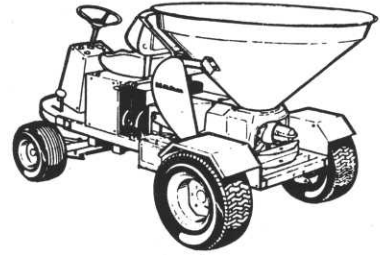


# North Star Turf Introduces the "ALL NEW"

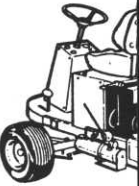
# Hahn

## MULTI-PRO

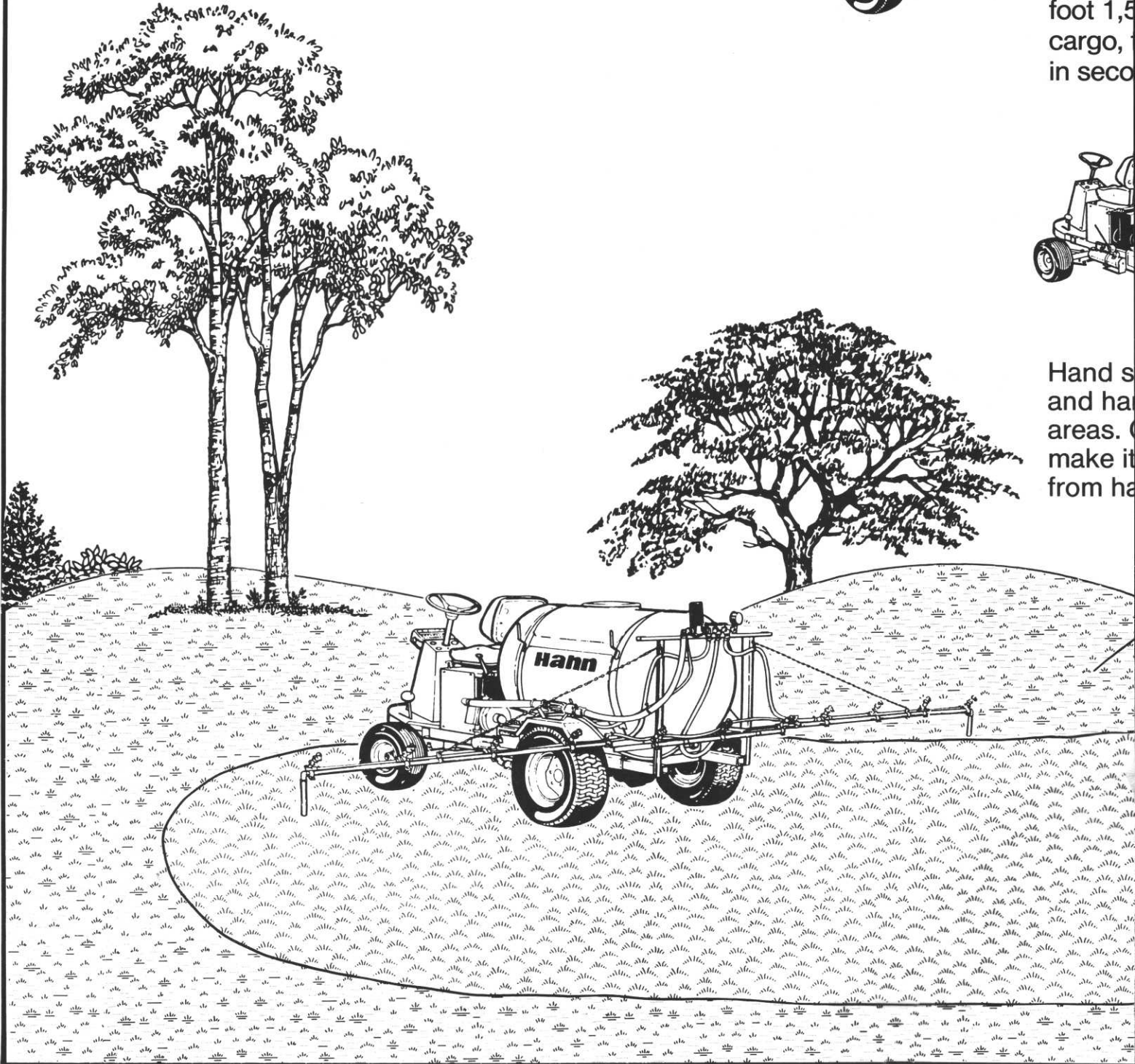
418 - 18 HP 160 gallon  
435 - 35 HP 300 gallon



