

HOLENOTES

The Official Publication of the MGCSA
V. 58, #2 April 2023



The Cost of Safety:
MNOSHA Grants

Roll it Forward:
Fred Taylor

Incorporating
Pollinators



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River Oaks New Lift Table

On this page:
Phil Runck, Al Thom -Mankato Golf Club

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HOLE*NOTES*

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Minnesota Chapter

GCSAA

April 2023

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Presidential Perspective

By: Matt Cavanaugh
Rush Creek Golf Club



Today I had to set an alarm, I walked 5.80 miles, it's over 70 degrees and my footwear is on dryer. In other words the golf season has officially started and this is likely the last Hole Notes you will read for a while so I better get to the good stuff.

First, many of the education programs are starting to finish so now is the time to send in those scholarship and reimbursement applications to the MGCSA. Any MGCSA members and any of your employees that are enrolled in a turfgrass related programs are eligible for scholarships and tuition reimbursement. More information and the

application form can be found at [MGCSA Scholarship-Reimbursement Program1.pdf](#)

Second, the MGCSA Member Event Rebate program is in full swing. The MGCSA is providing a rebate of up to \$35 to all class members that can be used for most MGCSA in-person events. More information about this program can be found at [Member Voucher Program.pdf](#) (mgcsa.org)

Third, the 2023 Affiliate Appreciation and Member Carnival is coming up quickly on May 8th at the TPC Twin Cities. Look, the name of the event is pretty stupid but the

opportunity to interact with the vendors that support the MGCSA is worth it. Think of it as more of a demo day as many of the vendors have products available for us to look at. I used to be on the sale side of things with PBI-Gordon and if I still was, I would be heading out to the TPC over the next few weeks to do several spray trials for members to look at. Just a little hint for any vendors looking for ideas on how to make that day a little more fun. Also, the event is free and lunch will be provided. Golf is also available for a small fee. Hey, you could use your Member Voucher for that. More information on this event can be found at Minnesota Golf Course Superintendents Association - MGCSA Spring Carnival

Fourth, the MGCSA Board of Directors has been working hard on the next new member benefit and we are close to sharing all the details. This is called the MGCSA Golf Course Stewardship Grant Program. So, do you have a project that helps facilitate the mission and vision of the MGCSA? If so, the MGCSA wants to provide funds

for you to get that project done. Stay tuned for more details.

Fifth, a whole lot of winter research is wrapping up for the University of Minnesota Turf Team. Dr. Eric Watkins and team will again be hosting a Winter Field Day at the end of April to discuss what has been happening with Winter Turf research. I hope to see many of you there. Also, thank you to all the courses that donated to Rounds Fore Research. The funds generated are in the best hands in all of turfgrass research with Dr. Eric Watkins.

Sixth, thank you to MTI and Toro for donating to our first ever Online Auction. The funds generated from this donation will be going towards the scholarship and reimbursement program.

That's all I have. That was the least clever article I have ever done.

Dont forget, Hole Notes is also available in an audio format for easy listening throughout the golf season!

2023 Joseph S. Garske Legacy Scholarship

Applications due
June 1st



The Program: The Minnesota Golf Course Superintendents Association offers a scholarship program designed to assist children and grandchildren of Class AA, A, B, C, D, EM, Associate and Affiliate members. The MGCSA provides scholarships to students attending college or vocational programs at any accredited post-secondary institution. Awards will be granted without regard to race, color, creed, religion, sex, disability, national origin, or financial need.

The Joseph S. Garske Legacy award, named after the founder of Par Aide Products Company, Joe Garske, is committed to furthering the education of

children and grandchildren of MGCSA members through financial contributions. This is the 25th consecutive year for these awards. Par Aide is located in Lino Lakes, Minnesota and owned by Steve Garske, son of Joseph.

The late Mr. Garske, who died at the age of 76 in 1982, started Par Aide in 1954 with plans to make a “good” ball washer. A foundry man and avid golfer, he knew little about the golf business, tried to sell his ideas for design and tooling to two accessory companies, was turned down by both and so began Par Aide Products Company. Steve Garske started The Legacy Scholarship in his father’s honor in 1996.

Selection of Recipients:

Scholarship recipients are selected on the basis of academic record, potential to succeed, leadership and participation in school and community activities, honors, work experience, a statement of education and career goals and an outside appraisal. Selection of recipients is made by a select group of professionals. Applicants will be notified by the end of July whether they have been awarded or denied a scholarship.

Eligibility: Applicants for the MGCSA Legacy Scholarships must be: children/grandchildren of Class AA, A, B, C, D, EM, Associate or Affiliate members who have been members of the MGCSA at least five years; High school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two or four-year college, university or vocational-technical school, and under 23 years of age.

Awards: Three awards will be given to children and grandchildren of Class AA, A, B

and C members. One award of \$1,500 in the name of Joseph S. Garske will be given to the highest evaluated applicant. That award will be renewable for one-year contingent upon full-time enrollment and satisfactory academic performance. One other \$1,000 award will be given to other qualified applicants from this group. One, \$1,000 award will be available to children and grandchildren of Class D, EM, Associate and Affiliate members. These awards are not renewable. However, students may reapply to the program each year they meet eligibility requirements. Awards are for undergraduate study only.

Obligations: Recipients have no obligation to the MGCSA or its members. They are, however, required to supply the MGCSA with current transcripts and to notify the MGCSA of any changes of address, school enrollment, or other relevant information. Except as described in this brochure, no obligation is assumed by the MGCSA.

