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HOLE NOTES

Official Publication
of the
Minnesota Golf Course
Superintendents' Association

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FROM YOUR PRESIDENT'S DESK

Where Are We Going in 1994?



Today is November 17, 1993, the end of the first day of the 66th Annual MGCSA Conference.

I already feel confident in saying that the move to the Minneapolis Convention Center this year was an excellent choice.

The question of the day was, "Joe, where are we going in 1994?" This was a difficult question to answer at the time, but I'll do my best to answer it now. One of my top priorities and major goals for 1994 include addressing human relations and social issues that are of concern to our association.

A large part of our annual budget is labor costs; yet, we spend very little time on issues that could cost us much more than any chemical spill. These issues fall into categories such as Sexual Harassment, Equal Employment Opportunity (EEO) and Americans with Disabilities Act (ADA).

Our March mini-seminar will address some of these specific issues. Throughout the year, I look forward to inviting guest speakers to discuss personnel and management topics and concerns.

* * * *

I would like to welcome our new Board Members: Bill Cox, Tom Johnson, Monty Montague, and the return of John Granholt.

I would like to take this opportunity to thank Greg Hubbard, our immediate past president, for his outstanding effort over the past years. I would also like to welcome him as Ex-Officio with its newly expanded duties. How do you like that, Greg?!!

I want to thank our departing Board Members for a job well done: Rick Fredericksen, CGCS, for organizing an excellent slate of candidates, Steve Garske, for doing a fantastic job with the scholarship program; John Harris, for the well-edited *Hole Notes*, and Bill Whitworth, along with the entire conference committee for doing an outstanding job.

* * * *

I wish to extend a special thank you to the Hospitality Night major sponsors: Cushman Motor Co., Turf Supply, North Star Turf, Leitner Co., M.T.I. and the MGCSA membership.

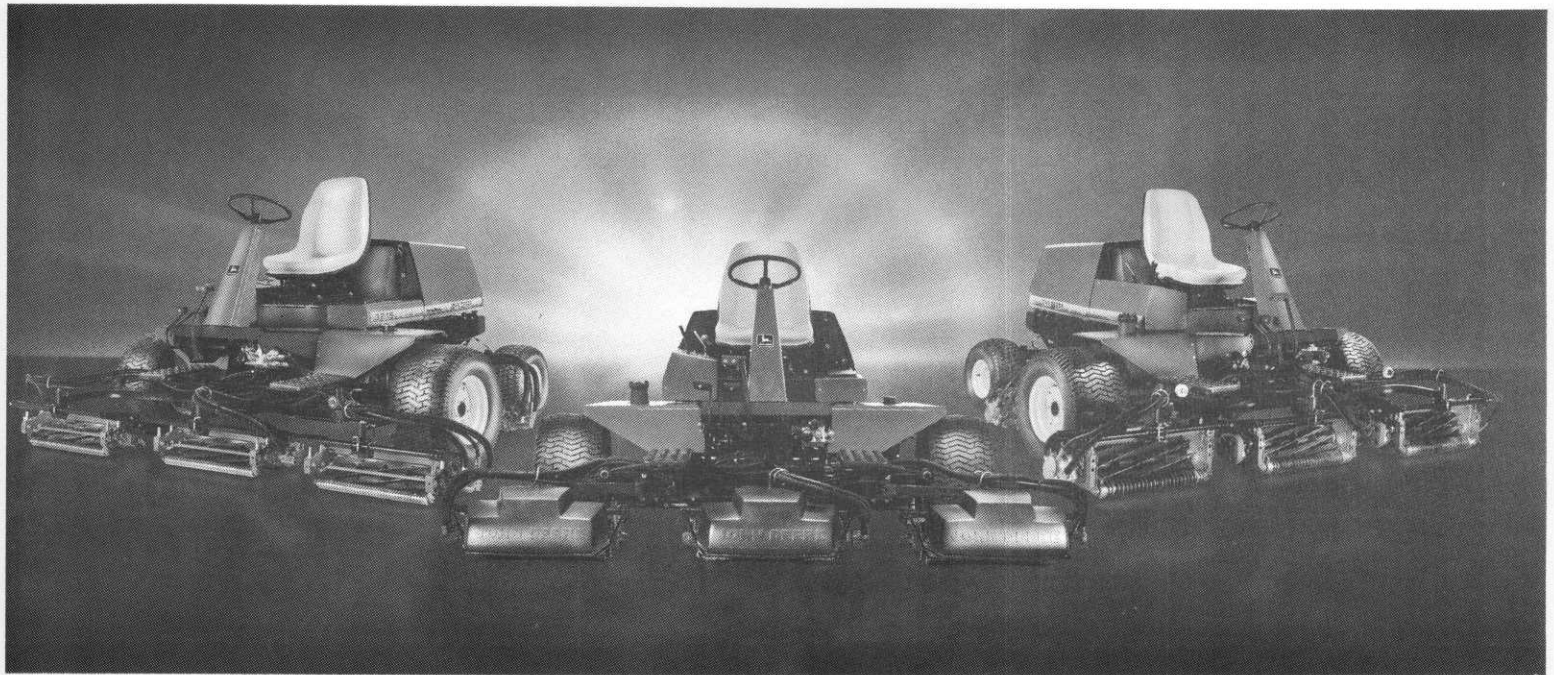
A special thank you to Norma O'Leary for accepting the appointed position of director.

