GOULD'S CAN TEAM UP WITH YOUR '77 BUDGET

-let's talk it over now!

Here's the new, 1977 Greens King. It's dynamite.

We're pretty excited about showing off the all new, redesigned and faster traveling Greens King—from JACOBSEN.

There are so many new features you really ought to have a test ride.

You'll notice how the mowing units can be operated singly, or in any combination, with fingertip controls.

The new spunky transmission gives you faster transport between greens. And the husky 14 HP engine runs smoother and more quietly than ever.

It steers with better control and gives you tighter turning. There are a lot of other neat features that should knock your eyes out.

Of course it can still cut through 18 greens in about four hours. So it's still the CHAMP.

GOULD'S WILL BE HAPPY TO GIVE YOU A DEMONSTRATION. WE HAVE ALL THE TURF CARE EQUIPMENT AND PRODUCTS YOU NEED-AND WE'LL FIT THEM INTO YOUR BUDGET.





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MGCSA Associates Honored

It was a clear, cool and crisp fall day when the members and friends of M.G.C.S.A. gathered at the magnificent Oak Ridge Country Club. The date was October 5 and special importance was placed on this monthly meeting as it was also designated Associates Appreciation Day. The associates were our guests all day and the host superintendent, Keith Scott, made them feel welcome from the start by providing an absolutely perfectly manicured golf course. Though not unfamiliar with a golf course in many respects, several associates were found exploring unknown territories in search of small white treasures while taking advantage of the opportunity to play one of their infrequent rounds. The scores that were posted reflected the amount of time the hard working associates spend in performing their occupations rather than indulging in this form of relaxation.

The afternoon's activities continued with a short business meeting, chaired by President Sime. Several important subjects were discussed including the Research Fund report which was given by Jim Lindblad. Jim stated that he had received a very generous donation to the Research Fund of \$200 from the Arrowhead Turf Association. The bad news is the fact that even with such outstanding gifts as that, the balance is far short of the needed \$2,000. The amount presently stands at slightly over \$1,100. So once again, we ask that you please contact the appropriate member of your club and ask him if the club could possibly make a contribution in this area. Any donation would help immensely in reaching our goal of \$2,000 by the time of the Turf Conference in December. Also brought up at this meeting was the decision by M.G.C.S.A. to donate \$110.00 to the G.C.S.A.A. Research Fund in lieu of running a full page add in the GOLF SUPERINTENDENT. Normally, these adds appear in the issue just prior to the National Turf Conference and Show. Carl Anderson was asked to relay to us some of the many pleasant experiences he had during his trip to the Sylvania Country Club to receive the G.C.S.A.A. Outstanding Service Award. Carl told of the many interesting and exciting events which took place that week including the appearance and speech by Arnold Palmer. It is of great interest that a professional golfer of the stature of Palmer is keenly aware that the advancements made in golf in the last fifty years are due mainly to the hard work and continued efforts of the gentlemen known as GOLF COURSE SUPERINTENDENTS. Palmer was truly thankful for this and also urged those present to continue to strive for the betterment of golf in every aspect.

The meeting was followed by a delicious hors d'oeuvre table and social hour. A steak dinner capped the day's activities and I am sure everyone went home completely satisfied. Thanks once again to Keith Scott and the entire staff of Oak Ridge Country Club for their show of hospitality.



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MEMBER: M.G.C.S.A. AND G.W.I.

49th Annual Turf Conference & Business Meeting December 1, 2 & 3, 1976



1201 WEST COUNTY ROAD E ARDEN HILLS, MINN. 55112

FOR THE CONFERENCE ARE \$7.00 PER DAY. STAG TICKETS WILL BE AVAILABLE FOR

\$7.00 EACH.

FEATURING

Education, Business Meeting, Surprise Stag, Ladies Hospitality Room, Bull Session and Banquet

ADVANCED RESERVATIONS FORM MUST

BE RECEIVED BY NOVEMBER 26.