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Minnesota Chapter



MGCSA

Golf Course Superintendents Association of America

2023 Affiliate Appreciation & Member Carnival



Monday, May 8th, 2023
TPC Twin Cities
Host Superintendent: Joe Rolstad

11:00 - 12:00 FREE LUNCH

11:00 - 1:00 Trade Fair and Demo's

Games of chance, treats, and social interaction

12:30 - 1:00 Prize Contests

Long drive, chipping, and putting events

GOLF ALSO AVAILABLE*

This year following the trade fair (1:30), we will play 9 holes of golf, with a random draw for pairings.

***EVENT IS FREE FOR ALL MGCSA AFFILIATE MEMBERS!!**

Carnival and lunch is free to all class members without golf, registration for the event with golf is only \$30!!

Event, Golf, and Games are open to all MGCSA members
Registration is REQUIRED, signup online at mgcsa.org and contact chris@mgcsa.org with any comments or questions as there are multiple registration options.

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| •700 Best Signature 100% Crushed | Off White |
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- Construction Sand & Peat Mixes - 50/50, 60/40, 70/30, 80/20, 85/15, 90/10
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- Construction Sand/Peat/Black Dirt Mixes - 1-1-1, 60/20/20, 70/20/10, 80/10/10



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- Recycled concrete, crushed asphalt, conbit

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- Dry tournament topdressing sand
- Dry green topdressing sand
- Dry early-green black topdressing sand
- Dry 70/30 green divot mix

The Cost of Safety



Wade Huesman

Assistant/EM
River Oaks Golf Course

Investing in safety equipment is often seen as an expense. However, the true cost of safety goes beyond the initial purchase price. Not investing in safety equipment can lead to costly workers' compensation claims, lost productivity, and decreased employee morale. In this article, we'll explore the importance of investing in safety equipment and how it can benefit your

business in the long run.

When I first started at River Oaks in January 2022 I immediately identified a need for a crane of some sort for lifting reels and a lift table for working on golf carts. In my mind it's just not good for guys backs to be bending over lifting 100+ lb cutting units. And also it would be nice to be able to grind and

work on reels without needing an extra hand just for lifting. Add to this the fact most of our help is retired guys and I really didn't want them to be lifting reels off the ground anymore. It seemed like a back injury just waiting to happen.

Midway through the summer the city had a 3rd party safety company come thru and conduct safety audits at all the various city facilities. After discussing some of our safety concerns with the inspector he agreed on the need for a crane of some sort for lifting reels and also a lift table to aid in working on golf carts. These items were included in the report along with pictures to help explain the safety deficiencies. It was then we learned from the inspector that state of MN had a safety grant program to help pay the safety improvement that were recommended.

Armed with our facilities safety audit and a good idea of what we wanted to purchase we then went to the state and started the grant application process. The MNOSHA WSC: Safety Grant Program will pay for half

of your safety improvements up to \$10,000. You will probably need some help from your HR department to complete the grant application. They want quite a few details. One thing that really stood out to me was the question regarding the return on investment or ROI.

The return on investment on safety equipment is looked at from the lens of what does this equipment cost and what injuries might it prevent. I reached out to our HR Manager for help with this. This is where things got eye opening. According to our HR Manager, back injuries where the worker could not immediately return to work cost the City of Cottage Grove on average per incident over \$300,000. Let that sink in. Doing the math on just preventing one incident from occurring and the ROI is immediate. At this point selling management on these safety improvements was easy.

It is now April 2023 and we have a new 2200lb rated lift table and 600lb rated jib crane installed. All work was done in house and took a total of 7 days.



DEFICIENCY
ERGONOMICS-KNEELING AKWARD POSITION (SOFT TISSUE
HARD SURFACE)

RECOMMENDATION
Adjust or elevate work location to allow more neutral posture.
Purchase Cart Lift.

DATE CORRECTED:
id#: 52300

WHO CORRECTED:



DEFICIENCY
LIFTING HAZARD- MOWER ATTACHMENT 150 LBS UP TO 300
LBS

RECOMMENDATION
Incorporate lifting device to minimize back injuries. Purchase Lifting
Device.

DATE CORRECTED:
id#: 52301

WHO CORRECTED:

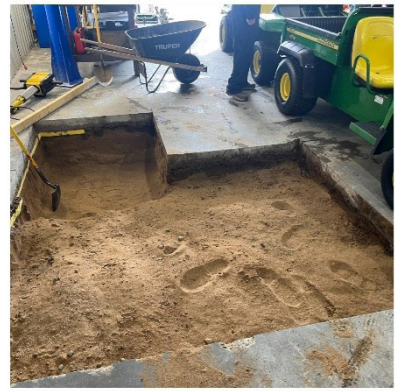
Safety Auditors report

Initial project cost was around \$10,000 with half reimbursed by the Safety Grant Program.

I want to acknowledge how amazing our crew is here at River Oaks. I might have dreamt up this project but there no way we could have done this without the help and expertise of our crew. Thank you to everyone this could not have turned out as nice as it did without you guys.

Investing in safety equipment is crucial for any business. The

initial cost may seem high, but the long-term benefits are worth it. Safety equipment not only prevents injuries and workers' compensation claims, but it also increases employee morale and productivity. When considering safety equipment, it's important to think about the potential costs of not having it. Don't let the cost of safety equipment deter you from making the investment that will ultimately benefit your business.