My wish for all of you is a wonderful Holiday Season filled with joy, love and happiness. I look forward to seeing many of you at the January meeting.

—Joe Moris



HOLE NOTES is published monthly except bimonthly December/January, February/March for \$2 an issue or \$20 per year by the Minnesota Golf Course Superintendents Association, 240 Minnetonka Avenue South, Wayzata, MN 55391-1617. Scott Turtinen, Publisher. Application to mail at second class rates is pending at Wayzata, MN. POSTMASTER: Send address changes to HOLE NOTES, 240 Minnetonka Avenue South, Wayzata, MN 55391-1617.



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Attendance Soars at 66th Annual Conference

Program, Camaraderie, Atmosphere Enjoyed at Convention Center

Excellent attendance, an appealing program, obvious camaraderie and the pleasant atmosphere at the Minneapolis Convention Center added up to a particularly successful MGCSA Conference and Business Meeting November 17-19.

Attendance soared this year.

Total attendance was 350 on Wednesday, the opening day, compared with 262 last year.

On Thursday 445 persons were on hand, compared with 414 in 1992, and on Friday 330 were in attendance, compared to 299 a year ago. These Wednesday through Friday totals even topped the 317-405-319 figures two years ago.

A record number of exhibitor booths (82) also was well-received, and favorable comments were made about the "more spacious exhibit area."

The balance between program and the time to socialize and visit vendor booths provided an uplifting environment.

New officers elected at the business meeting were:

Joe Moris, Tartan Park Golf Course, Lake Elmo, president;

Kevin Clunis, Stillwater Country Club, Stillwater, vice-president;

Dale Wysocki, Faribault Golf & Country Club, Faribault, treasurer.

Jim Gardner, Rochester Golf & Country Club, remains secretary, while outgoing president **Greg Hubbard**, Manitou Ridge Golf Course, White Bear Lake, became an ex-officio member of the MGCSA Board.

