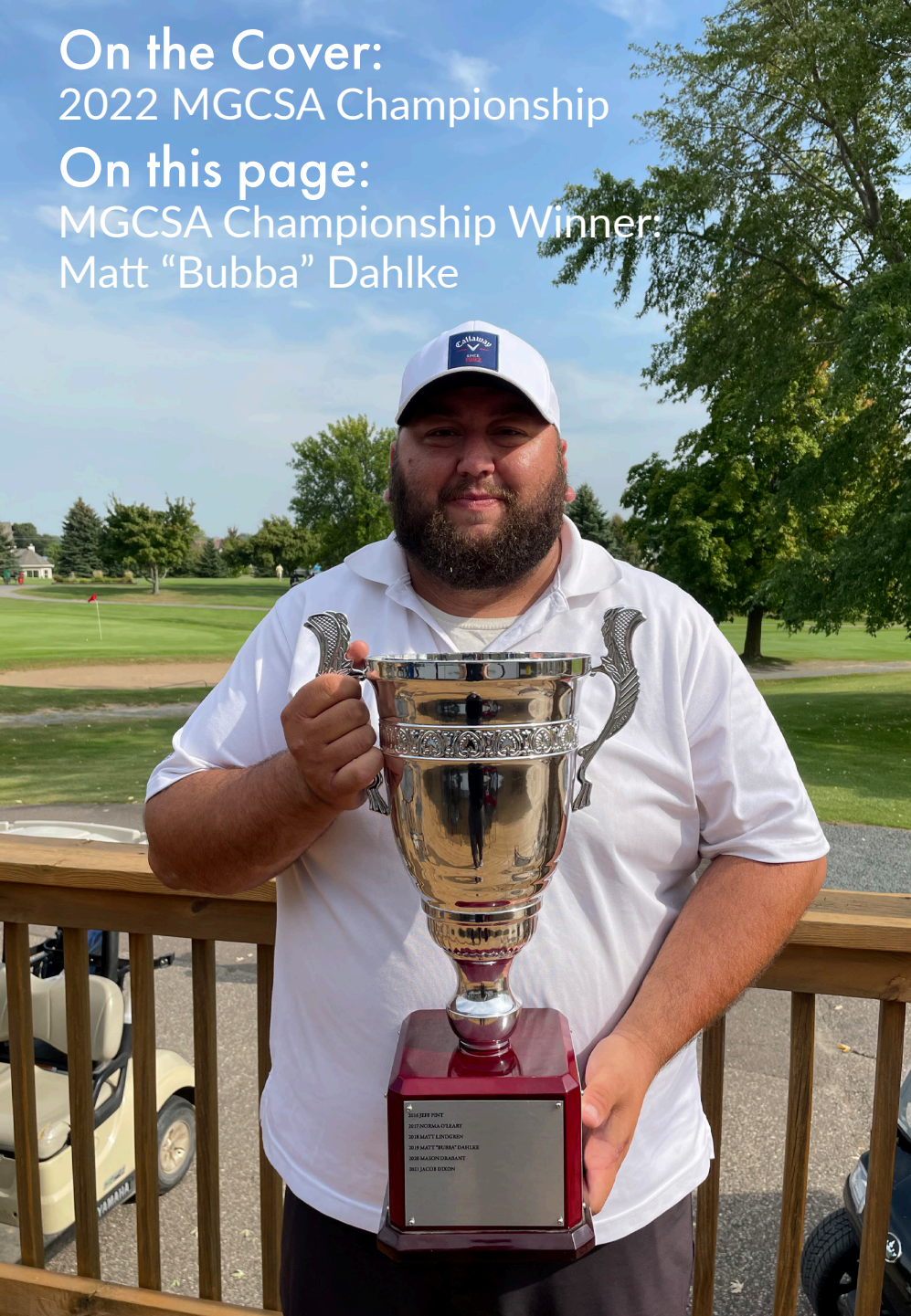
Golf Course Reno
of the Year

Melrose Leader-
ship Academy

WinterTurf Data
Collection

On the Cover:
2022 MGCSA Championship

On this page:
MGCSA Championship Winner
Matt "Bubba" Dahlke



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HOLENOTES

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Minnesota Chapter

GCSAA

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Presidential *Perspective*

Mike Sonnek, Royal Golf Club

My Friend Jim

As I approach my 57th year on this globe, I am hopeful that I have accumulated a bit of wisdom. I have learned to enjoy and appreciate each day and not let the grind get to me like it used to. Unfortunately, this wisdom does not come without painful reminders. You see, the longer you stick around, the more friends and family you have to say goodbye too. Unfortunately, many way too soon. That's the case with my friend Jim Felten.

I met Jim almost six years ago now. He was part of the team that interviewed me for the superintendent position at Royal Golf Club. We had fun, informative, and casual interviews during which we got to know each other. I let them know I was the bulldog they needed to finish the project and thankfully they agreed with me. Jim had been the project manager for Royal Golf Club the year



before I arrived, when the lion's share of the construction was completed. He was my go-to as I worked to button up the project. We would schedule strategy sessions that usually took place over lunch. "You fly and I'll buy" was Jim's usual response whether it was porkchop Tuesday at Hagbergs, meatloaf Wednesday at Gormans, or coney dogs at The Gopher Bar Thursdays or Fridays. Lots of strategy sessions. We got along well as we are both southern Minnesota guys. Jim is from Austin and I grew up in Wells. We shared a passion for Twins baseball and Big 10 basketball. Jim graduated from Michigan State's turf program and I from Minnesota's. After construction at Royal, Jim transitioned to a new role