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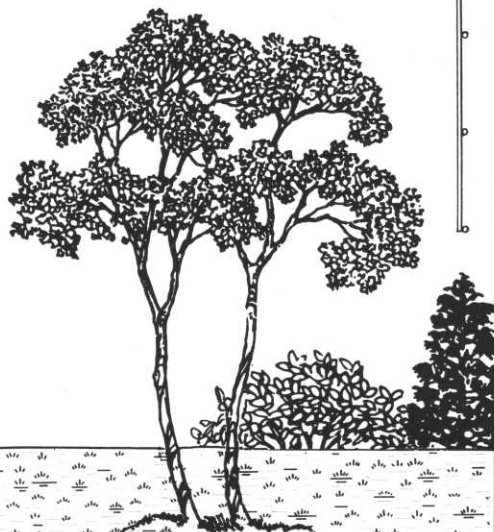
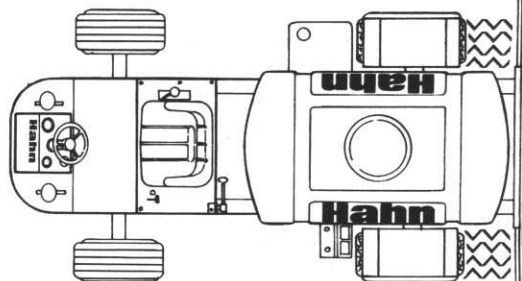


## Ultimate Multi-Use Work Vehicle:

...ss sand at an effective working width from  
...0 feet. Spread fertilizer, seed or lime to fit the  
...tion exactly,  
...ere from 20 to 60  
...witch to a 14 cubic  
...00 lb. capacity  
...transport vehicle  
...nds.



...pray shrubbery  
...rd to reach turf  
...Quick couplers  
...easy to switch  
...and gun to boom.



# MULTI-PRO 418

- All new "smooth clutch" and twin cylinder 18 HP engine for smooth vibration free operation.
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- A full 160 gallon capacity with only 12 P.S.I. ground pressure.

- 18 foot spring loaded, folding boom, covers the largest turf areas, down to the tightest spots.
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- Add Hahn Pro-Control, computerized spray system. Quickly pays for itself in savings of time, chemicals, water. Automatically maintains a constant application rate, even at varying ground speeds.
- "The Basic Concept of Simple Design. Designed Simply to be the Most Efficient Work Vehicle in the Industry!"

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ment. As time passes, the job becomes more pedestrian and the daily routine becomes more tedious. Without the needed stimulus from a new exciting project or some other challenge, you become bored with your job and your work reflects this attitude. Frequently at this point in the job cycle, dissatisfaction with your employment arises. Are you in the right position? Would you be better off at another course? You look longingly at the notices of employment sent to you from the MGCSA office, imagining yourself at the premier golf club down the road where the job is easier, the pay greater, and the benefits exceedingly fine. Perhaps a horizontal job change as a superintendent at another course is just the right medicine for your dissatisfaction. Maybe a parallel position in a golf-related field like golf equipment sales or golf course construction is the answer. A vertical climb up the employment ladder to club manager may be the right choice for you or you may choose to avoid the golf field altogether. These are choices which you must weigh and measure as you evaluate your job, future possibilities and your potential.

The point is that these questions about your job occur to everyone. Most of the time, we avoid the junction of job choice by rededicating ourselves to our job, waiting for the cycle to turn on itself again. By recognizing the four stages of the job cycle- elation, boredom, dissatisfaction, and recommitment, we can put this cycle to good use.

We can identify our low points and actively search for solutions to our problems. By identifying new challenges, we can rededicate ourselves to our career. This is one of the advantages of being a golf course superintendent in Minnesota. Unlike our friends in more temperate climes where burnout thrives, we in Minnesota have the chance to reflect on our past season and plan for the next. Winter gives us a chance to recharge and plan for the next. Winter gives us a chance to recharge ourselves and recommit to our job as we once again become excited about our golf course and its challenges. Upon arriving in Los Angeles, I marveled that green grass abounded. Everything was fresh and alive. And I, too, awoke from a winter of dormancy, excited about the challenges ahead.