Information on the MNOSHA
WSC Safety Grant Program

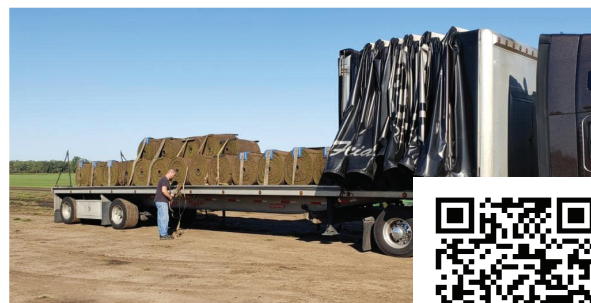


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MGCSA WESTERN MINNESOTA EXPOSURE GOLF EVENT

LITTLE CROW GOLF RESORT

THURSDAY, JUNE 1ST

10:00 AM SHOTGUN

HOST SUPERINTENDENT: KEVIN GRUBER

\$25

PER PLAYER

**INCLUDES: 18 HOLES OF
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FORMAT.**

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Duininck Elected to Golf Course Builders Association of America Leadership Board



(Atlanta, GA) – Duininck Golf is pleased to announce Sam Duininck has been elected to the Board of Directors of the Golf Course Builders Association of America (GCBA). Duininck, Director of Business Development of Duininck Golf, recognized as a rising star in the Duininck organization was nominated by his peers to serve on the Board as Judd Duininck, General Manager of Duininck Golf completed his

two-year term as President of the GCBA in February 2021.

“It’s an honor to be chosen to serve on the Board of the GCBA and I look forward to continuing the work that Judd and other industry leaders have underway,” said Sam Duininck. “The GCBA represents all segments of the golf course construction industry and I am thrilled to have the opportunity to serve the organization and the golf

course construction industry.”

Duininck, a fourth-generation family member started his career in golf construction as a laborer on new construction and remodeling projects throughout the United States. Earning respect from his peers in the field for his attention to detail and leadership skills, Duininck rose through the organization and was promoted to Director of Business Development in 2021 and instrumental in opening Duininck Golf’s Atlanta office in 2022.

“Sam’s knowledge of all aspects of golf construction gained from starting in the field and moving throughout various areas of our business has been an integral part of his professional development. Add with the, his ability to connect with people is a tremendous asset,” said Judd Duininck.

Founded in the early 1970’s, the GCBAA members represent the world’s foremost golf course builders and suppliers to the golf course industry. Justin Apel, Executive Director of

the GCBAA states, “In recent years, the association has experienced the foresight of our membership grooming the next generation of leaders, not only for their companies, but also for leadership positions within GCBAA. Sam is another great example that will bring a new perspective of ideas helping the association remain relevant and modern to the golf construction industry.”

Duininck Golf, founded in 1988 is the golf division of the Duininck Companies founded in 1926. Other Duininck companies include Prinsco, Inc, Duininck Concrete, Duininck Inc MN, Duininck Inc TX.

For more information about Duininck Golf, visit <http://duininckgolf.com/>

More information

About Duininck Golf

Duininck Golf is part of the Duininck Companies established in 1926 and 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:

Sam Duininck
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JUNE 5TH

MONDAY | 2023

Eau Claire Golf & Country Club

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ALTOONA, WI 54720

HOST: NICK PEINOVICH

10:00 SHOTGUN START
LUNCH BUFFET AT THE TURN
2:00 HAPPY HOUR & PRIZES
W/CASH BAR

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PER PLAYER

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MGCSA NORTHEAST MINNESOTA EXPOSURE GOLF EVENT

GIANTS RIDGE - THE QUARRY

TUESDAY, JUNE 20TH

10:00 -11:12 AM TEE TIMES

HOST SUPERINTENDENT: JEFF SIMONDET

\$25

PER PLAYER

INCLUDES: 18 HOLES OF
GOLF, CART, AND LUNCH!

**EVENT CAPPED AT 32
PLAYERS. REGISTER EARLY!**

REGISTER YOU AND YOUR
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Roll It *Forward*

By: Fred Taylor, CGCS

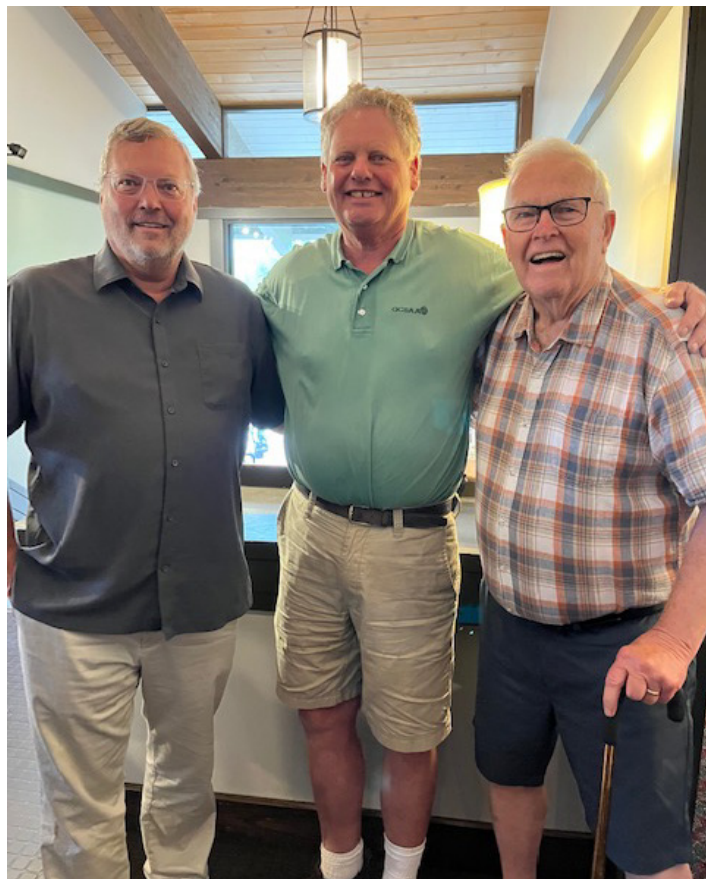


To a five-year-old boy, the concepts of time and money are difficult to comprehend. That fact was lost on my father as he explained how to perform my first job on the golf course. He told me to take the small jack-knife and paper grocery sack he handed me and cut out the broadleaf weeds on

the greens of the small 9-hole course that he and my mother, along with an aunt and uncle, had just purchased. I was to earn 25 cents an hour for my efforts, so, he explained, in just four hours I would earn a dollar bill. Well, I lasted about 45 minutes according to my older cousins who were my de facto



Photos provided by Fred Taylor



supervisors charged with keeping their younger counterpart on task. In my defense, there were plenty of distractions --butterflies to chase, bugs to dissect, and an old tractor to climb on. That was the summer of 1962.

