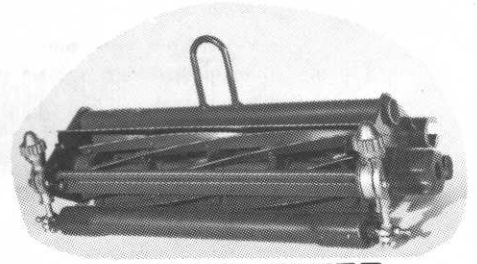


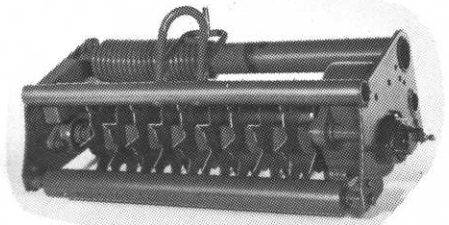
**NEW  
78 MODELS  
JUST ARRIVED**



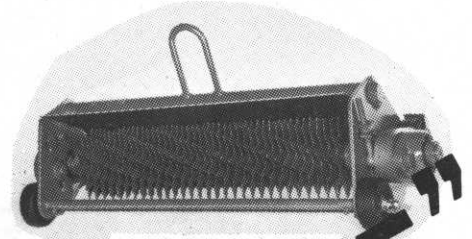
**GREENSMASTER**



**GREENSMOWER**



**SPIKER**



**THATCHER**

**1 AS A GREENSMOWER, the features and benefits include:**

Balanced, fully-floating cutting heads — isolated from the traction unit and grass baskets — give uniform cutting height from first green to the last (a Toro exclusive). Low pull point on all cutting units — straight, even tracking, 15° turning radius for greater maneuverability, faster turning, less noise fully-hydraulic drive smooth and easy on the greens. Maximum traction, stability and ease of operation — exclusive inter-shaft drive cutting units. Reel drive motors save money invested in stocking parts. Customizing accessories for mowing conditions — including a simply engineered and easy to install individual reel shut-off kit that controls the front two cutting units to give a variable track on the clean-up run. Optional reel roller scrapers minimize grass build-up for a beautiful appearance even on wet turf. Proven history of performance on fine greens all over the world lets you be confident of the real value of Greensmaster 3.

**2 AS A SPIKER, the features and benefits include:**

Special Toro profile-tooth spike blade that spikes cleanly without ruffing turf (greens are playable immediately after spiking — no topsoil cutting needed). Reels on reels with one-tooth spikes give added topsoil spikes on greens. Adjustable spring transfer weight from traction unit to spiking reels covers up to 650 lbs. of weight across 57 inch width for maximum 1 1/4 inch penetration. Working area gets more done in less time — you can spike as fast as you mow. And the spikes are less than 2 inches apart. A depth measuring tool is included with each set of spiker units to insure effectiveness of treatment under varying conditions.

**3 AS A THATCHER, the features and benefits include:**

Reels cut in forward rotation for efficient vertical mowing. Spiral pattern of thatcher blades means less wear on drive motors, more efficient thatching and throwing of thatch into basket. Adjustable gauge wheels tailor cut to various turf conditions. Variable blade spacing (as close as 1/2 inch — depending on the need) permits adjustment to meet varying turf conditions. Gauge plates are provided for easy bench setting of penetration depth, 59" working width makes vertical mowing practical and efficient for the first time. High-strength blades are made of blue-tempered high carbon steel — and they're reversible for double the life.