in residential development. He frequently would have small projects on the residential side that required assistance from me or some of my staff. When I would see Jim's ID pop up on an early morning phone call, I knew exactly what I was going to hear. "Good morning Mike, boy do I have a deal for you!" After Jim's passing, I kept having this vision of him strolling up to St. Peter at the pearly gates and declaring "Hello St. Pete, Boy do I have a deal for you!" The reason I'm writing this ode to Jim is not only because of my personal relationship with him

as a friend and coworker, but Jim's accomplishments in golf in Minnesota and beyond. Jim started out his career in golf as a night waterman at Austin CC. After completing the turf program at Michigan State, Jim pursued a career in golf course design and construction. Jim's project list includes stops at a number of incredible golf courses including TPC Sawgrass, PGA WEST, Forest Highlands and TPC Scottsdale. Jim was excited when he found out I was volunteering at The Players Championship at TPC Sawgrass. He enthusiastically shared his story of being up to his



Mike Sonnek with Jim Felten (right), and Mike DeGross (skidsteer)

armpits in mud helping construct the retaining wall around the 17th island green. Locally Jim's projects in addition to Royal Golf Club include The Legends Club, Deacons Lodge, Tournament Club of Iowa, and Spring Hill Golf Club along with many others. At the Legends Club, Jim worked with Superintendent Scott Thayer on several improvements over the years. Of much more importance, Jim met his future bride Jeanne at Legends Club as well.

The designers that Jim partnered with is a who's who of modern architects. Arnold Palmer and Annika Sorenstam, Tom Weiskopf, Pete Dye, Tom Fazio, and Tom Lehman among others. These experiences led Jim to

starting his own golf course design/project management company, Tournament Golf LLC, through which he was involved in many more projects. Jim crossed paths with many members of the MGCSA and others in the golf industry. If you had a chance to meet Jim you would never forget his big grin, mop of blonde hair, and countless stories that he loved to tell. I will miss the phone calls, strategy sessions and hearing Jim complain about Miguel Sano. If I had one more chance to talk to Jim, I'd say, "You don't have to charm St. Peter at the pearly gates. He already knows he's getting a good deal." Rest in peace my friend.