WEI	ONESDAY AFTERNOON, DECEMBER 1, 1976	F	RIDAY MORNING, DECEMBER 3, 1976
3:00	Registration	9:00	Minnesota Snow Mold Story Dr. Ward Steinstra
5:00	Annual Business Meeting (IMPORTANT - DON'T MISS)	9:45	G.C.S.A.A Board Member
	(10:30	Coffee Break
TH	HURSDAY MORNING, DECEMBER 2, 1976	10:50	Grass Hardiness in Minnesota or How Grass Overwinters Dr. Don White
Ι	Ooug Dieter Session Chairman	11:35	Discussion, Questions and Answers
8:00	Registration	12:00	Lunch
8:45	Welcome Dean Sime		
9:00	Turf Grass Reflections		FRIDAY AFTERNOON
9:45	E.P.A. and the Manufacturer Donald Maske	Т	om Brown Session Chairman
10:30	Coffee Break	1:15	Helpful Hints in Growing and Maintaining Turf
10:50	Trees for the Golf Course Mervin Eisel	1.50	Carl Scharwtekopf Golf Course Soil Management
11:35	Discussion, Questions and Answers	2:30	Dr. George Blake Coffee Break
12:00	Lunch	2:30	Collee Break
		2:50	Dutch Elm Disease
	THURSDAY AFTERNOON	3:30	Discussion, Questions and Answers
	The state of the s	ANNUA	L BANQUET FOR MEMBERS AND WIVES
1:15	Thinking Superintendent	6:00	
0 15			Dinner
2:15	Bull Session	9:00	Dancing
STAG	6:00 COCKTAILS 7:00 DINNER		
	(\$7.00 Per Person)		
STU	DENT AND GREENS CHAIRMAN TICKETS		ADVANCED DECEDIANT ONC. FORM MICH

Associates in Action



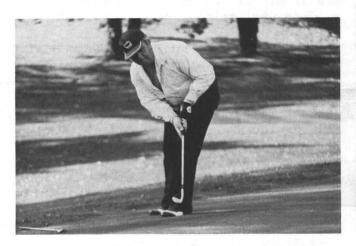
UP AND DOWN. Gerry Commers of the Cushman Motor Co. executes a delicate but vital chip shot.



AMAZEMENT. Mike Redmond, left, of the O.M. Scott Co. can't believe the tale Rich Rannells is telling about the "one that got away".



VISITING. Milt Wiley, left, of M.T. Wiley, Inc. and Dennis Munson, right, of Stegner Golf Cars chat with Don Waryan, Oak Ridge Professional.



INTENT. Gordy Miller of the R.L. Go. is a study in concentration as INTENT. Gordy Miller of the R.L. Gould another putt heads straight for the cup.

ADVANCED RESERVATIONS - 49th ANNUAL TURF CONFERENCE AND BUSINESS MEETING McGuires Inn, Arden Hills, Minn. December 1, 2, & 3, 1976

NAME

\$25.00

\$7.00

CONFERENCE REG. STAG TICKET EXTRA BANQUET TICKET \$10.00

TOTAL

MAKE CHECKS PAYABLE TO M.G.C.S.A. SENT TO: DICK DESPLINTER, 6567 BLUEBIRD DRIVE, NOTE: CONFERENCE FEE INCLUDES ONE MAPLE GROVE, MINNESOTA 55369

TOTAL ENCLOSED \$ BANQUET TICKET

Minnesota Toro Builds New Facility

Minnesota Toro, Inc., full-line distributor of the maintenance and irrigation equipment produced by The Toro Company, will move its offices and warehousing to Plymouth on November 1, James M. Kaufman, president, has announced. Minnesota Toro now serves from its present quarters (850 South Florida Avenue) in Golden Valley a market area that includes all of Minnesota and North Dakota, part of South Dakota and the western segment of Wisconsin.

According to Kaufman, the Rauenhorst Corporation of Minneapolis is building the 36,000 square foot facility on a four acre lot at 14900 21st Avenue North in Plymouth. The building site is being carefully carved out of the wooded setting to preserve the maximum number of trees and safeguard the original wooded environment. Kaufman said a special automatic irrigation system will be installed for added protection.

Present plans call for 6,000 square feet for administrative offices, approximately the same amount of space for parts inventory, a well equipped 3,000 square foot service shop, with the rest of the space given over to warehousing.