**ANNOUNCING "NEW" "AUTOMATIC DRIVE"**

**ASK US FOR A DEMONSTRATION!**

**MINNESOTA TORO, INC.**

14900 21st AVE. N.  
PLYMOUTH, MN 55441  
(612) 475-2200  
GLENN N. RASMUSSEN

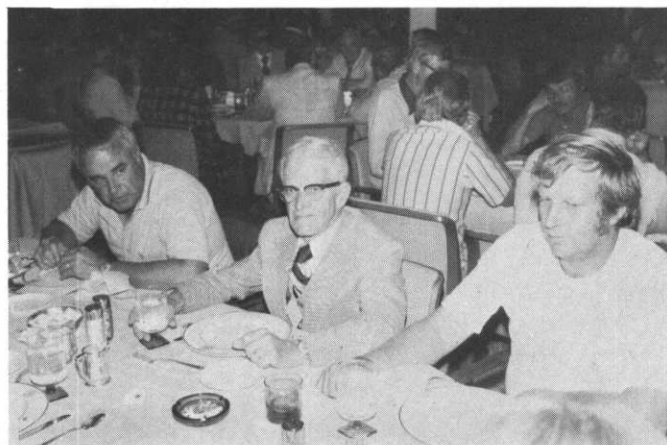


# LEIF ERICKSON DISCOVERS OAK RIDGE !

One whale of a lot of golfers had one whale of a lot of fun at the Annual Superintendents' Tournament at Oak Ridge Country Club on Monday, September 19. Chairman Nick Dunn had 18 groups in the 8:00 a.m. shotgun and 33 groups in the 1:00 p.m. shotgun. It was beautifully organized by Nick and with the help of Host Golf Professional Don Waryan and his staff, it was run and scored effortlessly. There is just one word for Host Superintendent Keith Scott's course and that is SUPERB. What a treat to play golf on that great layout with that kind of turf! And speaking of treats, Manager George Burton and his staff did an outstanding job in the preparation and serving of both the hors d'oeuvres and the fine dinner. The superintendent who enjoyed it the most was Leif Erickson from the Austin Country Club whose fine score of 75 won him the low gross award. Many other happy winners are pictured below. A couple of winners we missed getting pictures of were Bob Reith, Jr. of Edina who won low pro with a fine score of 66 which featured a 30 on the back nine. Jack Adams, a guest of Orland Maenke of Olympic Hills, was the low gross guest with a smooth 74. All in all, it was a fun-filled day with the nip in the air adding just the right incentive to have a few nips in the clubhouse to warm the pleasantly tired out contestants.



DOUBLE WINNERS. Leif Erickson, left, low gross superintendent, sits next to Randy Nelson, the runner-up.



EXHAUSTED. John Lightfoot, center, re-taxes after taking 139 swings to become high gross superintendent.



PEORIA SYSTEM. Scott Hoffman, parlayed a 99 into a net 57 to carry away the low net superintendent honors.



PAR BREAKER. Phil Reith, center, golf professional at Woodhill C.C. shot one under 69 to grab second place pro prize.

# Your Northrup King man is also your Adelphi man.

Adelphi Kentucky Bluegrass,\* the man-made bluegrass, is one of the outstanding turfseed varieties your Northrup King man can offer you.

