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## **HOLE NOTES**

Official Publication of the Minnesota Golf Course Superintendents' Association

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#### FROM YOUR PRESIDENT'S DESK

## Some Final Thoughts As Your President



There is the writing on the wall. The old vet is getting less and less playing time as the team advances further through the playoffs. He is being replaced by a younger, faster player. All is not lost because the vet has become a fan favorite and takes a token shift to appease management. As the team enters the championship game, the vet figures this is his last game of his career, and it will be time to move on. With the game half over, the star player takes a punishing hit and cannot continue to play. The vet takes a regular shift on the top line. Toward the end of the game with the score tied, the crafty vet puts all his learned skills to use as he sidesteps an oncoming attacker to put himself in alone on the goalie. The goalie figures the "old guy can't shoot and will try to deke him" but the old vet takes two steps and puts a smile on his face and lets go a shot past the ear of the goalie. The rest is history.

It was a cool, wet day as we gathered for our October meeting at Chisago Estates G.C. Host Dave Zimmer had a hot steak lunch for all the participants. Reports of more than 30 hardy souls ventured out to play a round of golf. Thank you, Dave, for taking the time to host the meeting.

It was brought to my attention that there was a problem associated with our recently completed Stodola Research Scramble. The member-guest format that has been approved since the inception of the tournament went very well. The scores were great, the dinner was excellent and both golf courses were in perfect condition. The problem occurred after the awards when the participants went to cash in their gift certificates. There was verbal abuse, by our guests, to the staff of The Minikahda Club. An eyewitness to this situation did report the abuse did not come from one of our members but we are still responsible for the actions of our guests. Behavior like this is unacceptable nor tolerable in our association. Enough said!

Another matter that was recently brought to my attention stems from an article our *Hole Notes* editor Tom Johnson submitted. It was an article dealing with ethics in our association. If you look in our roster, there is a Code of Ethics that is standard operating procedure for our association. If any member feels that there is a breach of ethics, or even a maybe, should bring it to the attention of the president of the MGCSA. All matters are conducted in the utmost confidentiality. Rumors and hearsay are real downers in our profession. It is everyone's responsibility to act accordingly to the code of Ethics, including reporting such breaches of conduct. The president is elected to serve the association, and this matter falls into my hands. If I can help anyone with this matter, pick up the phone. I am there.

With this issue of *Hole Notes* is the last time this president gets to put his thoughts into words. The power of the press is incredible. I get to talk and you listen. But I have had my say for a year and there will be a new president in place to continue the leadership of our strong association. For me, my time as president has been rewarding and has opened many doors of opportunity. It is an experience I hope everyone could achieve. But as I go, there are many people to thank. To James, John, Tom and Joe of the Executive Committee, your work was really sincere on running association business. To Bill, Butch, Dick, Tom, Monty, Charlie, Dave, Fred and Pat, your work on all the committees and fulfilling my goals for the year was truly outstanding. The Board of Directors never gets enough recognition, but I do say thank you. It would be a shame by not saying thank you to Scott Turtinen and staff for keeping our organization going (and nagging me to get my articles in on time). And to my wife Nancy and my four children, thank you for allowing me the time to fulfill my role as president.

And with that, the real hockey season begins for me, again.

- Kevin Clunis, CGCS, President

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## **Inside This Issue of Hole Notes**

1	World Class Conference By Fred Taylor
5	Three Noted Speakers To Address '95 Conference By Ralph Turtinen
8	GCSAA/Chapter Relations By Jim Nicol and Scott Turtinen
9	Beautiful October Day In Chisago Lakes By Charlie Pooch
11	Managing Different Personality Styles By Frances M. Dalton
14	Preparing a Course For Winter By Tom Feriancek
21	Opposing Consideration Of Convention On Bio-Diversity By Michael Coffman
23	Turfgrass Nitrogen Sources By Donald V. Waddington
25	2nd Annual MTGF Conference Agenda

By Allen L. Gerdin

## **Departments**

**From Your President's Desk** By Kevin Clunis

32 Membership Report By David Sime

34 Editor's Corner By Tom Johnson

## **Advertisers**

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## **Business Meeting** –

(Continued from Front Cover)

opportunity and privilege to make your thoughts known to your colleagues in the industry. Moreover, you may have some excellent ideas to benefit your association.

At this meeting you also can vote on officers and vote on bylaw changes. You can bring up new business. You can be a real part of our growing association which is accomplishing more and more every year.

Active, informed members of any association make it much more valuable to all concerned.