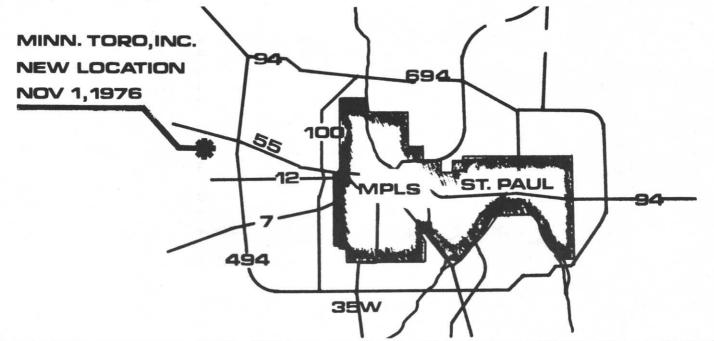
There will also be a mezzanine with an additional 6,000 square feet to be developed as a training and meeting center for Toro dealer and installer personnel. The Minnesota Toro president said he intends to make the training center available to local and regional professional turf associations as well.

The concrete block building, whose cost is estimated in excess of \$600,000, will incorporate the latest in insulation techniques, Kaufman said, to ensure minimal energy use. Loading docks will be built to accommodate both semi-trailers and pick-up trucks.

The new facility, Kaufman pointed out, will more than double his present floor space, as well as increase substantially the outside yard storage area, much needed for the rapid growth in turf and agricultural irrigation and the professional turf product business.

Minnesota Toro has annual sales in excess of \$7 million and employs 45 persons. Kaufman, as president and owner, has headed the firm for the past eight years.

In addition to Toro products, Minnesota Toro also distributes Poulan chain saws and a variety of allied products.



TORO. WORKMASTER.

Look over the features, the benefits, the specifications. Here's the simple, rugged utility vehicle you've been needing for dependable day-in, day-out hauling of people and equipment. It's the first utility vehicle designed and engineered to Toro standards—starting with a reliable hydrostatic drive that outpulls higher horsepower engines. It's backed by Toro people, by the Toro parts and service system, and by our new one year warranty. The Workmaster from Toro: it's got what it takes!



FEATURES AND BENEFITS

OF THE TORO WORKMASTER

- Heavy-duty industrial-quality hydrostatic drive gives infinite speed control, instant forward/reverse, high torque to rear wheels for drawbar pull that surpasses competition. It's a closed, self-lubricating drive system as in our Sand Pro and Groundsmaster 72. No gears to change, no clutch to slip.
- Up-front seating for two, with passenger safety grip handle, means safe, comfortable seating for operator and passenger.
- **Easy access to all components** saves maintenance time. You don't have to empty the box to get at the battery. All frequently serviced parts (like the spark plug) are easy to get at.
- 4 Standard box size carries existing engine-driven top dressers, sprayers, mowers and other maintenance equipment.
- Automotive controls and more leg room for operator helps reduce learning time, gives greater security and comfort than competitive machines.
- **Lower center of gravity** long, wide wheelbase; low box bed-height gives greater safety and stability, reduces lifting.
- **7** Spring suspension, shock absorbers on all wheels, provides comfortable ride. Easily carries 1000 lb. payload.
- Oversize 23 x 8.50 x 12 rear tires give the Workmaster a soft footprint, excellent traction, for greater hill climbing ability and sidehill stability.