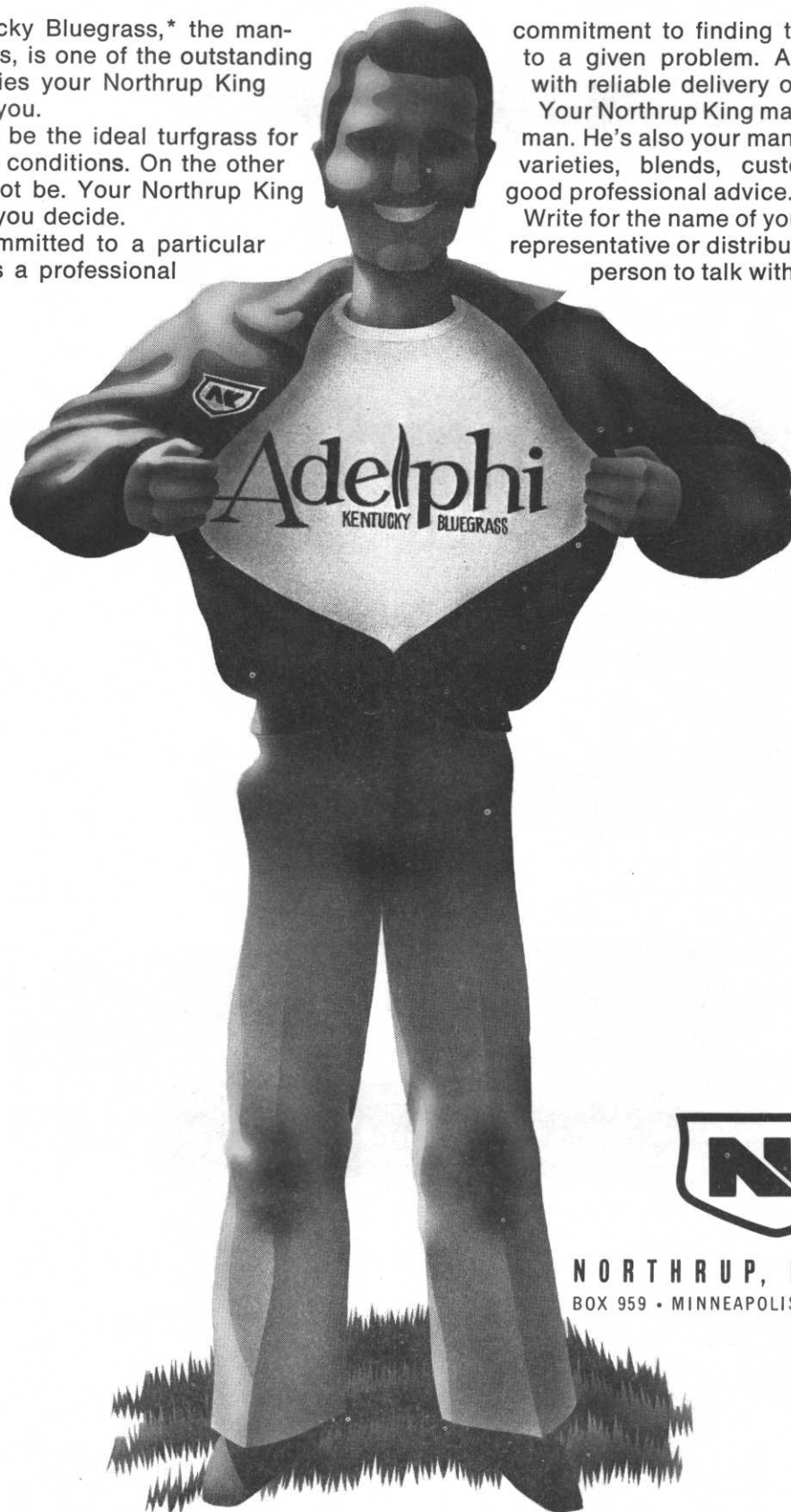
Adelphi may be the ideal turfgrass for your particular conditions. On the other hand, it may not be. Your Northrup King man can help you decide.

He's not committed to a particular variety. He has a professional

commitment to finding the best solution to a given problem. And following up with reliable delivery of quality seed.

Your Northrup King man is your Adelphi man. He's also your man for a lot of other varieties, blends, custom blends and good professional advice.

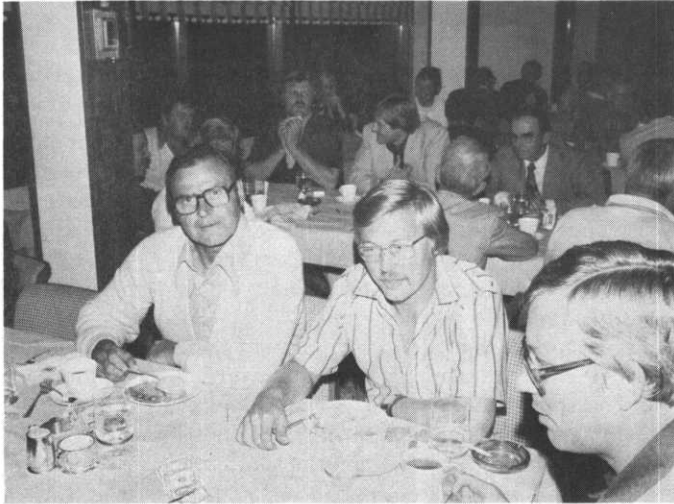
Write for the name of your Northrup King representative or distributor. He's a super person to talk with.



**NORTHROP, KING & CO.**  
BOX 959 • MINNEAPOLIS, MINNESOTA 55440

\*P.P. 3150

## MORE WINNERS !



MORA FLASH. Fred Anderson, left was senior low gross winner.



Gray Hair. Low net senior but still looking chipper is Tony Magina.



HAPPY GUEST. Bob Thom, low net guest, came all the way from Prescott, Wisc.



MR. LUCKY. Gas charcoal grill raffle prize was won by Phil Reith who can pitch nickels, too.