Jim Felten with Past President Scott Thayer



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2022 Wee One



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11:30 Registration & lunch
12:30 p.m. Shotgun start
5:30 p.m. Prizes & dinner
reception (cash bar)
Proper golf attire



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\$600/Foursome

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Registration deadline Sept. 26

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Fox Hills Golf Course Named Top New Golf Course Development





Fox Hills Golf Course in Watford City, North Dakota has been named runner-up 2022 Best Golf Redevelopment in the World by Golf Inc. magazine. The competition is an annual event which includes courses from around the world including Gil Hanse' new Les Bordes Golf Club in France and Jose Maria Olazabal's International Olympic Course at Naravino Hills in Greece which nudged out Fox Hills for the top two spots. Unlike Golf Inc's Renovation of the Year competition, these are existing golf courses which have been transformed by reconfiguring, expanding and/or rebranding.

In 2014, the City hired Golf Course Architect Kevin Norby and Nebraska-based contractor Landscapes Unlimited to redesign and reconstruct the existing 9-hole course. Watford City lies in the heart of the Bakken oil fields but, in 2008, western North Dakota was only beginning to see signs of an oil boom. Norby added, "the population was only 1,500 people and I didn't feel the area could support another 18-hole golf course". As plans evolved, two neighboring landowners stepped forward and offered to donate land to expand the course's footprint

with the promise of developing home sites and golf course views. The project started as a nine-hole addition but by 2016 the project had expanded to nearly 500 acres and an entirely new golf course. “The added land allowed us to work with the natural features and existing topography of the site to create some really stunning golf holes. This is a unique golf course and something most golfers in the region have never experienced” said Norby. According to Norby, “one of my primary goals was to create a golf course that would be playable, affordable and fun for golfers with a wide range of abilities and thereby aid in growing the game of golf in western North Dakota. In addition, in order to generate sufficient revenue to be sustainable long term, I felt it was important to create a unique golf course that could attract golfers from other area communities like Williston, Dickenson and Minot – all over an hour away. This will be a great course for local residents but will also attract golfers who travel to western North Dakota to play courses like Bully Pulpit and the Links of North Dakota.”

The course features five sets of tees measuring 6,980 yards from the back tees and 4,793 yards from the forward tees. The greens are large and the fairways are exceptionally wide with carefully placed bunkers which create strategic angles that require the golfer to choose their line of play. “Wind is a big factor out here in Western North Dakota” said Norby. “The wood bulkhead bunker faces allowed me to make the bunkers deep enough to keep the sand from blowing out while at the same time ensure that the bunkers would remain visible”. The par five eighteenth hole exemplifies the strategic nature of this course. The hole plays 532 yards but six bunkers demand accuracy and restraint. A well struck tee shot which avoids the first three fairway bunkers

will leave a chance to reach the green in two. The green is large but the slope of the green requires a draw or an approach from the right side of the fairway. As part of the redevelopment, the Golf Club turned the course over to the City who in turn hired a new superintendent and, for the first time, hired a PGA professional. To further reimagine and rebrand the course, the City used corten steel, weathered barn wood and heavy wood timbers to create new signage. City leaders also did away with the traditional red, white and blue tee markers and selected five symbols for the tee markers that reflect regional landmarks and historic elements including the Lewis & Clark Trail, Long X ox-cart trail, The Badlands, Wild Cow and Cherry Creek.

For more information, you can visit Fox Hills' website at <https://foxhillsgc.com>. You can also visit Norby Golf Design's website at www.NorbyGolfDesign.com.





2022 MGCSA Scramble
Proceeds support the MGCSA Legacy Scholarship and UMN Turf Research
Host Superintendent:
Mike Sonnek
Royal Golf Club
Tuesday, October 11th

11:00 registration/range/lunch
12:00 Shotgun start, proximity prizes
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Dickerson Receives Melrose Leadership Academy Grant

By: Nikk Dickerson
Owatonna Country Club





This past February, as many superintendents were headed to the National Conference and Trade Show in San Diego to freshen up on some education, networking, and self-improvement. I was getting ready to head to National for the first time in 11 years and let me tell you I was beyond excited. I was heading down as a member of the Melrose Leadership Academy Class of 2021. What's that you ask? All I can say was it was worth the time filling out the application. ~Academy members are chosen through an application process based on financial

need, volunteerism, and a drive to advance their careers.