WORKMASTER SPECIFICATIONS*

MODEL NO. 08300

ENGINE	Kohler Model K-321S air cooled, 4 cycle, 14 HP @ 3600 R.P.M. 31.27 cu. in. displacement. Stellite faced valves, dry type replaceable air cleaner element, 4 pints oil capacity.
FUEL CAPACITY	6.2 gallons of regular gasoline.
TRACTION DRIVE	Sunstrand hydrostatic variable speed transmission mounted direct to a Dana GT-20 axle/differential assembly with 15.5:1 ratio. Powered through the two rear wheels. Single foot pedal for instant forward/reverse.
GROUND SPEED	0-15 M.P.H. forward and 0-5 M.P.H. reverse.
HYDRAULIC OIL CAPACITY	6 qts. in the transmission/differential assembly.
HYDRAULIC OIL FILTER	25 micron replaceable cartridge.
TIRES/WHEELS	Two rear tires 23 \times 8.50-12 extra traction 2 ply with 4 ply rating on demountable wheels. One front tire 18 \times 8.50-8 rib 2 ply with 4 ply rating on a demountable wheel.
TIRE PRESSURES	12-15 p.s.i. for front and rear.
MAIN FRAME	Three wheel design, with a welded rectangular tubing frame and a 12 gauge integral front bumper.
TRAILER HITCH	Mounted to main frame for towing accessory equipment.
SUSPENSION	Front: Two coil springs and 1" dia. bore shock absorbers. Rear: Two shock absorbers and two leaf springs with overload bumpers.
BRAKES	Rear wheels have 7" x 1¾" hydraulic drum brakes and a mechanical parking brake. Also dynamic braking through the hydraulic transmission. <i>Optional:</i> Front wheel hydraulic brake (Model No. 08356) size 7" x 1¾" hydraulic drum brake.
STEERING	15" steering wheel mounted on an automotive type steering gear assembly. Steering fork assembly is supported by tapered roller bearings.
OPERATING CIRCLE	11 ft. diameter.
CONTROLS	Hand operated choke and throttle. Foot operated traction pedals for instant forward/reverse control.
GAUGES	Hourmeter, Ammeter, and Fuel Gauge. Optional: Speedometer (Model No. 08358).
SEAT	Side by side bench seating for two with 4" foam cushion and passenger handrails. Both seat and backrest fold to the rear for easy access to the engine compartment. <i>Optional</i> : 3" thick foam adjustable backrest (Model No. 08355).
ELECTRICAL FEATURES	12 volt battery, 12 volt heavy duty bendix starter. 15 amp alternator. Dual headlights standard. Neutral start safety interlock switch. Dash mounted ignition switch with key.
BOX AND SIZE	All steel construction box with hinged tail gate and locking chain. Inside dimensions: 46" long, 35" wide, and 10" deep. <i>Optional:</i> Ramp type loading tail gate constructed of tubular framing (Model No. 08357).
BOX CAPACITY	Weight: 1,000 lbs. payload, also accommodates 100 gal. engine driven sprayers and top dressers.
OVERALL DIMENSIONS	48" wheel tread width, 76" wheel base, 106" length, 57" width, 46" height.
VEHICLE WEIGHT	960 lbs. empty (with all fluids).
GROUND CLEARANCE	9" under main frame.
BOX BED HEIGHT	20" for easy loading.
OPTIONAL EQUIPMENT	Speedometer (Model No. 08358), ramp type loading tailgate (Model No. 08357), adjustable backrest (Model No. 08355), front hydraulic wheel brake (Model No. 08356).

Haven't you done without a Toro long enough?



Green Clippings

<u>CLIP 1</u>: The Wadena Country Club is looking for an experienced Golf Course Superintendent. Wadena is a 9-Hole course in middle Minnesota. Salary is negotiable. The course has grass greens, watered fairways and modern equipment. Interested persons should apply to: Wadena Country Club, Inc., Box 446, Wadena, Minn. 56482.

CLIP 2: Tom Mascaro, internationally known turfgrass expert and inventor, recently formed a new company named Turfgrass Products Corp. based in North Miami, Florida. The company will devote its activities to the development of new products for the Turfgrass Market. Its first product is designed to eliminate compaction and wear on intensive use areas, such as the ends of golf car paths, foot paths, etc. Called GRASS-CEL° Paving, it is light, reasonable in cost and can be installed like floor tile by ordinary work crews. Its honeycomb structure allows grass to grow through, while protecting the plants from compaction and wear. Its natural green color makes it invisible from the surface. This product will be available directly from the company and through dealers.

 $\overline{\text{M.G.C.S.A.'}}$ s Something a little bit different is going to be awarded this year to $\overline{\text{M.G.C.S.A.'}}$ s long time members. A 25-year pin will be presented to eligible members who have belonged to our association for at least twenty-five years. These pins will be awarded sometime during the Annual Conference in December. If you feel you are eligible, please contact Jim Lindblad, Office: 473-8849; Home: 933-0596.

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SALES-SERVICE-LEASING-PARTS

CLIP 4: The 1977 slate of candidates for national office has been released to us by the G.C.S.A.A.'s Nominating Committee. The election will be held at the 1977 Annual Membership Meeting in Portland, Oregon. The nominees are: For President - Theodore Woehrle, C.G.C.S., For Vice-President - George Cleaver, C.G.C.S.; Melvin Lucas, Jr., C.G.C.S. and Charles Tadge, C.G.C.S.; For Directors (two to be elected) - Hobart Burgan, C.G.C.S.; Edward Dembnick, C.G.C.S.; Louis Haines, C.G.C.S.; David Harmon and James Wylie, C.G.C.S.