## LET THE BUYER BEWARE !

It's an old story but it bears repeating from time to time. While the State of Minnesota was probing the practice of giving gifts to public employees in return for purchasing certain products, the following advice was advanced. As stated in the Minneapolis Star: "Investigators say small town officials with little technical training in chemical compounds are sometimes easy targets for slick-talking salesmen who offer inferior or mis-labeled products. A golf course in Albany, Minnesota a few years ago wound up with about \$15,000.00 worth of pesticides that it couldn't use." Beware of the "sacrifice deal". Buy from firms with established reputations whom you know and trust. Support the advertisers that make HOLE NOTES possible.

# Sand for Golf Courses

by THE USGA GREEN SECTION STAFF

If all the materials necessary for the construction and maintenance of golf courses, sand—common sand—is among the most important. Great quantities are needed for bunkers and in topsoil mixtures both for the construction of greens and for later topdressing.

Sand is among the most abundant materials on earth, and it can be found in differing textures and colors, from the coarse white sand of coral atolls of the Pacific to the fine pink sand of Bermuda's beaches. Not every sand can be used for every purpose on golf courses, however. They must be defined and graded. Sands for topsoil mixtures have been precisely defined, while, surprisingly, sands for bunkers have not. More surprisingly, both are so close in particle size designation that they could be used interchangeably. Research at Texas A&M University and at Mississippi State University resulted in the USGA Green Section recommendation for sand particle sizes ranging predominantly between 0.25 millimeter and 1.0 millimeter. For topsoil mixtures round sands, although scarce, are preferred; however, sharp, angular sands are also acceptable for this purpose.

Sand in this particle size range also is suitable for bunkers. Particles larger than one millimeter tend to remain on the putting surface, while sand particles in the recommended range permeate the turf and, therefore, cause no problems in mowing operations. Secondly, players will not have to remove pebbles from their line, and therefore, putting should take less time.

Sand for bunkers preferably should be light in color. The color of sand for topsoil mixtures is not important. The specifications table below is universally accepted by commercial sand firms throughout the nation. At present, anyone can go to a sand dealer and order as much brick, mason or concrete sand as he wants. Isn't it reasonable to expect, therefore, that sand companies should also add a golf sand to their stockpile, one that meets the specifications described herein?

The recommended range of sand particle size for bunkers suits both requirements: that is, all sand should go through a 16 mesh screen and be retained in a 60 mesh screen. Sharp, angular sand is preferred for bunker use, round sands tend to shift underfoot. The terms round, sharp and angular refer to individual particle shapes.

SAND PARTICLE SIZE CLASSIFICATION TABLE

	*ASTM Mesh	Millimeter	Sieve Opening Inches		
	4	4.76	0.187		
	5	4.00	0.157		
	6	3.36	0.132		
	7	2.83	0.111		
	8	2.38	0.0937		
	9	2.00	0.0787		
	10	1.68	0.0661		
	12	1.41	0.0555		
	14	1.19	0.0469		
	16	1.00	0.0394		
	20	.84	0.0331		
	24	.71	0.0278		
	28	.59	0.0234		
	32	.50	0.0197		
	35	.42	0.0165		
	42	.35	0.0139		
	48	.30	0.0117		
	60	.25	0.0098		
	65	.21	0.0083		
	80	.18	0.0070		
	100	.15	0.0059		
	115	.13	0.0049		
	150	.11	0.0041		
	170	.09	0.0035		
	200	.07	0.0029		
	250	.06	0.0025		
	270	.05	0.0021		
	325	.04	0.0017		

RANGE FOR BUNKER USE	RANGE FOR SOIL MIXES		COARSE ↓ MEDIUM ↓ FINE	IDEALLY — MINIMUM OF 75% MEDIUM SAND
-------------------------------	-------------------------------	--	------------------------------------	--