New directors elected were:

William S. Cox, Tianna Country Club, Walker;

Thomas Johnson, New Richmond Golf Club, New Richmond, Wis.;

Monty Montague, National Mower/Turfco Mfg., Inc., Blaine;

Norma M. O'Leary, Silver Bay Country Club, Silver Bay. Continuing on the Board are:

Tim Commers, Cushman Motor Company, Inc., Minneapolis;

Cary Femrite, Pebble Creek Golf Course, Becker;

John Granholt, Eau Claire Golf & Country Club, Eau Claire, Wis.;

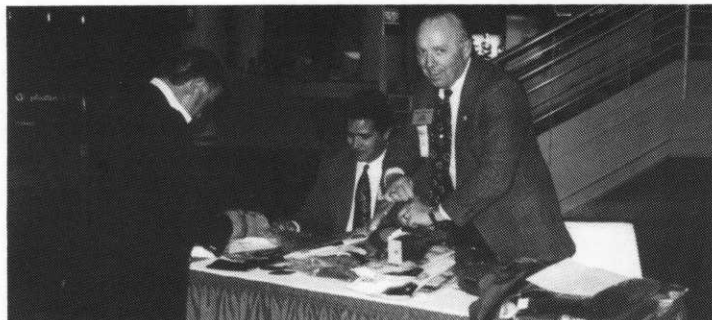
Richard Grundstrom, Indian Hills Golf Club, Stillwater;

Tom Kientzle, Grand View Lodge, Nisswa.

Leaving the board and praised for their service were:

Rick Fredericksen, Woodhill Country Club, Wayzata, ex-officio Board member, and directors Steve Garske, Par Aide Products Company, St. Paul; John Harris, Lafayette Club, Minnetonka Beach, and Bill Whitworth, Northfield Golf Club, Northfield.

Two Distinguished Service Awards were presented, one post-humously. Honored for their contributions to the MGCSA and the turf industry were:



ELM CREEK'S Michael Klatter, left, looks over MGCSA merchandise while Monty Montague, sitting, and Joe Moris try to close the deal.

Howard E. Kaerwer, Eden Prairie, a nationally recognized turf agronomist, who passed away on November 10, one week before he was to receive his award. Larry Vetter accepted Mr. Kaerwer's award in behalf of his family. **Kurt Erdman**, Rochester past MGCSA president and superintendent at Rochester Golf and Country Club for many years.

Scholarship awards went to Daniel W. Augdahl, University of Minnesota; Brian P. Driste, Penn State University; Janelle K. Lord, Riverland Tech, Rochester; Michael R. Lund, Anoka Tech, and Brian Nettz, University of Minnesota.

The Dr. James Watson Journalism Award was presented to Dale Wysocki, Faribault Golf & Country Club.

Service Awards were given to Bill Johnson, Edina Country Club, (30 years) and Richard Grundstrom, Indian Hills Golf Club, Stillwater (25 years).

67th Annual MGCSA Conference Set December 7-9, 1994 At Minneapolis Convention Center

Conference Survey Results Coming

Dates for the 67th annual MGCSA Conference and Business Meeting are December 7-8-9, 1994.

This session and trade show again will be held at the Minneapolis Convention Center, which was attended by huge crowds. (See accompanying story on this page.)

Surveys distributed at the November meeting now are being processed. Results will be published in the next issue of *Hole Notes*.

The MGCSA wishes to thank the Conference Committee, the superintendents who served as session chairpersons, the speakers, the vendors who exhibited and, of course, everyone else who participated. It all added up to a successful event.

Turf Industry Loses One Of Its Best Friends

* * * * *

Howard E. Kaerwer, Nationally Recognized Turf Agronomist, Dies

MGCSA, GCSAA and the turf industry as a whole lost one of the best friends we have ever had on November 10, 1993. Howard (Bud) E. Kaerwer died of heart disease at the age of 74.

Howard was the first director of research services for Northrup King Co. His specialties included the development and testing of alfalfa and turf grasses, although his involvements were far more extensive than those two areas.

He was best known for his work in turf breeding and consulting. He was also responsible for developing new technology for storing and testing seeds, and launching alfalfa, soybean, corn and forage crop breeding programs.

A native of Oshkosh, Wis., Howard served in the U.S. Navy Submarine Command during World War II and retired from NK in 1984 after a 37-year career with the company.