In the 60 years that followed, I have spent most

of them working in the turf and golf industry, including my time studying Horticulture at the University of Minnesota – Waseca, and Business Management at Minnesota State University – Mankato. In those years I have been challenged, inspired, dejected, rejected, enlightened, exhausted,

and even uplifted – all of which occasionally happens in a single 24-hour day!

Along the way, several lessons have been learned through the trials and tribulations of a career that encompasses the fickle nature of weather, pests, and golfers. My first real boss in the business was George Pehrson, who with the rest of his family, purchased that 9-hole course from my parents while I was in high school. I worked for the Pehrsons for two summers starting between my Junior and Senior year of High School. Irrigation was done with hoses and small impact sprinklers on

roller bases which were set on the greens and tees in the evening. The main valve was then turned on at dark. If George remembered, he would shut the pump off around 11 pm, and then one of us would coil up the hoses the next morning. If George forgot to turn the pump off, we had a “flushing event”. Water management was simply not on our minds back then – the more, the better. Equipment was minimal at this course with a Toro walk-behind greens mower, a Toro 70 Pro for mowing surrounds and tees, a Ford 8-N that pulled a Spartan 3 gang for fairways/roughs, an old Willys Jeep, a Sears lawn tractor, and





a Snapper Comet. That was it. In the fall after my high school graduation, I did what many young people from Mankato in the mid-Seventies did: I moved to Colorado to live in the mountains and ski. In March of that winter, while working at Keystone Ski Area, I got a message to call Harry Musser who had recently purchased the same 9-hole course that I had worked at the previous two seasons. Harry explained that he was a food guy, primarily interested in the clubhouse's supper-club segment of the business, and

had little knowledge of golf, let alone the maintenance and upkeep of a course. In short, he needed a person to take care of the course and thought that a 19-year-old with no formal turf education and two years of experience would fit the bill. I negotiated a handsome wage rate of \$6.00 per hour, and Harry had a superintendent for his course. Luckily, I had a good crew that season which included industry icon Jeff Markow, CGCS, currently the superintendent at Cypress Point Club in Monterey CA.

It became clear during that summer that I needed to focus on finding a career and getting an education. I came to the realization that I loved working on the golf course for the variety of tasks that I found myself doing on any one day. I loved to work on equipment and engines, which also attracted me to the profession. I liked being outdoors and doing physical work and dreaded the thought of sitting at a desk all day in a stuffy office. And I enjoyed golf, even though it frustrated me.

Yup, I was choosing golf course management as a career! I just needed to find a college.

My first visit with a college advisor was at Iowa State University. Evidently, I didn't impress this gentleman at all, as during our conversation he reached over to a stack of booklets and pulled out a pamphlet, and asked if I knew where Waseca, Minnesota was. Nodding my head in the affirmative, he quickly went through the various programs



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and class descriptions in the brochure and eventually advised me to consider applying to the University of Minnesota – Waseca. Odd as it seems to redirect a prospective student, it was great advice. UMW turned out to be my kind of place with great instructors who were dedicated and approachable, students with similar interests and backgrounds, and a campus that was small enough to encourage involvement at every level. I loved everything about those two years at Waseca. Many friends in our industry attended college there, including Rob Panuska, Bill Whitworth, Doug Hausman, Greg Iden, Mike Brual, Jeff Johnson, and Scott Wersal, just to name a few.

One of the requirements for graduation at UMW was to complete a 12-week internship at a business, or in my case, a golf course. My first contact was Boots Fuller, the superintendent at the Mankato Golf Club. I had not met Boots before, so when I showed up to introduce myself on a chilly October afternoon, I was somewhat surprised to see him on the seat of a Ford 8-N,

pulling a five-gang Spartan rough mower, dressed in a tattered jacket with a stocking hat pulled down below his eyebrows to the point that he needed to tilt his head back to see me. We exchanged pleasantries before I told him of my experience, areas of study, and my desire to learn at Mankato's finest course. Fortunately, Boots offered me the internship that was to start the following March.

While Boots was a wealth of knowledge (he held two master's degrees and taught high school History for seventeen years) his greatest attribute was his dedication to the golf course, learned from his father Irv, who was the superintendent for 43 years prior to Boots taking over. That dedication is something that he passed on to almost everyone that worked for him. He also liked to have fun. "Work hard, drink hard, and play hard; not necessarily in that order!" was one of his favorite mantras, although the empirical evidence showed that "work hard" always came first. He learned later, as a recovering alcoholic, that his old mantra



was a cover-up: a thin curtain to hide some personality traits that lent themselves to overindulging. To his credit, he leaned into the philosophy and purpose of Alcoholics Anonymous and became a champion of recovery, helping many people, both within our industry and outside of it, through their struggles with alcohol. In the end, counseling was his higher calling. After all, growing grass is one thing, but helping save a human being from the depths of addiction is yet another. Boots had a tremendous impact on

my professional development, but his influence stretched well beyond turf maintenance and reel mowers. He taught me, and many others, a lot about life.