PROGRAM

12TH ANNUAL WISCONSIN GOLF TURF SYMPOSIUM

PFISTER HOTEL - MILWAUKEE, WISCONSIN

OCTOBER 26 and 27, 1977

WEDNESDAY, OCTOBER 26

8:00 A.M. - Registration and Coffee

MORNING SESSION

9:00 A.M. - Welcome

Wayne D. Otto, President  
Wisconsin Golf Course Superintendents Association

9:15 A.M. - Keeping Your Head on Straight During Stress

Carl D. Koutsky, M.D.  
Klamath Falls, Oregon

10:15 A.M. - Professionalism at Its Best

George M. Kozelnicky, Professor  
University of Georgia  
Athens, Georgia

11:00 A.M. - Pride in Our Profession

Louis E. Miller, Superintendent  
Louisville Country Club  
Louisville, Kentucky

11:45 A.M. - Lunch and Special Presentations

AFTERNOON SESSION

Chairman: Elwood Voigt

2:00 P.M. - Personnel and Budget Management

Hobart T. Burgan, Superintendent  
Quail Creek Country Club  
Oklahoma City, Oklahoma

3:00 P.M. - Break

OVER

OVER

OVER

- 3:30 P.M. - Golf Operations on a Preplanned Income  
Harold Eller, General Manager  
Old Hickory Golf and Country Club  
Hermitage, Tennessee
- 4:00 P.M. - Small Club Economics  
Douglas Petersan, Superintendent  
Freemont Golf Club  
Freemont, Nebraska
- 4:30 P.M. - Questions, Comments and Discussion
- 5:00 P.M. - Cocktails and Conversation

THURSDAY, OCTOBER 27

MORNING SESSION

Chairman: Danny Quast

- 9:00 A.M. - International Golf Promotion at the Grass Roots  
P. J. Boatwright, Jr., Executive Director  
United States Golf Association  
Far Hills, New Jersey
  - 10:00 A.M. - Break
  - 10:30 A.M. - Promoting Public Golf My Way  
Dan Uzelac, Owner  
Dominion Golf Club  
Windsor, Ontario
  - 11:00 A.M. - "What Did He Say?"  
Robert M. Williams, Superintendent  
Bob O'Link Golf Club  
Highland Park, Illinois
  - 11:45 A.M. - Questions, Comments and Discussion
- Adjournment at End of Discussion Period

\*\*\*\*\*  
\*  
\* The registration fee of \$25.00 includes lunch, \*  
\* refreshments and a couple of cocktails on Wednesday. \*  
\*\*\*\*\*

# MANAGING, LEADERSHIP: A MEASURING STICK

Competent leaders and managers are an amalgamation of loyalty, hard work and perseverance. They are also people who are efficient and effective in their dealings with others. And they always are growing and looking for ways to better their organization's stature and position.

There are several areas into which you can look to see how you measure up as a growing, competent manager and leader. Some of the areas include:

1. **Technical Competence.** Knowing what you are doing is important, but you must keep adding to your store of knowledge if you are to remain competent. Pesticide application is a complicated and fast-growing area. Anyone wishing to remain competent in this area must keep abreast of all the government rulings and investigations on pesticides used by the superintendent. Your technical competence is insured by keeping up with change, rather than behind it.
2. **Resourcefulness.** A competent person is one who is resourceful. He's the type you can go to for answers. If he doesn't know about something, you can be sure he knows how to find out. A healthy curiosity keeps the resourceful individual growing and changing to benefit himself and his organization.
3. **Efficiency.** Anyone can get things done eventually. But the competent manager gets things done now. He is organized and makes good use of his time. He deals with one task at a time until it's finished and then goes on to the next.
4. **Reliability.** An efficient person is reliable. Reliability is a most important ingredient for anyone who manages. When a reliable person is given a task, you know that it will get done and you can count on it being done correctly and quickly.
5. **Working with others.** A skillful manager knows how to work with and through others. He delegates authority to subordinates to strengthen their authority so he can be relieved of some of the workload. Subordinates become extensions of himself, but he remains responsible for their actions.
6. **Awareness.** A manager should be all ears and eyes. He should be alert to everything that is happening around him nationally, in the community and in the golf course industry. He should also assimilate the information and be able to see the effects such events have on the organization and to be able to use or discard items as necessary. There is a good deal of "politics" in any organization. Be aware of it but don't get involved. Have a thorough knowledge of the political structure of your organization and be able to predict what will happen if it changes.
7. **Open mindedness.** Always consider what the other person feels. Be able to see the other person's side. Try to avoid value judgments. Determine why something is wrong, not who is wrong. If you disagree with an idea, make it clear that you are disagreeing with ideas rather than attacking the person. Most important, be able to laugh at yourself, to keep your sense of humor.
8. **Self-confidence.** Self-confidence is developed through preparation. Get adequate sleep, nourishment and exercise to keep physically fit and mentally alert. A clear mind is needed to think through problems, analyze, seek alternatives, consider consequences and develop plans.