Do yourself a favor and help the association at the same time by attending the Business Meeting on Friday, December 8. It really is the right thing to do.

## **Three Noted Speakers to Address '95 Conference**

Dr. Michael Coffman • Francie Dalton • Tim Penny

By Ralph Turtinen

(Ed. Note: Following are profiles of three of the featured speakers at the 1995 Conference:

Michael S. Coffman, Ph.D., a respected scientist and ecologist who has been involved in ecosystem research for more than 20 years in both academia and industry, currently is president of Environmental Perspectives, Inc.

**Francie Dalton,** known for heer ability to blend technical expertise with interpersonal skills, is the founder and president of Alton Alliances, Inc., a premier business consulting firm.

**Timothy J. (Tim) Penny,** the first Democrat in this century to be elected from Minnesota's First Congressional District, represented southeastern Minnesota in the United States Congress from 1982-94 before voluntarily retiring. Among other activities, he works at the University of Minnesota Humphrey Institute and the Center of International Food and Agriculture Policy.

### MICHAEL S. COFFMAN, Ph.D.

Dr. Michael S. Coffman received his BS in Forestry and MS in Biology at Northern Arizona University at Flagstaff. and his Ph.D. in Forest Science at the University of Idaho at Moscow in 1966, 1967 and 1970 respectively. Since then he has become a respected scientist and ecologist who has been involved in ecosystem research for over twenty years in both academia and industry. He taught courses and conducted research in forest ecology and forest community dynamics for ten years at Michigan Technological University - a leading forestry school in the Midwest. While there, he published a book on forest ecosystem classification in Upper Michigan and Northern Wisconsin, which has become the standard for classification in the region. He also assisted the U.S. Forest Service in developing an Ecological Land Classification System for each of the national forests in Region-9.

Until rcently Dr. Coffman was a manager for Champion International, a leading forest and paper products company in the United States. During his tenure with Champion, he became chairman of the Forest Health Group within NCASI (national Council for the Paper Industry for Air and Stream Improvement), a respected scientific research group for the paper industry. In this, and other related responsibilities, he became intimately involved in such national and international issues as acid rain, global climate change, wetlands, cumulative effects and biological diversity. He has given testimony before the Forestry 2000 Committee of the U.S. House of Representatives, and has been a spokesperson for the Paper Industry for the Media.

Dr. Coffman is currently President of Environmental



**Francie Dalton** 

Perspectives, Inc., where he provides professional guidance and training in defining environmental problems and conflicts, and developing solutions to specific issues. He played a key role in stopping the ratification of the Convention on Biological Diversity (Biodiversity Treaty) in the U.S. Senate by anticipating and exposing the unbelievable agenda behind the treaty. He has recently written two books exposing the environmentalist phenomenon: Saviors of the Earth? The Politics and Religion of Environmentalism, and Environmentalism! the Dawn of Aquarius or the Twilight of a New Dark Age?

#### FRANCES M. DALTON

Francie Dalton is founder and president of Dalton Alliances, Inc., a premier business consulting firm providing a full range of consulting services in the communication, management and behavorial sciences.

A veteran of the Vietnam Era, Francie was trained as a German linguist, spending four and one-half years with the U.S. Army Military Intelligence Service. She then took her Masters in Business from Johns Hopkins University, while completing a five-year tenure with Maryland-based Tate Access Floors as their Director of U.S. Marketing.

Francie's works have appeared in a variety of technical and industry magazines and journals, both domestically and abroad. She has spoken by invitation in England, Europe and in South America, and is a frequent speaker for corporations and associations throughout the U.S.

Unique in her ability to blend technical expertise with interpersonal skills, Francie has the professional versatility to deliver significant value and utility to any industry. The unconditional guarantee of satisfaction she provides

(Continued on Page 6)

HOLE NOTES • 5

## **Conference Speakers** –

#### (Continued from Page 5)

to each and every client offers further evidence of her total commitment to quality and customer service.

Perptually raising the standard of excellence in consulting, Dalton Alliances, Inc. tailors a broad and varied array of services to individual organizational needs, in such industries as Banking & Finance, Pharmaceuticals, Government, Manufacturing, and Botechnology. Clients include CIGNA, Dean Witter, GTE, AT&T, Bethlehem Steel, The Smithsonian Institution, Pepsi-Cola, AKZO and many others.

### TIMOTHY J. PENNY

Born on his family's crop, hog and dairy farm in Freeborn County, Tim Penny attended country grade school in Mansfield Township. A 1969 graduate of Kiester High School, he went on to obtain a Bachelor's degree in political science from Winona State University.

