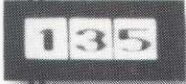


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One Guy's Opinion

By Tom Parent
River Oaks Golf Course

Audubon Cooperative Sanctuary Program

What a Hundred Bucks Can Do!

What can a hundred bucks do? Well, they can get you a nice picture for your wall, a nice sticker for your clubhouse door and a couple of newsletters. What can a hundred bucks, some common sense and a small investment in time and money do? They can change the image of your golf course from super-fund site to wildlife oasis.

Imagine in your mind an ideal world where every golf course in the country was an active, participating member of the Audubon Cooperative Sanctuary Program of New York State, where environmentalists are handing you awards instead of trying to shut you down.

Imagine in your mind going to a social outing and not having any fear of being called a bird killer or a ground-water destroyer or a toxic polluter when you mention your profession. Instead, you could state your profession with pride and hopefully get a response of "I hear you are doing great things for wildlife and the environment."

What's involved besides a hundred dollars? For the most part, it involves not doing things as opposed to extra effort. Simple things like not mowing pond and stream banks and letting the cattails grow. Not mowing out of play areas. Putting up birdhouses which, if you have a scout troupe in your neighborhood, they're always looking for projects of this type.

That is the easy part and you have more than made up your hundred dollars due to lower maintenance costs. In addition, you've eliminated some of the most unpleasant jobs for your crew to do. Does anyone like weed whipping pond banks? Hard core ball hunters, maybe. The next phase is a little harder and could potentially have huge savings to the environment and your budget.

If you do not already have an IPM program in place, you should! Can you switch to a curative spray program for all but those pesky, patch diseases that you don't even know if you are going to get months after you need to spray? Can we eliminate the use of insecticides?

Study after study has shown again and again that all you do by spraying insecticides is throw the entire balance of predator and prey out of whack for years, leaving you open to even more dire infestations of the same pest.

By using the Audubon Sanctuary Program as a motivation to your membership or clientele, could you justify changing your management technique to reduce pesticide usage? Could you institute changes for the good of the environment that would otherwise be dismissed as substandard conditions? This could be a valuable tool to restore some sanity to how we condition our golf courses.

Simply by leaving areas alone you improve wildlife habitat. With a small yearly investment of money you can improve the habitat further by restoring small parcels of land back to native plant species. By planting varieties that benefit wildlife, you can gradually improve your course environment.

Look for articles by Lois Berg Stack and Susie Fobes in this issue and future issues. Both these authors have generously committed to writing regular articles on enhancing the environment of your golf course. The general theme of these articles is a guide for plantings of beauty and wildlife.

It is incredibly easy to comply with the principles of the sanctuary program. Mostly, it involves not doing things. If you want to become fully certified, the process does become more involved. At River Oaks, we have been a member of the sanctuary program for several years.

We have followed the concept of the program but have not followed through on the paper work and public relations part of the program needed to become certified. This will be a focus of our efforts this year.

The initial paper work is filling out a short form so the society can make recommendations on how you can improve the wildlife habitat on your course. From there you can work as closely as you wish with the society. The process of certification may or may not be important to you and you can proceed at your own pace only if you wish.

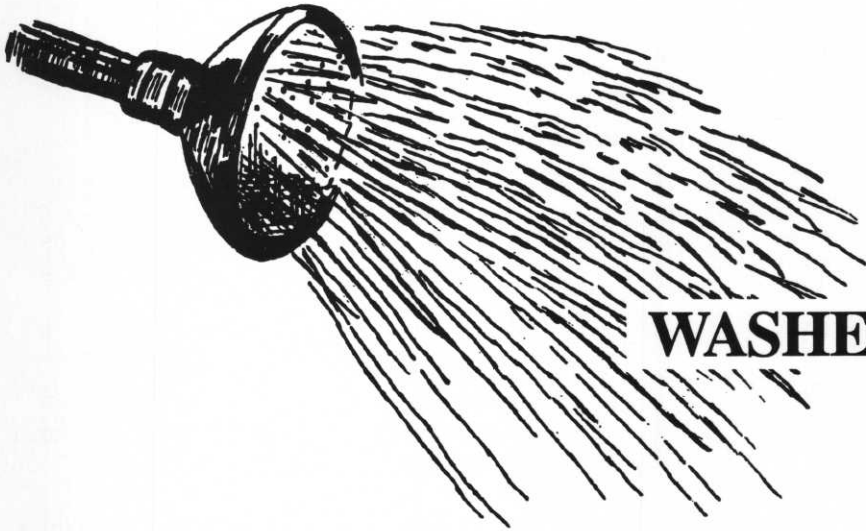
Through the sanctuary program we have been given a golden opportunity to lift ourselves up from a perceived environmental menace to steward of the land. If this is not worth a hundred dollars a year and a small amount of effort on our part, we deserve what we get in negative press.