With introspection and diligent dealings with others, a manager can measure up to quality leadership. As a manager grows, so does the organization.



# SEE YOU IN SAN ANTONIO

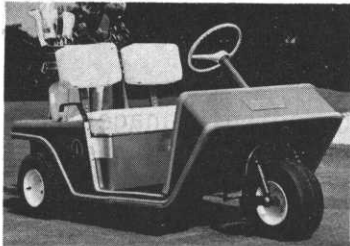
GCSAA members should have received their copy of the preview flyer announcing Conference Highlights in San Antonio, February 12-17, 1978. The pre-conference seminars will begin Saturday, February 11 with the first general educational session on management scheduled for Monday afternoon. Concurrent sessions on northern and southern grasses will be held Tuesday afternoon followed by a general session on public course operations and ownership Wednesday morning. Thursday's educational program will be devoted to research reports, superintendent relationships and the thinking superintendent. Friday will conclude the conference with additional thinking superintendent topics and a golf course tour.

Brochures for the 49th Annual International Turfgrass Conference and Show, containing detailed program information and registration materials, will be mailed to all GCSAA members the first week of October.

Earl Butz, Secretary of Agriculture during the Nixon and Ford Administrations, will give

the keynote address at the opening session on Monday, February 13, 1978. Dr. Butz has entitled his remarks "I Don't Want to Live in a No Grow Society". Dr. Butz is now Professor of Agricultural Economics at Purdue University in Lafayette, Indiana.

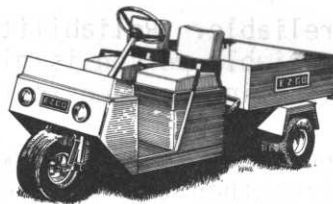
## E-Z-GO



**THE E-Z-GO  
MAINTENANCE  
MACHINE  
GT-7 TRUCK**

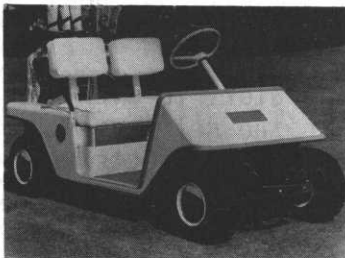
### E-Z-GO GOLF CAR THREE WHEEL MODEL

**GAS OR ELECTRIC**



### E-Z-GO GOLF CAR FOUR WHEEL MODEL

**GAS OR ELECTRIC**



**LOWEST POSSIBLE PRICES ON ALL NEW AND  
USED GOLF CARS AND GT-7 TRUCKS.**

**LARGEST SELECTION OF USED GAS AND ELECTRIC  
THREE AND FOUR WHEEL GOLF CARS.**

**FOR MORE INFORMATION CALL OR WRITE**

## **Stegner Golf Cars**

**DISTRIBUTORS OF E-Z-GO**

5900 University Ave. NE Rainbow Bldg. Main St.  
Minneapolis, Minn. 55432 Ortonville, MN 56278  
Phone 612/571-4230 Phone 612/839-2511

**SALES-SERVICE-LEASING-PARTS**

### SINGER KELLY GARRETT WILL HIGHLIGHT THE ENTERTAINMENT FOR SAN ANTONIO.

If you are a frequent viewer of the Tonight Show, Merv Griffin Show, Mike Douglas, Dinah, Musical Chairs or Celebrity Review, then you're already familiar with Kelly Garrett. Ms. Garrett's voice and dramatic interpretations of everything from Broadway show tunes to rock, pop and soul have gathered rave reviews from critics in every phase of entertainment. Stereo Review magazine has placed her in the slender ranks of the truly great singers, declaring her to be one of America's six top female singers, along with Streisand, Lee, Fitzgerald and Baez.

Kelly Garrett will be the featured entertainment at the Annual Banquet on Thursday evening, February 16, 1978 in San Antonio.