Elected to the Minnesota state senate in 1976, Penny became the first Democrat in over 50 years to represent the Waseca, Freeborn and Faribault county district. During his six-year tenure in the Minnesota legislature, he served as vice-chair of the Transportation Committee and chair of the Railroad Sub-committee. He later chaired the Legislative Commission to review Administrative Rules. In addition, he was vice-chairman of the Finance Committee. His areas of accomplishment include student financial aid, rural transportation and regulatory reform.

The first Democrat in this century to be elected from Minnesota's First Congressional District, Penny represented southeastern Minnesota in the United States Congress from 1982-94. He averaged better than 70 percent of the vote in his last five elections. At age 42, he voluntarily retired from Congress citing a desire to return home to Minnesota and to devote more time to family. His years in Congress saw service on the Education and Labor, Agriculture, and Veterans' Affairs committees. He chaired the Veterans' Education and Training Subcommittee and the Subcommittee on Foreign Agriculture and Hunger.

Penny established himself as a budget watchdog, receiving many awards for his deficit reduction efforts from groups such as the Concord Coalition, the National Taxpayers' Union, Citizens Against Government Waste, Citizens' for a Sound Economy and Watchdogs of the Treasury. Penny served as Co-chair of the Democratic Budget Group, the Porkbusters Coalition and the Truth in Budgeting Taskforce.

Since returning to Minnesota, Penny continues his involvement in public policy through his work at the University of Minnesota Humphrey Institute and the Center for International Food and Agriculture Policy. In addition, he serves on the board of directors for the Concord Coalition and is presently Chair of the Minnesota chapter of the Democratic Leadership Council. He is also a board member for Volunteers in Overseas Cooperative Assistance and the Committee for a Responsible Federal Budget.



**Tim Penny** 

Penny is a Senior Counsel to the Minnesota-based public relations for Himle-Horner. His book *COMMON CENTS* (with co-author Major Garrett) was released by Little-Brown in April.

Penny and his wife, Barb, have four children: Jamison (16), Joseph (15), Molly (13) and Marcus (9). They make their home in Waseca, Minnesota.



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## Significant Changes in GCSAA/Chapter Relationship Discussed at Chapter Relations Meeting in Kansas

The GCSAA Chapter Relations Committee has recommended several changes in the present GCSAA/Chapter affiliation relationship. They were presented to the chapter delegates/representatives at the September Chapter Relations meeting on September 9-10 at the associations hedquarters in Lawrence, Kans.

Representing the MGCSA were Jim Nicol, CGCS, Bunker Hills, chapter delegate, and Scott Turtinen, executive director of the MGCSA.

Following is a summary of the benefits provided from the GCSAA in affiliated chapters:

**VOTING REPRESENTATION:** Chapters may be represented at GCSAA's annual or special meetings by a delegate. The chapter delegate may be authorized to cast the votes of GCSAA voting members who are also members of the chapter and who desire to be represented by that delegate..

**PROMOTIONAL MATERIALS AND LOGO USAGE:** Affiliate chapters may promote their affiliation with GCSAA by using the association's affiliated chapter logo in accordance with the guidelines established by the board of directors.

**MEMBER LISTS:** GCSAA shall provide lists of names and addresses of GCSAA members who are not affiliated with a chapter or chapters for recruitment purposes.

**COOPERATIVE PROGRAMS:** Affiliated chapters are eligible to participate in cooperative programs sponsored by GCSAA.

**AFFILIATION STANDARDS:** The Chapter affiliation standards are:

1) Chapters shall be incorporated in the appropriate state and be able to provide certificate of good standing from the appropriate state department.

2) Chapter bylaws shall parallel GCSAA's bylaws with regards to basic principles and superintendent/

#### By Jim Nicol & Scott Turtinen

assistant superintendent membership classification.

3) Chapter officers shall be GCSAA Class A or B superintendents and a majority of the directors shall be GCSAA Class A or B superintendents.

4) Chapters shall submit an annual report, current bylaws, current officers, current membership roster, a Certificate of Good Standing from the state where the chapter is incorporated, a summary of the annual financial statements for the chapter and a certificate of insurance.

5) GCSAA requires that all chapters send a representative to the Chapter Relations Meeting every September.

6) Each chapter shall send a voting delegate to the GCSAA Annual Election to cast votes of the chapter.

7) Each affiliated chapter shall carry general liability coverage and Directors and Officers liability coverage at a level equal to or above \$1,000,000 for each policy.