He received a bachelor's degree in agronomy from the University of Wisconsin, Madison, and a master's degree from the University of Minnesota, St. Paul.

After retiring, he became an adjunct professor at the University of Minnesota, served with the advisory committee for the USGA Green Section and was treasurer of the board of trustees of the University of Minnesota's Landscape Arboretum. In addition, he continued to work on projects involving turf and other types of plant materials in a variety of locations.

The GCSAA awarded Howard its Distinguished Service Award in 1988 in recognition of his extensive efforts in developing improved turf varieties and his untiring work with turf managers around the world.

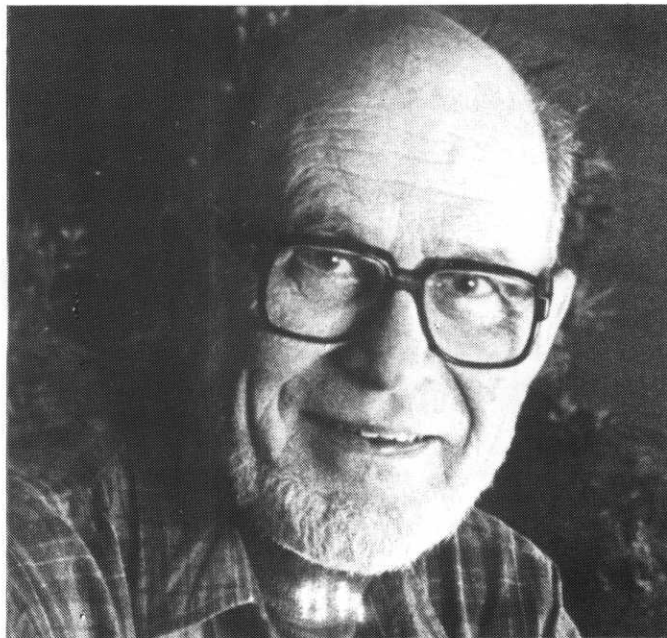
Kaerwer was a member of the American Society of Agronomy, Council for Agricultural Science and Technology, American Seed Trade Association and an honorary member of the Minnesota Golf Course Superintendents Association. He was also a member of Delta Upsilon Fraternity, University of Minnesota Alumni Association, University of Wisconsin Alumni Association, The Minneapolis Institute of Arts, Walker Art Center and was a life member of The Nature Conservancy.

He is survived by his wife Barbara, Eden Prairie, Minn.; sister Elizabeth Mason, Glenview, Ill., sister-in-law Kay Dalgety, Evanston, Ill., nieces and a nephew.

Memorials may be sent to the University of Minnesota Landscape Arboretum Foundation. A private memorial service was held in his honor.

The Minnesota Golf Course Superintendents Association (MGCSA) awarded Howard its Distinguished Service Award at its awards luncheon on November 17, 1993. I was honored to accept this award for his wife, Barbara, in Howard's name. There were several hundred turf managers present at this luncheon.

Following the presentation of the plaque, the general text of my acceptance remarks follows:



Howard Kaerwer

One of the greatest things about the turf industry is the calibre of people that you meet in it. Most within the industry are extremely honest and hard-working people who have a genuine love of Nature. In an industry filled with people like this, one of the nicest and most genuine people that I have ever met was Howard Kaerwer.

I first met Howard back in the '60s when I was still at Minikahda Club in Minneapolis. He would come out with a handful of seeds and ask me to plant them on a certain site. You see, Howard was always looking for things that would make our jobs easier and allow us to provide better turf quality for our memberships.

He had the foresight to see the need for low-management grasses long before it became fashionable. He single-handedly pioneered the use of fine-textured perennial ryegrasses for Southern golf course winter overseeding. Today, in one form or another, this is a common practice employed by all quality clubs down South.

He was one of the best friends that the golf course superintendent ever had. He had a unique ability to speak to us in terms we could understand as he did so frequently at turf conferences around the country. Yet I observed him at those same conferences engaged in conversations with the Jim Watsons, Jim Beardes and Don Whites of the world, and they would be asking him questions!