Just a few weeks after I started work at Mankato GC, Boots hired John Granholt as the assistant superintendent. John was a true mentor and teacher to the younger staff members. His steady, calm demeanor was a soothing contrast to Boots, who could be a bit high-strung and hyper, especially under stress. John was also good

with a wrench and taught me a lot about equipment setup and repair. He went on to a stellar career at Eau Claire Golf and Country Club leading the grounds department there for forty years. John probably influenced my career more than anyone else in the industry.

After John left Mankato, I was hired as the assistant superintendent. With the old manual irrigation system in place, the watering duties rested on Boots and me during the shoulder seasons when the regular watermen were still in school. Many double shifts, split shifts, and overnights were undertaken in those days, which in retrospect, gave us a greater appreciation for the automatic system that was to be installed years later. It also led me to appreciate the seasonal watermen, one of whom was Boots' nephew, Todd Fuller. Only rain from the sky above was appreciated more!

A lot of things have changed in the years last 46 years since I first punched my timecard



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at MGC. Moving up to the superintendent position from assistant in 1993 presented many challenges that I didn't fully expect. There have been course improvement projects, equipment improvements, and personnel changes. There have been plenty of challenges along the way, too, in the form of storm damage, winter kill, disease damage, staffing issues, and irrigation failures. Probably the most important change (and challenge) that has occurred is the increase in golfer expectations. Name any area of the course, and the bar has been set higher: greens need to be faster, firmer, and smoother; fairways need to be mowed shorter, be firmer and faster; bunkers need to be firm, yet soft enough for the follow through, of consistent moisture content, and be raked daily; the landscape features need to "pop" with color and be maintained meticulously. The rough must be weed-free and at a consistent height. The list is endless.

Surviving the changes and challenges through the years has taken a lot of support.

My co-workers and industry contemporaries are truly responsible for making the journey possible. Our former golf pro at MGC, Mike Zinni, had a saying that he often shared: "If you see a turtle on top of a fence post, you know that he didn't get there by himself". The staff I have worked with has been nothing short of amazing, starting with Boots and John, Todd Fuller who was our primary waterman in the early years (also Boots' nephew), and all the other staff that labored tirelessly over the years. I also owe a great deal to Allen Starke, my long-time assistant for many years, who was our irrigation tech, arborist, and in many ways, department life-coach. Scott Ness was hired as a part-time grounds crew member over thirty years ago and has morphed into the expert in nearly every phase of the Club's operation. Scott does everything from equipment and electronics repair in the grounds department, to accounting, information, and computer specialist in the Club office, to HVAC technician and Certified Pool Operator. Another pillar of our crew is my current assistant, Matt Marzinske, who

has been with us for nearly 30 years. Matt handles all areas of the grounds operations and doubles in the winter as a lead mechanic and reel technician. His dedication and loyalty to MGC are unsurpassed. The rest of our senior staff includes second assistant Tyler Schlaak, Phil Runck who is a former assistant at Springfield Golf Club, and Al Thom whom I met at UMW while studying in the Horticulture department. An outlier in our operation is one of our volunteer members, Peter Roth, who has completed many projects for us and advocates tirelessly behind the scenes for the golf course.

I am blessed and honored to have good friends in the golf course industry. They are people to laugh with, commiserate with, share life stories with, and bounce ideas off of. Tom Meier at

LeSueur CC. who nominated me for this article, is one of the guys I can count on for advice. Tom Proshek, Nikk Dickerson, Chris Carpenter, Shawn Swenson, and Curt Helget are others that are quick to answer questions and bounce ideas off. Greg Iden and Mike Brual are great friends from way back, and guys I respect and admire. Our friends on the



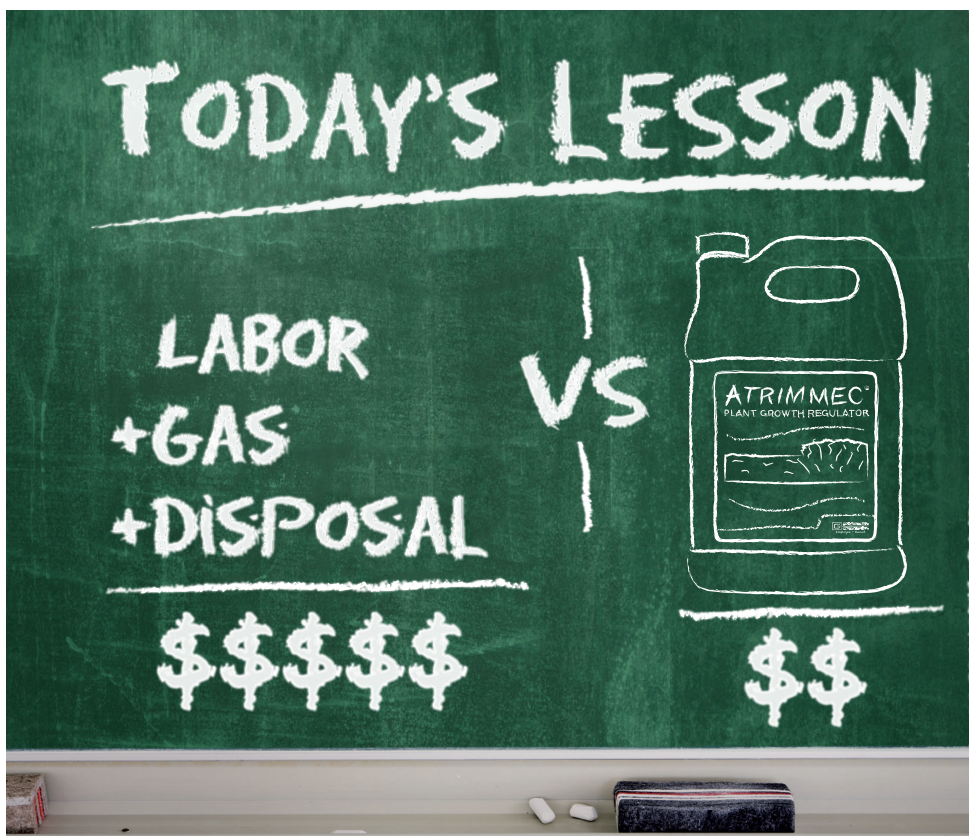
supply side of the business are also extraordinary recourses, too, and I learn from them constantly. Dan Gabler, Rick Gabler, Brad Smith, Liza Chmielewski, Scott Gilbertson, and Andy Keyes are great people to learn from and laugh with. There are so many more people to acknowledge and thank for their friendship, but space is limited here!