8) The membership requirements become effective July 1, 1997. The requirements of a new GCSAA member to join a chapter is contingent on a bylaws change which is expected to be put to a vote at the Orlando Annual Meeting.

9) Chapters shall have or shall obtain tax-exempt status within two years of receiving affiliated status with GCSAA.

The main topic of discussion at the Chapter Relations meeting was about membership of Chapters and GCSAA. Starting July 1, 1997, all superintendents and assistant superintendents who wish to become a new affiliated chapter member shall also become a member of GCSAA.

Also starting July 1, 1997, all superintendents and assistant superintendents who wish to become a new member of GCSAA shall also become a member of their local affiliated chapter. (Pending revision of GCSAA bylaws.) Any local chapter will be "grandfathered" in the association forever and not have dual membership requirements if it becomes a member before July 1, 1997.

This area of discussion took about 10 hours and was unanimously approved by chapter delegates.

Assistants will be classified ad Class C members and their dues will be one-half of A and B members, however, they will not be able to vote. This will be a bylaw change.

Attendees also talked about Affiliate Responsibilities. It was noted that the Chapter and GCSAA are separate legal entities and each shall not enter into contracts and accept liabilities, obligation or expenses on behalf of the other. A Chapter shall indemnify or hold harmless GCSAA against any claim or liability as a result of the actions of the Chapter.

**Revocation of Affiliate Status:** This section provides mechanics on the revocation of affiliate chapter status when the chapter seriously violates the affiliation agreement. If a chapter does not comply with the new affiliation standards or does not comply with annual reporting requirements in later years will be placed on a probationary status until standards have been met. The probationary period will last three months.

Affiliated status privileges remain in effect during this period. At the end of the probationary period, chapters who have not met the affiliation standards or do not comply with annual reporting requirements in later years will be placed on a suspended status until the standards have been met or for a maximum duration of nine months.

During this time all GCSAA privileges will be suspended including voting representation and the ability to participate in cooperative programs. At the end of the one-year (Continued on Page 9)

## Beautiful October Day At Chisago Lakes

#### **By Charlie Pooch**

A beautiful October day awaited members gathered at Chisago Lakes Golf Estates, enjoying a delicious lunch and discussing *maybe* that last round for the season.

Dave Zimmer and his crew had the course in great shape, just ask Judd Crist, at Lester Park in Duluth and student at Anoka Vo-tech. On the 494-yard par five ninth hole, Judd pounded a driver and flipped an 8-iron in for an easy deuce — his second of the year! Scot Ender from Ruffridge-Johnson also had a big day. After six holes he got called away to be with his wife Robyn and helped deliver their second son, Erik Brian. Congrats, Scot!

After golf, Gary Chamberlain from Lesco gave an excellent presentation as everyone munched on the delicious hors d'oeuvres prepared by the Chisago Lakes chef.

Awards went to the team of Greg Hubbard, Dave Krupp, Joe Check and Mike McDougall for first place with a net two best ball score of 120. Second place went to the team of Sean Erickson, Scot Ender, Jim Kimberly and Charlie Schultz.

Many thanks to Dave Zimmer for a wonderful day at Chisago Lakes Golf Estates.



MGCSA members enjoying the lunch.

6

Host Superintendent Dave Zimmer of Chisago Lakes.



Dick Grundstrom and Leif Erickson enjoying the day.



Representatives of North Star Turf Co. playing Chisago Lakes.

GCSAA -

(Continued from Page 8)

probation and suspension period, Chapters may have their affiliated satus automatically revoked. Revoked chapters must wait one year before they are eligible to reapply for affiliated status. An affiliation fee of \$500 will be charged.

New Chapters seeking affiliation for the first time will be required to have at least 25 GCSAA members of Class A, B & C status. New chapters seeking affiliation after July 1, 1997 will be required to pay a \$500 affiliation fee.

Other discussion at the meeting included talks given by some of the board members. George Renault, CGCS, gave a presentation on employment issues facing superintendents. Michael Wallace, CGCS, discussed "Enhancing Class A Membership Requirements." Tommy Witt, CGCS gave a talk on proposed changes in regional seminar programs. Dave Fearis reviewed GCSAA's on-line program, which will be introduced at the GCSAA Conference and Show in Las Vegas in 1997. Don Bretthauer discussed Chapter contacts and the Chapter Relations Department's role in assisting chapters with requests for information. The meeting closed with presentations by GCSAA members who are running for the GCSAA Board of Directors.

On Thursday, December 7, 1995, there will be a MGCSA caucus to discuss these items and other GCSAA activities. This will take place at the Minneapolis Convention Center at 1:00 p.m.





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