They say that many times timing is everything. Well, in this case, the timing was very fortunate, because the

(Continued on Page 7)

Kaerwer —

(Continued from Page 6)

MGCSA's president called for Howard one week ago last night to tell him of this award. His wife, Barbara, said that Howard was in the hospital, but she would relay this information to him.

"He was absolutely delighted," according to Barb. During that night, Howard passed away. But knowing him as I did, knowing that this group had honored him in this way undoubtedly filled him with pleasant thoughts for his journey.

There are two ironies that come to mind as I stand here today accepting this award. The first is that I suggested to Howard years ago that he should start doing some breeding work with *Poa annua*. He said, "I'd love to because there's a wealth of germplasm there. But I'd get fired!" Those of us in the golf course industry realize that, in those days, *Poa annua* was, and many times, still is, a "dirty word" in the seed and turf industries. One of his last involvements, however, was working with Dr. Don White on a *Poa annua* selection and breeding project.

The other irony is that it was Howard's heart that finally did him in, and he had one of the biggest hearts of anyone that I have every met!

When I visited with Barb last week at her home, she said that she hadn't really realized how many friends "Bud" had had. She had already gotten calls from six foreign countries and so many states that she had lost count. This before any public announcement of Howard's death had been made! She, in fact, was running between the telephone and the FAX machine in an attempt to keep up with all the communications that were coming to her home.

The turf industry has lost a true and genuine friend and one of the nicest people to have ever walked on this earth. On behalf of Barbara Kaerwer and in Howard's name, I thank you for this award.

These remarks were made by me as someone who has had his life touched in a very real way by a man who never sought recognition and awards, but who genuinely loved his work and cared about the people who would benefit from that work. There is no way to chronicle all of Howard's achievements and involvements throughout his career in such limited space. However, as someone who was acquainted with Howard throughout much of my career in the turf industry, both as a golf course superintendent and then in commercial endeavors that followed, I am confident that I speak for all who knew him by saying that Howard was viewed as a genuine friend, not just an industry acquaintance, who worked tirelessly and unselfishly toward making this world a better place in which to live.

His smiling face and gentle nature will be missed at our meetings, on our golf courses, parks, playgrounds and athletic fields. We will miss Howard Kaerwer, but he would probably tell us not to spend too much time at that, but rather to continue on with his work of making this world a better place in which to live.

—Larry Vetter



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JOE MORIS: A Man Who Cares

* * * *

* * * *

Tartan Park Superintendent Elected President of MGCSA

Joe Moris, the MGCSA's new president, obviously is a man who cares.

He cares about his family, his home, his community, his fellow man and life in general.

And he cares enough about his profession not only to be actively involved but to target specific humanistic goals and work hard to achieve them.

Moris, 50, who was elected to succeed Greg Hubbard as president during the association's annual conference and business meeting at the Minneapolis Convention Center, has declared human relations and social issues as his top priorities during his forthcoming year in office. (See *President's Message on Page 3.*)

This approach parallels his basic interest regarding life in general, that being "to help people and non-profit organizations." Away from the golf course he's active in the Lions, VFW, Hill-Murray High School, the Knights of Columbus and his church, and when there's time, he likes to go fishing, particularly in Wisconsin. As for playing golf, he smiles.

"My 32.5 handicap doesn't demonstrate much proficiency in swinging the clubs," he said, "but I do enjoy organizing and helping out in various competitions."

For a man who traveled quite a bit in the U.S. Navy, including a tour of duty to Viet Nam, Moris hasn't roamed far from home ever since he became involved with turf maintenance and management at 3M Company's Tartan Park in Lake Elmo.

Born in that St. Paul suburb on July 19, 1943, Joe was graduated from Stillwater High School in 1961. In 1947 his parents began farming the area that eventually became Tartan Park, with Joe starting to work for 3M during the summer of 1959. His father, Ray, was Tartan's first superintendent and held that position from 1959 until he retired in 1975.