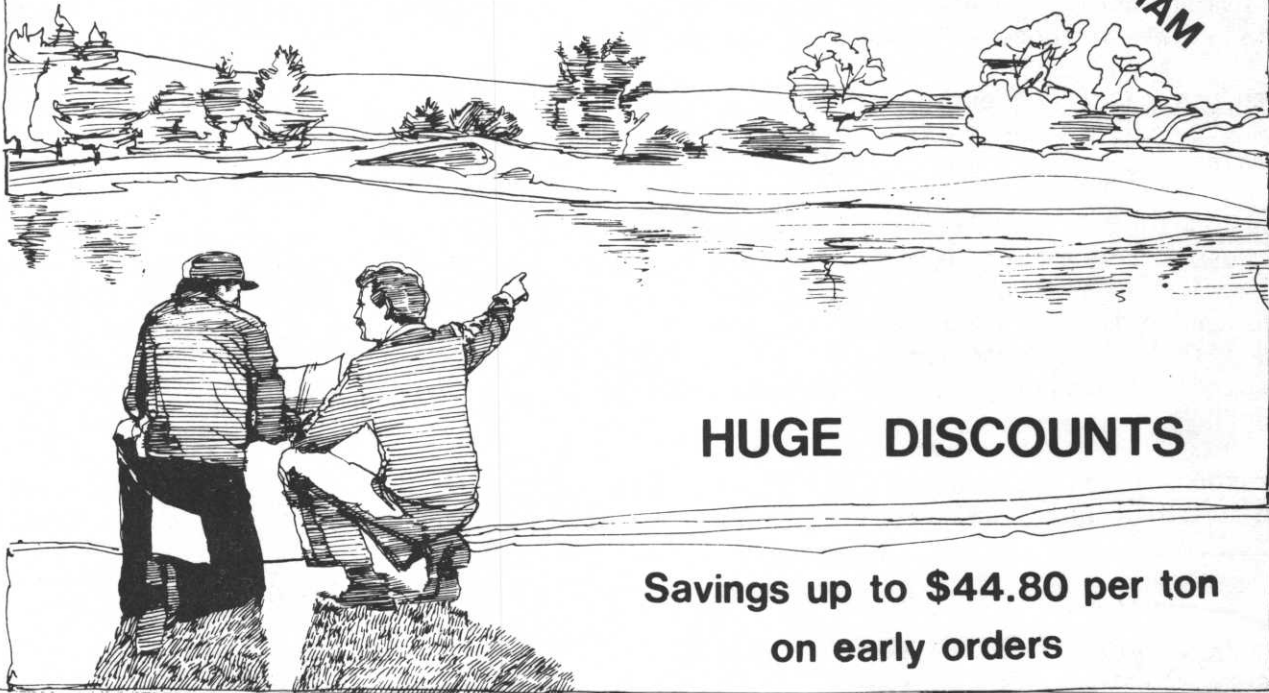
### POST CONFERENCE TOURS HEAD "SOUTH OF THE BORDER".

Reservations are now being taken at Headquarters for the Post-Conference tours to Mexico, February 18-25, 1978. One trip is to Acapulco with the other combining Acapulco/Taxco/Mexico City. Nonmembers are also eligible for the trips. Additional brochures are available from Headquarters.

LAST WORD BEFORE ADJOURNMENT. Experience is what you get when you were expecting something else!

# USS Vertagreen... A product for all reasons.

CALL  
MINNESOTA TORO  
FOR NEW 78 PROGRAM



## HUGE DISCOUNTS

Savings up to \$44.80 per ton  
on early orders



For professional turf products you just can't beat the Vertagreen lineup. And this complete array didn't just happen. It's the result of many years of experience, testing and proven use—designed and formulated to meet every need and contingency.

USS Vertagreen products contain those extra pluses that separate them from ordinary turf fertilizers—like urea-formaldehyde

for sustained, long-term nitrogen release. There's potassium sulfate to provide needed sulfur for lush growth and a dark healthy color. And iron is available in chelated and fritted form. Add a complete guarantee of secondary and micro-nutrients and you have turf products that are second to none.

And backing this line of Vertagreen products are the best turf

teams in the business—your local Vertagreen distributor and a Vertagreen turf specialist. The two work together to help plan your tailor-made turf program and keep it running smoothly. And that makes it easy for you because when you want the best you just have to see the best—and that's your local Vertagreen distributor.