Without a doubt, the most important part of my life is my family. I met my wife Amy at the Golf Club when she was working on the waitstaff. We



have two daughters Allie and Maggie who we are extremely proud of and have been fortunate to be able to visit in various parts of the US, Europe, and South America. Without their love and support, the stress and long hours of the superintendent's position would seem overwhelming. However, with the needed balance they provide, there isn't a better industry to be a part of!

A requirement of the Roll it Forward column is for the author to nominate another individual to continue the series for the next issue of Hole Notes. In that tradition, I proudly nominate a great friend and confidant, Mike Brual, CGCS. I think everyone will enjoy hearing Mike's story!



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photos from your time on a golf course?
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Nemadji Golf Course: Sprayer ran out on last pass in the fall, left
as a test plot. Interesting seeing the sputtering nozzles towards
the ends. Thank you Vince Dodge for sharing this image.



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FACILITY INFO

Public or Private

Number of Holes: 18 + 6 Hole Short Course

Full time employees: 7

Seasonal employees (not including full time): 18

Types of grass: Bent/Poa/Bluegrass

Total course acreage: 210

Greens acreage: 4

Tee acreage: 3

Fairway acreage: 40

Rough acreage: 50

PERSONAL TURF FACTS:

How many years have you been in your current position? 3 years.

How many years have you been in the turf industry? 5

Where else have you worked?
Braemar Golf Course.

Turf School Attended (if any)? None



INDUSTRY THOUGHTS:

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

Bunker renovations.

Change some locations of fairway bunkers after extending tee length.

What concerns do you have the turf business and the future of golf? Burnout from young, eager laborers that get excited about this career path. Then after a few seasons of long hours and all sacrifices made, leads to loss of interest.

What is needed to bring more young professionals into the industry? Giving them more opportunities to have a leadership role. People are driven by at least getting a sneak peek of what its like to

be a leader. Young people aren't always given the opportunity to lead early enough in the role, so they feel like a grunt worker, a laborer which can lead to burnout sooner.

What piece of equipment do you want? Not a need, a want. Greens rollers. Bigger and faster units to deliver a beautiful product.

In terms of industry costs (equipment, pesticides, labor, etc.) are they too low, too high or just right? They are probably just right, with the cost of everything these days.

FUN FACTS

Have you ever met a celebrity?

Who? Andy Dick, met him one time at a bar in West Hollywood, very interesting fellow.

What is your favorite vacation spot? Every year we go to Miramar Beach, Redneck Riviera of North Florida. On the beach, look out every morning with my coffee at the ocean.

What is your favorite memory of starting your turf career?

At Braemar, I was there while they were putting the finishing touches on the rebuild, so I got to get it ready for opening day, and I really enjoyed being under the gun from a time perspective, with the mayor having the first tee time set. So just that fast paced, deadline driven environment, appealed to me. I was very fortunate with the staff at Braemar, we had a lot of fun, and different personalities.

What is your favorite job on the golf course? I like to cut cups. I'm very meticulous and wanna make sure theres no bad plugs.

What is your least favorite job on the golf course? Anything related to bunkers. I'm 6'6", so anything I'm hunched over does not do wonders for my back.

Have you played any famous golf courses? Which ones? No, I have not really. To be honest, I'm more of muni kind of guy.

Who is your dream foursome? Tiger Woods, Jack Nicklaus, Fred Couples, and myself.

The last few years have been unique, with Covid and drought. Would you like to comment on how it affected you, and how it has changed your management approach now? Its all I've known, my first season at Braemar was pre covid. Especially being a management role.



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MGCSA NEW MEMBERS - *Mar./Apr. 2023*

Chad Johnson	Class C	Minnesota Valley Country Club
Steve Sawyer	Facility	Piper Hills Golf Course
Devin Sankey	Student	Mankato Golf Club
Andrew Ness	Student	Rochester Golf & Country Club
Luke Stein	Class C	Minnesota Valley Country Club
William Enderson	Student	Fargo Country Club
Tyler Svenningsen	Class C	The Wilds Golf Club
Tyler Schlaak	Student	Mankato Golf Club
Landon Wiet	Affiliate	Naturalake Biosciences
Keith Krause	Affiliate	Harrell's
Connor O'Donoghue	Class C	Pheasant Acres Golf Club
Nick Gunderson	Student	Chisago Lakes Golf Course



Turfgrass Apprenticeship Program

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The University of Wisconsin Turfgrass Apprenticeship Program (TAP) consists of a 12-week, in-person educational bootcamp and a field-based apprenticeship at a golf course, athletic facility, or other turfgrass facility. The program provides participants with the hands-on, real-world experience needed to succeed in the turfgrass industry. Successful completion of both the bootcamp and the apprenticeship is required to earn the Turfgrass Apprenticeship Program Certificate.