UNIQUE FORM. Russ Rose of the Ryan Equipment Co. shows that there is more than one way to strike a golf ball.

National News Briefs

Palmer Maples, Jr., Decatur, Ga., will be the new Director of Education of the Golf Course Superintendents Association of America (GCSAA), Conrad Scheetz, GCSAA Executive Director, has announced.

Maples will join the GCSAA Headquarters staff in Lawrence, Kansas in December following his resignation as golf course superintendent of The Standard Club in Atlanta, Ga. He succeeds William E. Knoop, who resigned in July to join the faculty of Iowa State University in Ames.

In making the announcement, Scheetz said, "After an extensive investigation of candidates from throughout the country, we are thoroughly satisfied that Palmer will enhance the Association's ability to provide meaningful educational opportunities for its members and the profession. He brings to the position a sound academic background, valuable practical knowledge and experience in the field of golf course management and a thorough understanding of the Association's structure and activities.

"We welcome Palmer to our staff and look forward to working with him to advance GCSAA's educational programs."

Maples' responsibilities will include determining and defining the educational needs of Association members and providing the means by which these needs can be satisfied. In order to help golf course superintendents maintain high levels of professional competence, he will also produce and disseminate training and teaching aids that assist superintendents in the many areas in which they deal. His immediate duties will include coordinating the educational program for the upcoming International Turfgrass Conference and Show in Portland, overseeing GCSAA's Certification Program, developing educational seminars and assisting with the GCSAA Scholarship and Research Fund.

The Golf Course Superintendents Association of America will sponsor its 48th International Turfgrass Conference and Show February 6-11 in Portland, Oregon.

With over 150 companies filling exhibit space of 100,800 square feet in the \$8-million Portland Memorial Coliseum and Exhibit Hall, a record breaking attendance of over 5,000 persons is expected.

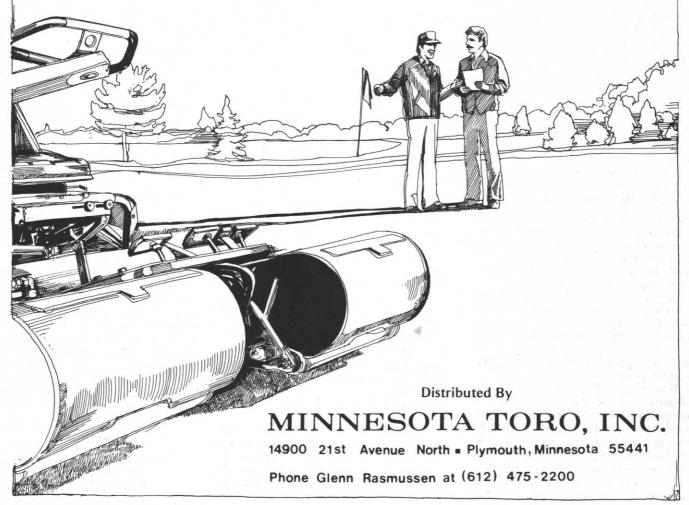
"Turfgrass Management: A Synergistic Approach" is the theme of the conference and its education program will focus on the interdependence and interrelationship among the many parts of golf course management. A total of 70 speakers from universities, industry, government and the ranks of the Association itself will present the most up-to-date information in the world of turfgrass management.

Heywood Hale Broun, famed sports writer and CBS television sports essayist and commentator, will be the keynote speaker of the conference. He will speak on "The Role of Big Games in Society".

Prior to the official opening of the conference, the Association will once again hold Certification and Recertification examinations and a series of seminars on landscaping, management, pesticides and turfgrass nutrition. Other features of the week long event are the association's annual meeting and election, tours of Portland area golf courses, tours of the Oregon grass seed industry, a ladies' program and social events during the week.

Also the 1977 GCSAA Golf Tournament will be February 3 and 4 at three courses on the Monterey Peninsula in California including the prestigious Spyglass Hill layout.

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When you apply USS Tee-Green 16-4-8 to your tees, greens and aprons you're assured that's where it will stay. There's no need to worry about mower pickup because the uniform particle size (90% minus 10 + 20 Mesh U.S. Sieve) means the granules will work their way quickly down through the grass to provide a consistent and even feeding.