The Melrose Leadership Academy was established in 2012 by the late Ken Melrose, retired CEO and chairman of the board of The Toro Co. and is supported by a \$1 million gift to the GCSAA Foundation from The Kendrick B. Melrose Family Foundation. This program will have a positive impact for each superintendent selected and, ultimately the game of golf. (GCSAA.com) If you were curious how much The Melrose Family Foundation means to GCSAA one does not need to walk much past the front

doors of The GCSAA Cooperate Office in Lawerance, KS to see the Kendrick Melrose Auditorium on the main level. Servant Leadership was the hallmark of Mr. Melrose and a principal trait that he hoped to impress upon every recipient of the Melrose Leadership Academy Scholarship. So, at the same time as many superintendents are selling the benefits of attending the National Conference and Trade, I was anxiously waiting to attend for the first time since I was an assistant. We all remember how crazy 2020 was so I'm not going to try and drudge up bad memories but if there was a high point it was December. After being convinced to run for a board seat on the MGCSA board

by past president Scott Thayer I was filling out the personal bio page that everyone sees in the Annual Meeting Agenda every January. When much to my surprise I saw an email from GCSAA come across my screen. "Last chance to apply for GCSAA Scholarship." While I'm normally pretty quick to delete those messages without ever opening them, I clicked on this one. Seeing how all the information that I was typing into the personal bio page for MGCSA seemed to be the same information they were looking for on the application for the Melrose program I figured why not try. Then a couple of days before Christmas I found out that I was chosen to be a



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part of the program. I couldn't believe I was one of the lucky few and I couldn't wait to be a part of the National Conference and Trade Show. Not only did I get to attend the Virtual GIS with a full access pass to all the education and trade show in 2021. They (GCSAA Foundation) allowed myself and the 10 other 2021 recipients to attend the 2022 GIS in San Diego and paid for everything. In receiving the Melrose Leadership Academy grant, Dickerson received the following:

- GCSAA Conference and Trade Show registration
- Education seminars and leadership sessions
- Airfare
- Five nights' hotel accommodations
- \$200 spending money
- Following the conference and show, grant recipients will continue to receive communications recommending education, tools and resources offered by GCSAA to keep class participants engaged. (GCSAA.com)



I was afforded the opportunity to choose classes from a list provided by the GCSAA and had to take a couple that I would not have picked for myself as part of the program like 'Networking for Introverts.' Let me tell you I was not looking forward to that class because if you know me I would not consider myself an introvert, but I can tell you that I picked up a few things in that class that have already helped me relate to members of my staff.

All together it was a valuable experience and one I hope to

promote to my fellow MGCSA membership and board to attend in the future. I would strongly encourage anyone who wants to attend the National Conference and Trade Show and can't see any other way of attending. Get involved locally and apply for this chance because you won't regret it. Who's know you might have the same experience that I had which allowed me the opportunity to meet and sit down with Rhett Evans (CEO of GCSAA) and all the current Board Members of GCSAA.



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Cragun's Renovation Nearing Completion

By: Duininck Golf



Duininck Golf approaches the finish line on Minnesota's largest ever golf construction project, nestled in the hardwoods of Northern Minnesota.

(Brainerd, Minnesota) Back when Golf Digest awarded star ratings to golf courses, Cragun's Resort was one of the only resorts in all of America with multiple 4.5-Star rated designs. Hard to imagine as it may be the golf at Cragun's Resort has only improved since then.

The project is two-fold, Cragun's Director of Golf Jack Wawro says. "We wanted to dramatically improve playability along with building something completely new." Better playability improves pace of play, scoring, and the potential for fun, allowing one of Minnesota's busiest golf resorts to get even busier. General Manager Eric Peterson says, "our priority is focused on giving every single golfer the best possible experience, every day."

The 45-hole project has 27 renovated and 9 new holes completed to date. "Dreams do come true," Eric says while

touring Minnesota legend Tom Lehman's course and pointing out a hole that he and Jack believe may become the best par 3 in the state. "But sometimes the reality is better than the dream." The historic project is currently 80% completed, with the new Lehman 18 opening September 1st of this year.