Step 1: Educational Bootcamp

The bootcamp takes place over two 6-week terms during the late fall and winter. The fall term will begin the first week of November and end in mid-December. The winter term will begin the second week of January and end in late February. Each week will have class on Tuesday, Wednesday, and Thursday from 10 AM until 3 PM CST with a 1-hour break for lunch.

Program cost is the same for in-state and out-of-state students. Check the website for current rates. Housing is not provided by UW-Madison, but we provide a number of affordable hotel options in the Madison area.

Significant scholarship funds will be available to support student tuition and housing costs from a variety of turfgrass associations. More information on scholarships and how to apply for them will be provided in the first week of class during the fall term.

Step 2: Field-based Apprenticeship

Students in the TAP are required to complete a field-based apprenticeship at a golf course, athletic complex, or other turf management facility of their choosing. A list of tasks to complete during the apprenticeship have been developed in cooperation with associations in the turfgrass industry and can be viewed on the program website.

How to Enroll

Please visit <https://turf.wisc.edu/academics/> and add your name to the enrollment form. Alternatively, contact Dr. Soldat or Dr. Koch via email (djsoldat@wisc.edu / plkoch@wisc.edu). The deadline for enrollment in the fall term is October 15th.



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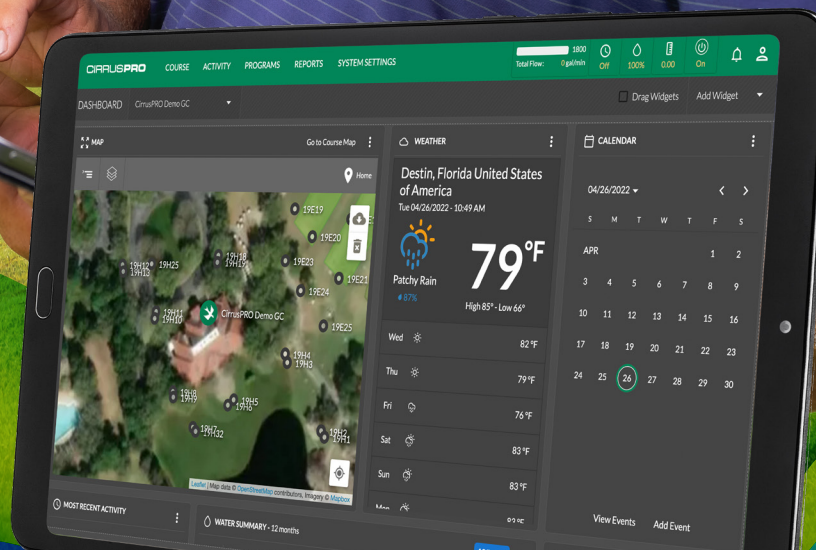
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Incorporating Pollinator Areas on Golf Courses

By: Dr. Jon Trappe
Turfgrass Extension Educator
University of Minnesota



Introduction

As the University of Minnesota (UNM) Turfgrass Extension Educator, I receive questions pertaining to all things turfgrass from many different groups of people. Normally, the most asked question is “How do I control creeping Charlie?”. Since about the middle of February, I have not gone a day without being asked something about No Mow May. I don’t think I have ever seen something take hold so quickly as the concept of abstaining from mowing lawns in the month of May to promote pollinators. Although the original research paper that catapulted the movement to being discussed at places like city council or homeowner association meetings has since

been retracted, it is obvious the public’s growing awareness in pollinators has sustained interest. The steady growing demand in bee lawn resources observed by the UMN Turf Lab has been reinforced by programs like “Lawns to Legumes”. I would not be at all surprised if most superintendents have been asked their own thoughts on No Mow May or what their golf course can do to promote pollinators.

Pollinators on golf courses

Many of the species that are promoted in bee lawns like white clover have traditionally been viewed as weeds in most golf environments. The turfgrasses we are trying to promote are to encourage optimum playing surfaces, whether it is on the

putting green, fairway, or rough, and weeds could negatively affect the playability of these areas. As a result, consideration should be given to when and where promoting pollinators makes sense to your golf course. Ideally, they should be in areas that can receive limited herbicide and insecticide use. Areas that have high visibility, such as near the first tee for example, would work great for educational and promotional opportunities through signage. Areas currently set aside as no mow natural areas that are out

of play are likely the easiest fit for many golf courses and would probably have the largest impact at promoting pollinator habitat.

Which plants work in traditional bee lawns/no mow areas

If your goal is to promote habitat for pollinators to forage, focus on a diversity of plants that provides flowers as long as possible. Try not to get overwhelmed with having an ideal mixture, as having some is better than having none. If the area is going to be maintained



as a bee lawn, the plants will need to tolerate mowing. The UMN Bee Lab and the UMN Turf Lab have recommended that bee lawn mixes contain Dutch white clover (*Trifolium repens*), creeping thyme (*Thymus serpyllum*), self-heal (*Prunella vulgaris*) and ground plum (*Astragalus crassicaarpus*). A mixture of fine fescue species such as the creeping red fescues, chewings fescue, hard fescue, and sheep fescue will make up the majority of the mix. Some bee lawn specific or native prairie type mixes are available from seed retailers, or you can custom mix your own using the examples found in the Flowering Bee Lawns tool kit.

How to get pollinator-friendly plants into existing no mow areas

The process for getting pollinator-friendly plants into existing no mow areas may not differ greatly for how these areas are currently being maintained. Restriction of certain herbicide or insecticide applications in these areas may be enough

to release pollinator plants over time through seeds in the soil's seed bank. Otherwise, a spring mowing followed by an overseeding with select flowering species is a great way to jumpstart the process. Manually planting flowering plants can also be effective but will be more costly and time consuming.