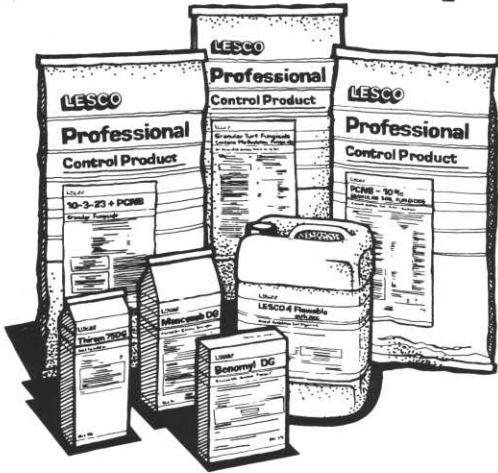
## MGCSA BOARD OF DIRECTORS PROFILE KERRY GLADER, CGCS

**SPOUSE** - Barb, she really enjoys working the registration tables!

**CHILDREN** - Rusten (age 10), Chad (8) and Jonathan (6).

**CLUB AFFILIATION** - St. Cloud Country Club, ten years as Head Superintendent.

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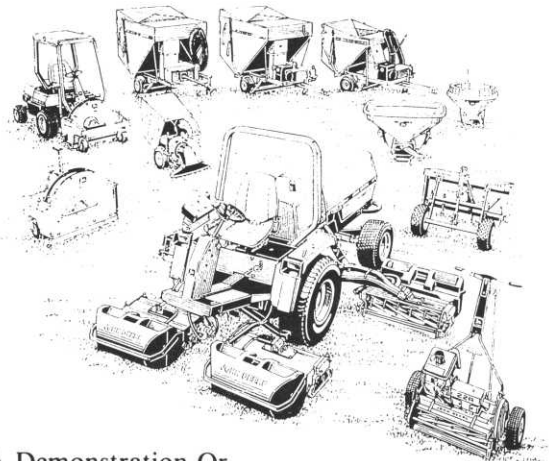
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**PAST EMPLOYMENT** - Lost Spur Country Club, St. Paul, MN; Head Superintendent 1976 to 1978, Assistant Superintendent 1975. **Ridgeview Country Club**, Duluth, MN; seasonal grounds staff, 1974. **Cloquet Country Club**, seasonal grounds staff 1970 to 1973.

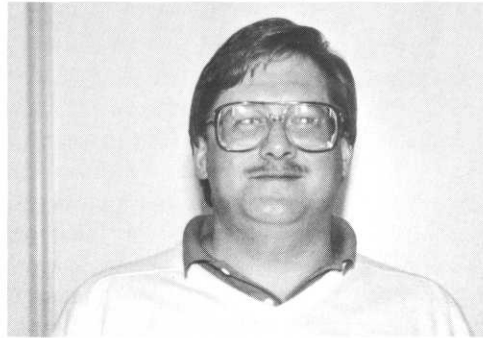
**EDUCATION** - University of Minnesota, Extension, Horticulture. University of Minnesota, Duluth, Industrial Education. Inver Grove Community College, Extension, Personnel Management. Anoka Technical Institute.

**INTERESTS** - Family, Golf, Archery, and Cabin in northern Minnesota when we can find time.

**HONORS** - MGCSA Past President and Certified Golf Course Superintendent.

**COMMITTEE ASSIGNMENTS** - Vice President, Research Committee Co-Chair, Employee Right to Know seminar study Committee Member, Water Use Impact Study Committee Member, Education and Conference Committee Member.

**COMMITTEE GOALS** - Push for USGA funding of the Minnesota Poa Project. Develop a program for our members to use to meet the requirements of the State of Minnesota Right to Know Law. Survey our membership to find out how much water our industry is using, so we can approach the DNR for more realistic water allocation. To continue our nationally recognized Annual Turf Conference.



**MGCSA GOALS** - To promote the MGCSA through programs that reflect our commitment to golf and the protection of the environment and ground water.

**PAST MGCSA POSITIONS** - Past President, Vice President, Secretary, Ex Officio, Director for four years on the Research, Membership and Education Committees.

**OTHER ORGANIZATIONS** - Golf Course Superintendents Association of America, St. John's Episcopal Church (Finance and Property Committees), Sauk Rapids Jaycees.

**CARRIER GOALS** - To improve my club through continued developmental goals. To upgrade my knowledge so I can excel in any employment I should be involved in. Be active in my state professional association!