"There were so many teeing areas that made for better green complexes," Eric Peterson explained. "And vice versa. The playing corridors feel so much more expansive now on most of the renovated holes. It's the same beautiful land, just used so very differently." Duininck Golf's Project Superintendent, Jacob Cooper, provided a little inside information on Tom Lehman's design process. "Tom likes to focus on keeping his key features off parallel lines. He'll go to the turning point on a hole and make sure all visual lines are broken up both ways, so the overall appearance is more natural."

Some of that expansion came from clearing trees to widen fairways, but a lot of it was just a matter of yardages off tees and

changing the landing areas on holes. “It’s really amazing,” Jack says, “and even more amazing is that arguably some of the best land on the property wasn’t even being used for golf.”

Cragun’s Resort will be hosting the CRMC Championship Golf Tournament in September of 2022—the first ever event on their tour held outside of Canada. “I can’t wait,” Eric says. “It is a wonderful opportunity for us to showcase the Legacy Course, our Team, and the entire resort.”

More information
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.

Media Contact:

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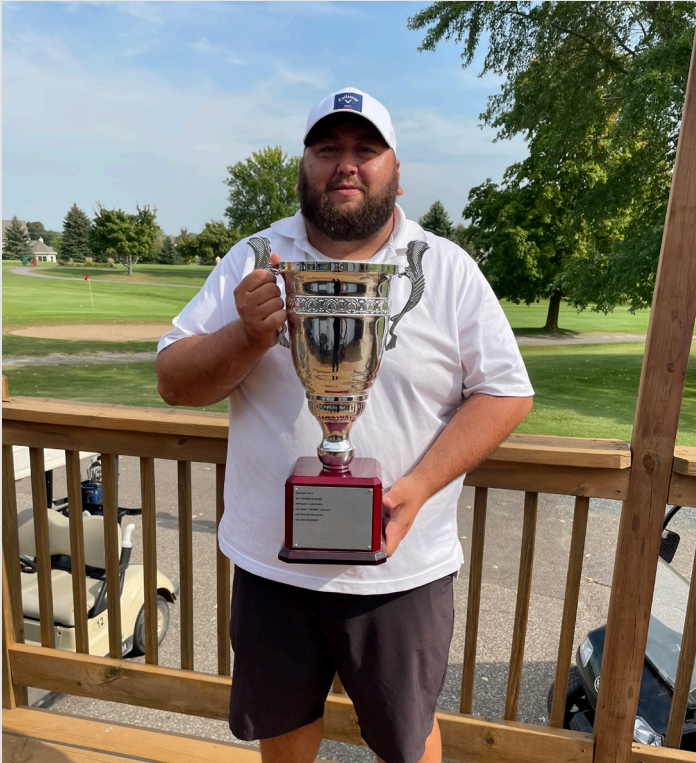


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2022 MGCSA Championship

Thank you to our hosts and fellow competitors:
Mark Michalski and Mason Drabant!!



Above: Championship Flight winner Matt "Bubba" Dalkhe, and 2nd place winner Jacob Dixon
Below: First flight Low Gross winner Ryan Popp, and Low Net winner Arik Hemquist





Roll It Forward

By: Jeff Ische



Thank you, Tim Johnson, for Rolling it Forward to me. Unlike Tim, who pursued the superintendent career due to an early introduction to the game of golf, I didn't play my first round of golf until AFTER accepting a night watering position at Dahlgreen Golf Club. It was the summer of 1988, and those

of you who are old enough, remember the severe drought that summer. For those of you too young and needing context, 1988 was drier and hotter than this summer or last. Needless to say, between watering an entire golf course with a couple hundred gallons of water per minute (it took about 14 hours)



and sleeping to be able to do it again the next night, there wasn't much time for golf. But I stuck with it and continued working there for six seasons while in high school and college.