How to get pollinator-friendly plants into new areas

The process for establishing a new bee lawn or pollinator area is very similar to establishing a new turf area. Your goal will be to remove as much of the existing vegetation or residue as possible to ensure proper seed-to-soil contact. Many of these pollinator-friendly areas work well via dormant seeding in the fall. The Flowering Bee Lawns tool kit and UMN Extension's Planting and Maintaining a Bee Lawn are great resources for more background on pollinators and their preferred forage sources.

How to manage pollinator areas

The two biggest management practices affecting these pollinator-friendly areas will be mowing and pesticide use. If the area is to be maintained similar to a bee lawn at 3-4 inches, it would likely need to be mowed 2-3 times per month. More frequent mowing might hinder some bee lawn flowering species, while less frequent mowing might allow for non-desirable plants to take over. If the pollinator-friendly area is going to be maintained as a no mow area, brush hogging in the fall, like is commonly done in existing no mow areas, is the best option.

Pesticide use in and around these areas is mostly concerned with herbicides and insecticides. Selective broadleaf herbicides as well as non-selective herbicides should be avoided in areas with susceptible plants. If spot-treatment with a backpack sprayer is necessary, consider spraying after the target weeds have flowered. With respect to insecticides, pollinators are very

susceptible to neonicotinoids (ex. imidacloprid). Consider alternative modes of action when controlling turf insects and always refer to the product label for specific instructions regarding pollinators.

Some take home points

The popularity of movements like No Mow May clearly demonstrate the public's growing awareness of pollinators. I think this is an opportunity for all of us in the turfgrass industry to educate a captive audience on the benefits of turfgrass areas on and off the golf course. Incorporating pollinator-friendly areas onto our golf courses would not only potentially reduce maintenance costs for these areas, but it would further provide more habitat for pollinators, who our food and landscapes rely on. This would highlight our own environmental stewardship and more broadly promote the ecosystem services golf courses provide to our communities.

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Why Don't You Just Leave?

When I was working in New Jersey, we spent most of the afternoons doing what we called, WFW, "Waiting For Wilt." Often, the golf course still needed that extra round of hand watering before we went home, but there were plenty of times where we just sat in our carts, talking about everything but golf. That time was valuable and usually entertaining as well, but that is a time where we could have been on our own, resting for the inevitable rounds tomorrow. We would make that one last round, maybe just shy of 5 PM and say, "alright, everything still looks good.," just what we had said hours earlier.

Now, I know it takes time to understand that feeling, knowing where exactly your course is and how it will respond through the rest of the day, but when we determined that for our property, why didn't we change our methods, our approach? We still waited at that corner for

wilt, often waiting for something we knew wasn't going to come this day. From this corner I could see my room, and its comforts, sitting just above the pro shop, always tempting me that extra bit more by being just ever so slightly out of reach!

Recently I was told once again, it's too hard to leave the course at times. Something we have all heard and most likely said to ourselves. For me, that was always just an easy excuse, the simple answer to just keep working. But do we really need to be there every minute that we are? When will that epiphany moment come for each of us?

Mine happened a few years ago. During the eventful year of 2020, I was overseeing two properties, Meadowbrook and

Theodore Wirth Golf Courses. During that time, I was unable to physically be at both sites at times, meaning I had to trust in the preparation and data that I had put in place. We believed that our program would hold up, the moisture data was accurate, and that the staff would successfully implement the plan in my absence. For the most part, this turned out to be true. For maybe the first time in my career, I knew I didn't have to be on the course because I physically couldn't be, so this now would allow me greater freedom to get away from the property and learn from seeing others facility, playing golf with them, or just resting for the days ahead.

We all want to provide the greatest product we can, but it can't be at the expense of our own sanity. The realities of daily work seem to have adapted recently to more seasonal expectations, especially regarding the assistants' positions that we must now covet even more. The assistant job market is extensive now, as there are not enough applicants to fill these positions.

That power has shifted to those assistants who now have the option to basically pick their course. Over the last few years, as we have struggled to find engaged candidates, the industry has begun to self-correct by offering better pay, benefits, and most importantly, that balance that we so often hear of. As we adjust those expectations of our staff, we must also assess who is setting those standards for the maintenance objectives. Is it you, the GM, the Members? There is obviously pressure from the members, GM's, golfers, but how much more pressure do we put on ourselves? Are we adding more to our plates than is necessary?

Another personal anecdote I remember. Back in college, I worked at FedEx loading trailers at their distribution center. My trainer on the first day told me, "If they ever ask you to leave early, do it!" That is sage advice that I have not forgotten. I think my staff over the years had the same advice, as they would not hesitate to head home early when the chance was offered.

Think back, how often did you stick around the course last year, waiting for wilt, or some other issue. Could you have gone home that day and just plan to start it all over tomorrow? My epiphany moment a few years ago answered this question for me, as I knew the golf course would be (mostly) right where I left it the day before.

The mentality has often been, if I'm not here, I'm not working, or they may not think I'm doing the job. Well, that probably is still true in places unfortunately, but we as professionals know the realities of that, and understand that growth can still occur away from the property, or at the very least, we can take the time to mentally rest before we get after it again tomorrow. There are still opportunities to do your job away from the golf

course. Maybe that's playing golf elsewhere, attending an event, or just grabbing a beer with your neighbor superintendents. It is also pretty great just sitting on the couch for a few minutes, before the kids get home!

Those gatherings still provide you with education through conversation, as we all know a group of superintendents getting together will inevitably talk turf at some point! We can not think that time away from the golf course is not time working, as personal and professional growth still occur off your property. Take the time this year to explore other perspectives, or just get away for those moments when you can, because before we know it, we'll be sitting in the office again, staring at the snow once more.