From 1961-64 Joe served as a diesel mechanic in the Navy, then returned to work at 3M. He's been there ever since, having started as a laborer while his father, Ray, was head superintendent. Later Joe became lead groundskeeper, then assistant superintendent in 1970. Five years later he succeeded his dad, now a life member, as head superintendent, then was named maintenance manager in 1991.

An MGCSA member since 1966, Joe served as a director in 1989-90, then was elected vice-president in 1992. He has served on the scholarship and research committees, was one of the leaders in the "Golf in the Gulf" program when the MGCSA gathered miscellaneous golf equipment to send to the servicemen during the Gulf War and has been available to assist superintendents coping with drug and alcho-



MIKE LEITNER, Leitner Co., gives MGCSA President Joe Moris a \$500.00 donation for the MGCSA Scholarship Fund.

holic problems. He also has been a member of the GCSAA for 10 years.

Joe and his wife, Bonnie, are the parents of daughters Kari, 22, a graduate of Mankato State University now planning to attend graduate school, and Kristin, 17, a student at Hill-Murray High School. Their home is right at Tartan Park, the only residence on the golf course.

Moreover, his parents live only a half-mile away. "It's great having a mentor so near," Moris said.

As noted earlier, he cares about his family, his home, his fellow man, his profession and the MGCSA.

"I urge all superintendents to take an active role in our association as well as the communities in which they live," he said. "Life sneaks by rather rapidly, and helping others can be so fulfilling."

15 Amendments to GCSAA Bylaws, Articles of Incorporation to Be Presented at Annual Meeting On February 7 in Dallas

Fifteen amendments to the bylaws and articles of incorporation of the Golf Course Superintendents of America (GCSAA) will be presented at the organization's annual meeting February 7 in Dallas.

Some 16,000-17,000 persons are expected to attend the GCSAA's International Golf Course Conference and Show January 31-February 7.

This will be the first major gathering of GCSAA members since executive director John Schilling resigned in September.

In addition to the proposed resolutions, Joseph G. Baidy, superintendent at Acacia Country Club in Lyndhurst, Ohio, is expected to be elected GCSAA president, succeeding Randy Nichols, superintendent of Cherokee Town & Country Club in Dunwoody, Ga. Baidy is currently vice president of the 13,000-member organization. Nominees for vice president are Gary T. Grigg of Naples (Fla.) National Golf Club and Bruce R. Williams of Bob O'Link Golf Club in Highland, Ill. Grigg is now secretary/treasurer of the GCSAA and Williams is a director.

Each will be presented on a separate ballot. Nichols said this clearly defined separation will enable voters to express their wishes on specific issues, without having to consider any unrelated "riders."

Sample ballots with exact text for each proposal, as reviewed by the GCSAA Bylaws Committee, were to be mailed in December to all voting members of the organization as part of the official Notice of Annual Meeting.

The basic issues to be voted upon include:

Membership Classifications

- Maintaining the current requirement for a two-thirds majority vote to alter the qualifications and levels of privilege for membership Classes AA, A, B and C, while authorizing the board of directors to develop Standing Rules regarding the qualifications and levels of privilege for other membership classifications.

- Simplifying the determination of Class B and C qualifications by making all golf course superintendents with less than three years of experience Class B members and all assistant superintendents, regardless of experience, Class C. This proposal would also extend voting and other "gold card" privileges to Class C members.

- Adding six new membership categories for other golf course maintenance and management personnel, who currently are assigned to Affiliate or Associate classifications, and charging the board to establish Standing Rules for privileges of such membership.

- Establishing a separate membership classification for club officials and golf association staff members, who currently are classified as Affiliate or Associate members, and requiring the board to determine Standing Rules for privileges of such membership.

(Continued on Page 19)



Happy Holidays

LARRY THORNTON