Like many in the industry, turf maintenance was not what I studied in college (the first time

at least), but the golf course kept drawing me back, even after graduation. Was it the hourly wage? Definitely not. Was it the free golf I began to play? That helped, but it was more. I believe it was my appreciation for the outdoors, and most importantly, my years growing up and helping out on my parent's small farm.

Next month, my father will complete his 50th year working the farm he purchased from his father. Agriculture was in my DNA. The long days, the physical nature of the work, operating and servicing equipment, it all came pretty easy for me. I was farming also, just a much different crop.

Lastly, it was my co-workers, sales people, and others I met in the industry who encouraged me to pursue golf course maintenance as a career. Jim Reiter was the superintendent

at Dahlgreen at the time and “Lesco Bob” Simondet (RIP) connected me with Bob Distel, the former superintendent at Wayzata Country Club. After a few hours visiting and touring the course with him, I was sold, and I began to pursue my second college experience.

Fast forward a couple years, and I would come back to WCC to do my internship. Despite my allegiance to the Nittany Lions, Tim Johnson offered me an assistant position for the final year of construction and the



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grow-in of Spring Hill Golf Club. Mike Sonnek was also part of the team, and as he will attest, to say we worked long days would be an understatement. However, the learning experience was incredible. Tim mentored us, taught us, and most importantly prepared us for the next steps in our careers.

Which in my case turned out to be the golf course superintendent at Golden Valley Country Club. What an interesting transition that was, leaving a brand-new facility designed by one of the best architects of the time (Tom Fazio), and moving to a 90 year old course, designed by one

of the best architects of that era (A.W. Tillinghast). I was extremely fortunate to have great teams of groundskeepers, and most importantly excellent lead assistants (Mike Manthey, Matt Olsonoski and David Phillips) who are all doing very well as superintendents today and a committed equipment manager (Brian Buerman). The years there flew by, and we did some great things together. We rebuilt all and added many tee boxes, installed a new irrigation system, built new tennis courts, regrassed all the bunker faces, removed many, many trees and a few flower beds, recovered from winter injury on greens a time or two, and generally

worked hard to improve the property year over year. It is a great classic golf course, with incredible bones and some really good members. I feel fortunate that I was able to manage that property for 16+ years.

I started with The Toro Company in June 2020, working at their corporate office in Bloomington. Starting a new career during the peak of Covid certainly was not ideal, but I made the most of it by coming into the office every day while many worked from home. I am a Commercial Division

Product Manager with global responsibility. What does that mean you ask? I manage a few categories of products used by our golf, sports field, and grounds customers around the world. I work with the engineering team to improve existing products and develop new ones. I work with our marketing communications team to execute new product launches and plan advertising campaigns. I help train Toro internal and distributor sales teams worldwide and answer their product questions. I assist our forecasting and operations



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team as we estimate future demand and plan upcoming production. Most importantly, I get to interact with our customers around the world, to listen and learn from them, so that we can continue providing products they can rely on every day and develop new equipment solutions to solve problems they might have. Just like being a golf course superintendent, I still get to wear many different hats, and every day brings a new challenge. I am grateful the team at Toro provided me this opportunity. It has been a great change for my family and me.

Speaking of family, my wife Jennifer and I celebrated our 27th wedding anniversary a couple months ago. The value of her support, patience, and understanding during some difficult times, long days and challenging seasons cannot be overstated. We have two wonderful children. Elliott is a junior at the University of Denver studying mechanical engineering and Meghan is a senior at Minnetonka High School. All of us love the outdoors. Whether it's just an afternoon at my

parent's farm, a quick weekend on the north shore, or a longer trip, all of our get-aways tend to revolve around spending time outdoors and enjoying nature.

As I reflect on the years, it's the friends I have made in the golf industry that helped create the lasting memories. Whether they were co-workers, salespeople, club members, fellow superintendents, or now customers, I have mentioned a number of them above. It is by no means an exhaustive list. Even though we only worked together for a season during my internship at Wayzata Country Club, my nominee reaffirmed my desire to pursue a career in this industry, has an uncanny knack for finding the best hole-in-the-wall bars at GIS, and I will always appreciate his common sense approach to green keeping, and life in general. I am going to kick this article back to the superintendent side of the industry, take it out of the metro area, and Roll it Forward to Donnacha O'Connor, superintendent at Alexandria Golf Club.