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# THE WOODHILL JANUARY SPORTS OUTING



**FOREARM SHIVER-** The inimitable Taj Mahal delivers a frosty return of serve.



**LIFE ON THE EDGE-** Kevin Clunis tries to sneak in through the tradesmen's entrance.



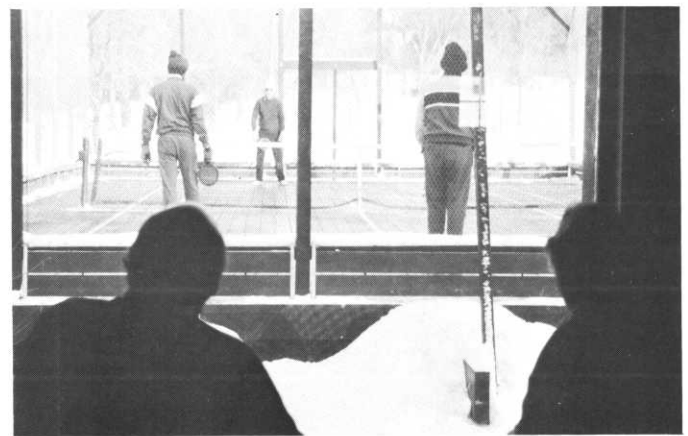
**SWISS CHEESE ALA WYSOCKI-** We had to put Dale in the nets. He had all the equipment.



**GETTING DOWN TO BUSINESS-** All you need to know about Employees Right To Eat Law.



**IS THERE A DOCTOR IN THE HOUSE?-** "I'd rather face my green committee than go through this again."



**LUXURY BOXES-** Perfect for entertaining clients who are already in the bag.

# INDUSTRY NOTES

## News From MGCSA Associate Members

**NORTH STAR TURF** has announced the completion of the move to their new facilities at 3080 Centerville Rd. St. Paul, Minnesota. The new 28,000 square foot facility will completely house Parts, Service, Warehousing, as well as Corporate Offices, according to Gordon P. Miller, President of North Star Turf. North Star Turf is a wholesale distributor of Jacobson Turf and Commercial products, Ryan, Hahn & Smithco products, as well as a supplier of grass seed, fertilizer and chemicals and golf accessories, supplies of golf courses, schools, municipalities, cemeteries, lawn care and sod growing industries.

According to Mr. Miller, the move will enable North Star to better serve the needs of their customers as well as launch their pending expansion into additional markets.

**CUSHMAN MOTOR COMPANY, INC.** has been appointed the distributor for Kawasaki "Utility Vehicles" and "Portable Generators". The Kawasaki products are of top quality and the utility vehicles are manufactured in Lincoln, Nebraska, just down the road from the Cushman factory. We are sure the Kawasaki products will enhance our already strong line of turf care products. Cushman

also announces the addition of a new salesman in the Turf and Industrial sales department. **BILL NICOVICS** has an extensive turf background, seven years with a Jacobson dealer as Parts Manager and the last nine years in sales with the Cushman-Toro dealer in Denver. Bill is very knowledgeable in the use of Cushman Turf Tractors, including the attachments and accessories, and also rotary and reel mowers. Bill and his wife, JoAnn, along with their four children have located in Ramsey, Anoka County.

● To motivate employees, don't tell them what they're doing wrong; tell them what they're doing right. Don't measure absenteeism; measure attendance. Don't measure errors; measure accuracy. Keep the focus where it belongs: on good results and good performance.

● Increase your overall level of decisiveness by making immediate decisions on matters of little consequence or plans which can be revised easily. (You may be surprised how many decisions fall into these categories.) Save your caution for matters of major consequence or plans which will be difficult to modify if circumstances change.

Credit: Industrial Review

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**GO EAST YOUNG MAN**  
**THE LAND OF OPPORTUNITY**

MGCSA has regretfully accepted the resignation of Fred Anderson of Purple Hawk Golf Club in Cambridge as Vice President of the Association. Fred has accepted a new position with O.M. Scott & Sons Co. as the western Michigan technical representative for this supplier of fertilizer, pesticides, and seed. Rather than suffering the long hours of a golf course superintendent, Fred will now be enjoying 5 day work weeks, 3 day weekends, and summer vacations as he visits over 300 accounts in the central and western regions of the state. Though he is apprehensive as the "new kid in town", he looks forward to polishing up his sales technique in return for better income, job stability, and benefits. His biggest regret is leaving his superintendent friends and his affiliation with MGCSA. In appreciation for his dedicated work, the MGCSA Board of Directors approved a class change from Class A Superintendent to Life Member at the January Board meeting.

*Fred's resignation letter:*

December 19, 1988

Mr. Keith Scott  
President  
MGCSA

Dear Keith,

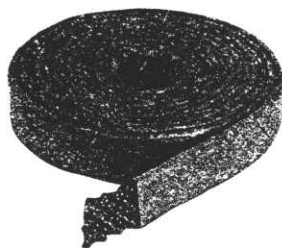
I am writing to inform you that effective immediately I will be resigning from the Minnesota Golf Course Superintendents' Association Board of Directors.