Distributed By  
**MINNESOTA TORO, INC.**  
A product for all reasons.



**Agri-Chemicals**  
Division of United States Steel  
P.O. Box 1685, Atlanta, Ga. 30301

# TRAINING ASSISTANTS DEMANDS SKILL

Developing an assistant is one of the challenging jobs an administrator can have. When the trainee takes over a top-level position he probably will adhere to the good business practices learned on the job.

Developing an assistant is hard work, requiring careful attention to details and explanations while yielding an enormous amount of confidence in and responsibility to the trainee. Here are a few items that may help in attempting to develop an assistant:

Give him the facts: Only by being informed about his responsibilities and authorities can an assistant get a clear picture of what he is to do and how he should do it. A job description should be developed to give a trainee some guidelines. Personally introduce the assistant to those with whom he will be working.

Smooth his path: Request employees who work with your assistant to cooperate with him. Inform everyone of the duties he will be performing; then impress upon him the importance of earning the respect and confidence of these employees.

Share knowledge: You must keep the assistant informed of your plans, your progress and your reasons for making each move. If you expect him to do a good job, you must share your knowledge with your assistant. Warn him of problem areas and see that he learns the ins and outs of working with the people working for you. Neglecting to provide background information keeps the assistant in the dark and prevents him from performing to the best of his ability as well as makes him look bad in the eyes of those with whom he must work.

Add responsibility gradually: Let the assistant get a feel for his job. Then gradually give him additional small doses of responsibility. By working in this fashion he will

gradually absorb additional knowledge and pick up those qualities that make a manager competent.

Hold a loose rein: An assistant who is constantly being checked on gets the feeling he is not trusted and this retards his growth as a manager. Let loose and give your assistant a free rein; let him make decisions and learn by his mistakes. You don't want a trainee to lose his initiative, but keeping him under your finger can snuff out any spark or flame of initiative.

Give him authority: Give your assistant a task and tell him to get the job done and to come to you only if he sees problems or something is out of line. Encourage him to bring one or more suggested solutions to any problems he may bring you. Instead of giving him answers to problems, guide him to making the correct decision.

Remember that you are in control: Delegate responsibility and authority but remember that you are in control.

Reprinted in part from A Patch of Green, July 1976.

For Fast,  
Friendly Parts  
Service Call  
Fran at  
612-472-4167



We carry a very complete line of parts for all the machines we sell.

- \*HAHN Self Propelled Gang Mowers, Greensmowers, Aeriators
- \*MYERS Sprayers
- \*SMITHCO Red Rider, Trucksters, Sprayers Trap Rake
- \*HOWARD 48" to 82" Rotary Mowers
- \*HECKENDORN 36" to 88" Rotary Mowers
- \*TURF-VAC Leaf Vacuums
- \*ROSEMAN Gang Mowers
- \*DIADEM Fertilizer Spreader
- \*TEX. REF. Tire Seal
- \*WD-40 Preservative
- \*HOLDER Diesel Tractors

## KROMER CO

3455 County Road 44, Mound, Mn. 55364  
TELEPHONE 612-472-4167

# 1,000 POUNDS OF SAND TO BE HAULED...AND DUMPED.



## USE YOUR CUSHMAN.

You may not realize it, but your Cushman Turf-Truckster can dump what it hauls.

Equip it with either the short dump box or the longer flatbed/dump box and you can haul up to a 1,000 lb. payload. Both boxes mount quickly by simply positioning them on the chassis and inserting three pull-pins. They pivot up and out of the way for routine power train maintenance.

For dumping, you can choose either manual or hydraulic systems. The manual is operated with a pump-action handle at the side of the vehicle.

Equip your Turf-Truckster with PTO and the hydraulic package and you can dump hydraulically without leaving the seat.

However you equip it, your Turf-Truckster is a workhorse vehicle that is built to last. Because at Cushman, we believe product longevity is just as important as product performance.

With other accessories, your Cushman can spray, spike, aerate, and top dress. Use it. It's more than basic transportation. It's a total turf-care system.

Write for your catalog today.

2909 E. Franklin Avenue  
Minneapolis, Mn. 55406

**CUSHMAN**<sup>®</sup>  
TURF-CARE  
EQUIPMENT



CALL GERRY COMMERS  
PHONE: 612 • 333-3487