Take it away, Donnacha!

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Get to Know 'em: Zach Siggelkow

By: Joe Berggren, Hole Notes Editor

FACILITY INFO

Golf Course: Castlewood Golf Course

Public or Private: Public

Number of Holes: 9

Fulltime employees: 1

Seasonal employees (not including full time): 5

Number of employees of entire facility at peak season: 11

Types of grass: Bent, Poa, Bluegrass

Total course acreage: 38 acres

Greens acreage: 1.5 acres

Tee acreage: ½ acre

Fairway acreage: 9 acres



Personal Turf Facts:

How many years have you been in your current position?

3

How many years have you been in the turf industry?

3

Where else have you worked?

Como and Phalen Golf Courses

Industry thoughts

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

Rooftop driving range on top of the new clubhouse.



What concerns do you have the turf business and the future of golf?
Attracting and retaining young talent to oversee golf courses that are most accessible for the youth, beginners, and families.

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

Work to retain the young seasonal workers who have an understanding of the industry through giving them various leadership roles around the course.

FUN FACTS

Have you ever met a celebrity? Who?

Chad Ochocinco

What is your favorite vacation spot?

Duluth, MN

What is your favorite memory of starting your turf career?

Working with my buddies on projects around the course in high school and college.

What is your favorite job on the golf course?

Mowing greens

What is your least favorite job on the golf course?

Scuba diving for golf balls

Who is your dream foursome?

John Daly, Morgan Wallen, my buddy Feef, myself

2020- What a year! Would you like to comment on how it affected you, and how it has changed your management approach now?

Control what you can control! Embrace adversity and make the most out of all opportunities in front of you.

MGCSA NEW MEMBERS - *September 2022*

Samuel Johnson
Shelby Zueli
Kevin Berning

C
Student
D

Woodhill Country Club
Stillwater Country Club
Eagle Lake Golf Center

*Zach signed up as a new MGCSA member in July.
Thank you for your willingness to participate! Welcome
to Zach and all new members of the MGCSA!*



*If you would like to participate in a future
Get to Know 'Em, please reach out to
Chris at chris@mgcsa.org*

WinterTurf Data Collection

"We Need Your Help!"

By: Kristine Moncada and Eric Watkins
University of Minnesota

Golf course superintendents around the world helped collect data last season for our WinterTurf Project (<https://winterturf.umn.edu/>); we truly appreciate all the assistance these superintendents, many of them from Minnesota, provided. Now we are starting our efforts to sign up past and new participants for another winter of data collection that will start after the current golfing season.

Goal of the project
We are collecting data on winter stress injury to help develop solutions to this serious problem that affects so many golf courses in northern regions all over the world. As part of our plan to find solutions, we need to

collect data at as many sites as possible to capture all the most likely factors that are involved in winter injury.

What are we asking you to do?
We are asking you to monitor 1-3 greens on your golf course throughout the winter. This will include taking some photos and notes about the green going into winter, then measuring snow depth on the green and making some general observations each week during the winter, and finally doing a final assessment after winter.

Why participate again?
We hope those of you who did it in the past will consider continuing another year. Information from a single



Map of golf courses participating in previous WinterTurf data collection efforts.

golf course in multiple years will help to strengthen our data set. The data collection process will be like last year with a few improvements based on suggestions from superintendents.

Why participate for the first time?

We also hope to recruit new golf courses because the amount of data needed is substantial for our project to be successful. Last year, we had 11 courses in Minnesota submit a complete set of data--this year, we'd love to see at least 50 superintendents in the state do this. Funding from the MGCSA was critical to getting this \$8 million project off the ground--we hope you will see the value of taking part in this important collaboration.