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product. Your local USS Vertagreen distributor can tell you much more about the advantages of nitrogen derived from ureaformaldehyde, the chelated iron, sulfate of potash and the guaranteed amounts of secondary and micro-nutriets in this fine product. USS Tee-Green is another reason we say, "see the best, for the best" — and that's your local Vertagreen distributor. He can always deliver.

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Are Your Methods Effective?

Crew Training Techniques Matter

The kind of crew training a golf course superintendent does is the result of many decisions, conscious and unconscious. Are your training decisions still valid?

Your first decision is how much time and effort to devote to training. It involves several factors: How many people have to be trained? Have they had experience or are they new? Who will help with the training? What do you expect from your investment in training time? If you do a thorough job, will it help bring people back year after year, eventually reducing the amount of time you spend? Will thorough training improve your golf course management? Many superintendents think so.

After deciding how much time your training program should receive, the next step is deciding what to include.

Much of it is essential — how to operate machinery, what the terminology means, what needs to be done, and how — the basic information without which no one could do the job. But there is more — much more — to training a crew.

Have you considered asking the golf professional to talk to the crew about the play of the game and how it can be affected by maintenance procedures? How about encouraging the crew members to play themselves? Understanding adds perspective.

Of the many things you teach, perhaps the most essential are those procedures governed by OSHA standards. How you teach them is up to you, but it must be done correctly, or you may face legal sanctions. Some superintendents test crew members after they have read each necessary manual, and require those who don't pass to read them again until they do. Some walk their people through the procedures. However you do it, remember that a recent court ruling

stated that merely telling employees that the procedures and safety measures are in a manual and asking them to read it, is not enough.

It can make a big difference in your crew's attitudes if they understand what you are trying to accomplish — the big picture. How about sharing with them your philosophy of golf course management? Does your crew know what your club's philosophy is?

Public relations is something else you can teach. Do you invest time explaining how to handle an irate golfer who has just been syringed along with the 11th green? Do you teach courtesy? Even a friendly smile from a person on a mower may save you many minutes of apologies and explanations later.

Another thing to consider is that many crew members soon know what to do, but few know why they are doing it. Do your mower operators know the physiological reasons for changing the direction of the cut on greens, or do they know only that that's the way you said to do it? People are more cooperative about following exacting directions if they understand why.

Crew training is an ongoing process, not just a week or two of concentrated instruction. The superintendent who makes it a point to see and talk with each crew member every day shows that he cares about them as people and that he cares what they are doing.

People want personal recognition and they want to progress, to feel that they are part of the organization. Crosstraining, teaching one person to do many jobs, is one good way to allow a crew member to advance, while insuring that you always have trained people for all jobs.

It is helpful to encourage questions. Communication will stop altogether if employees discover that their questions aren't appreciated or taken seriously.

One way to offer the chance to progress is to send crew members to national, regional or local training conferences. They will return better able to serve you and your club, and they also will feel that something of value has been invested in them, so they will put forth more effort. You usually can recover the cost of the conference in saved training time alone.

On-the-job education can be viewed as a valuable fringe benefit for your employees — a benefit that costs nothing extra. It helps your employees gain knowledge, a chance to earn advancement and a feeling of self-worth, and it pays in work excellence and low turnover. Remember that as people gain in knowledge and experience, they want to request a job change, to advance, or to take on more responsibility.

Some superintendents fear that thoroughly teaching employees, especially assistant superintendents, threatens their own job, but many superintendents are justly proud of having trained talented people who became superintendents and moved on to other clubs. The proof of your own expertise is your ability to pass it on to others.

Whatever decisions you make about training your crew, you can be certain that they have long-range, as well as immediate, ramifications.

FORE FRONT
published by the
Golf Course Superintendents
Association of America
1617 St. Andrews Drive,
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Executive Director — Conrad Scheetz
Director of Communications —
Douglas Fender
Associate Writer — Diane M. Wilson

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November Meeting Slated

November 8 is the date and the Hanson House in Long Lake has once again been selected as the site. Long Lake Ford will host the meeting in what has become a pleasant tradition.

There will be a business meeting from 4:00 p.m. until 5:00 p.m. followed by a social hour from 5:00 p.m. until 6:00 p.m. An excellent steak dinner, as only the Hanson House can prepare, is scheduled for 6:15 p.m.