I have truly enjoyed my past years on the Board and do hope that I have served my positions well. I have learned greatly by serving on the various committees and with working with many people on and off the Board. It is an experience that I shall treasure forever.

I thank you and the members and the rest of the Board for allowing me the privilege of serving as a Board Director.

Sincerely,  
Fred R. Anderson

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# **E-Z-GO**

## **TURF VEHICLES**

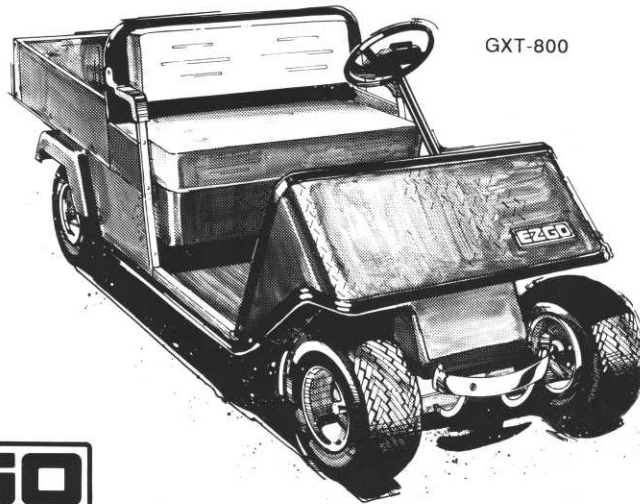
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# **E-Z-GO**

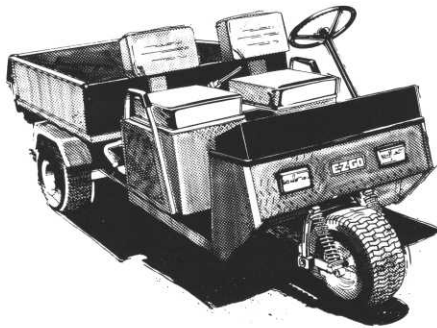
## **TURF VEHICLES**



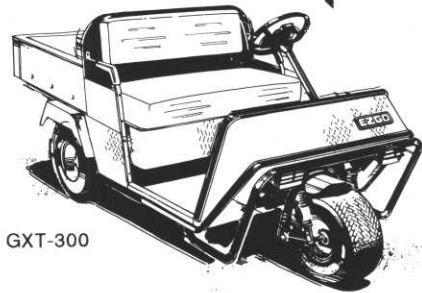
GXT-800

# **E-Z-GO**

## **TURF VEHICLES**



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- 2) Quality Used, Resale Balls - Inquire.
- 3) Jake Walker Greens Mowers ('65-'69) - Four for \$1,500 or Best Offer. Contact Denny Owen, Terrace View Golf, High. 22 So. Box 3225, Mankato, Minn. 56001. 507/388-7912.

## MGCSA RESEARCH FUND HELPS NATIONAL PROJECT



MGCSA President Keith Scott, (*center*) presents a check to William Benguefield, USGA Green Section Director (*Right*), and to William Roberts, director and chairperson of the GCSAA Research Fund, for research being done by both organizations.

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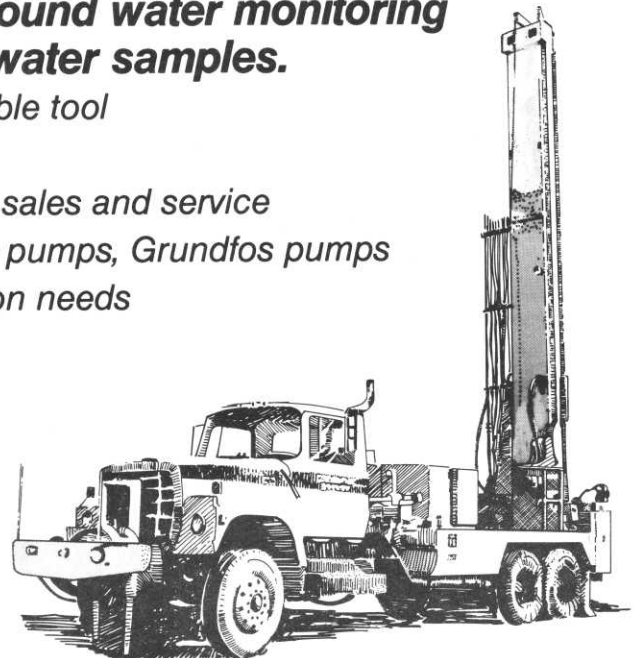
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