If you haven't joined, please consider it for this year. Search for #WinterTurf on Twitter and read participants' tweets from last year and their experiences as inspiration. As one of the superintendents commented last year "The weekly survey was easy and smooth."

We would appreciate any help you can provide to get the word out by forwarding this information to colleagues or promoting our #WinterTurf tweets (<https://twitter.com/UMNTurf>) through social media.

Does it matter if I use covers? No! We want data on all types of greens under all kinds of management practices, including covers.



Winter stress damage at a poorly drained site. Photo by Kevin Frank.

How to sign up?

The process is the same whether you helped collect data last year or are new this year: please complete the survey linked below and we will email you with further instructions when data collection starts later this year.

If you would like more information, visit our Be a part of the WinterTurf project! (<https://winterturf.umn.edu/data-collection>) webpage. Please contact Kristine Moncada at monc0003@umn.edu if you have questions.

Sign up to be part of the WinterTurf data collection:
<https://z.umn.edu/interest-survey>

**Follow the UMN Turf Blog
for project updates!**

GOLF COURSE MUSINGS

Share your strange, funny, and unique photos from your time on a golf course?
Send your images to chris@mgcsa.org.

The new Cushman, with bench seating, a full roll cage, and maybe an old Chevy Lumina?



From the *High Grass*

By: Chris Aumock



Where should we take this association into the future? This is one of the main questions the board has been asking themselves over the last few months. How we get there though relies upon you! We have asked for your participation in this year's member needs survey to help us determine that path.

Have you completed the member survey yet? Have all the MGCSA members at your facility participated as well? If not, please encourage all members to participate. Those of you who have, thank you for your participation and valuable feedback. We already see results that can help guide our future endeavors. This is a crucial time to affect change for our association. We have the opportunity to reassess our offerings and strategies. This association is for all the members, and we can develop directives for all, if we understand your perspectives. Please complete the survey, as we are eager to discuss the future of the MGCSA!

Why are we being so persistent? That's because we understand that this association should reflect the needs and wants of its members. With that, we need to hear from everyone we can. The people that typically don't engage with these surveys will be of great value to these results. There are reasons that people choose to be a member, and we want to know what those reasons are, and how we can provide better value to all members.

I recently ran the numbers on email participation, and our members email open rate averages about 50%. I expected to see clear groups of active and less active members, but it was truly a sliding scale all the way from 100% to 1%. It was interesting to see where I ranked in there, and to be honest, I was below average. My recent years as a superintendent, I became disengaged at times,

so I understand the varying perspectives that come into play and the reasons for not participating. It was never active ignorance on my part, it was always just a lower priority, usually saying something like, "I'll do that later." Well, now it is "later" for those who have shared that sentiment.

I have enjoyed every person that I have been fortunate to meet so far this year. The conversations that we've been able to have will help me greatly moving forward. If we have spoken this year about golf, life, or the MGCSA, know that I do remember that conversation with you, and now have a better understanding of your perspective. One of my goals is to understand each and every one of your individual perspectives, a tall if not impossible task. Yet, I believe it is essential to understanding a member's needs. As a group, this survey can help us understand that at a larger scale.

As we gather survey results, there are some great insights, both positive and negative. Both sides are relevant as we need to know our faults if we fully intend to improve. We appreciate the honesty that has been provided to

us. To that end, it does not have to end at this survey, or your thoughts do not need to be confined to our request. I am always willing to listen to ideas about our faults and our successes. I have been fortunate this year to speak in person with many of you and have gleaned some important information from those conversations. This is your association, the board and myself are here to help guide its success into the future. Please do not ever hesitate to reach out with ideas, comments, or concerns, and I will be happy to share further insights with you. Growth does not occur without failures, so please let us know what those failings are as we work to improve our efforts.

We will continue to reach out for participation, with physical mail and/or phone campaigns very soon. This survey is an essential tool to guide our future board discussions. Please help support our efforts by completing the survey for yourself and encouraging other staff members as well. We have not achieved our desired response rate, so we will continue to be persistent in attaining your perspectives. Thank you for your participation in this valuable and important initiative.