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Building a Professional Management Team

A Superintendent's Approach

By Rob Panuska
Waseca Lakeside Club

Now that your TEAM has agreed to COLLABORATE in the management of your facility, the next step in the process is for each team member to get to know the others. In our discussion Fred Taylor and I talk about:

Get to Know What Makes Each Team Member Tick

This is nothing more than getting to know where each person is coming from in his or her own decision-making. In other words, what's important to them. We talk about the values that we have as superintendents and as managers of turf on a golf course.

Examples of values that we as superintendents' include:

- Tend to be more technically oriented.
- Enjoy outdoors and working with our hands.
- Interested in sports.
- Tend to be driven by goals and objectives.
- Motivated by compliments.
- Hold a very strong pride in our course and our work.

Each person has his or her unique characteristics. By getting to know each other, you will have a better chance at understanding how decisions are based. It is also important to point out that the opposite can apply as well. As an example, most people are totally turned off by criticism. As managers we have either been treated this way or maybe even applied this type of "motivation," the result of which usually is very negative and counterproductive.

A Golf Professional's Approach

By Bruce Anderson
River Oaks Golf Course

As a TEAM MEMBER you expect your fellow team members to enjoy you and your working environment. One of the best ways to show your actual concerns and appreciation for others are the three "C's." The three C's consist of do not criticize, condemn or complain.

Criticism is easy, sincere appreciation, for a job well-done takes time and planning. Give a thank you to your superintendent or golf professional for going that extra mile and informing team members of compliments rather than complaints.

Be a leader. Work on people skills. Create an eager want from your team. Talk about your mistakes before criticizing the other team member(s). Ask questions before giving direct orders. Give the other person a fine reputation to live up to. Be a good listener. Talk in terms of the other person's interest. Show respect for the other person's opinion. Never tell others they are wrong. Most of all, become genuinely interested in the other team members. Be a TEAM MEMBER!



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AFFILIATE NEWS

Wilbur-Ellis Hires Two For Metro Area

Wilbur-Ellis Co. recently announced the addition of two sales representatives within the greater Twin Cities metropolitan area. Serving the lawn and landscape markets is Dan Faust. Dan's experience comes from working at the metro area's first Lesco Service Center and, most recently, from managing Fertilawn's commercial fertilizer business. The addition of Faust demonstrates Wilbur's commitment to the Twin Cities area in both golf and non-golf markets.

Serving the metro golf market will be Chris Quinlan. Chris is a Michigan State graduate completing the 2-year Turf Management Program in 1994. Chris also has a B.A. degree in Public Relations from the University of St. Thomas. Chris has gained valuable golf management experience while working at Town & Country Club and as an assistant superintendent at Hudson Country Club and, most recently, at Midland Hills Country Club. Chris will be representing Wilbur-Ellis by offering a complete line of plant protectants, herbicides and fertilizers as well as many other turf care products.

As in the past, North Star Turf will be supporting all Wilbur-Ellis

activities relative to warehousing, deliveries and additional field support. In exchange for these services, North Star Turf will be marketing Wilbur-Ellis products mostly in the outstate areas, including North and South Dakota and Western Wisconsin.

Par Aide's New Cupless Putting Target Delivers Multiple Advantages

Make the most of practice greens. Reduce turf wear and tear. Keep high-traffic tournaments moving on schedule. With Par Aide's new cupless target, the advantages are said to be almost limitless.

"We're excited about the possibilities of this new product," notes Par Aide President Steve Garske. "Not only will it reduce wear on the course, but it has some great creative applications. We've designed it as a practice putting target, but it makes a great chipping target, too. And it's ready when high traffic tournaments call for extras."

Constructed of premium fiberglass and plastic, the target stands 18" tall and is capped with a highly-visible ball top, which is available in red, green, yellow or black. And since it is "cupless," a single pin sets the target

into the turf.

For further information about this product contact Par Aide Products Company at 612/779-9851.

Turfco Introduces New Large Area Topdresser

Turfco Manufacturing recently introduced the LA4, its largest top dresser to date.

This machine can top dress from 1/32 of an inch to four inches of material 5 feet wide, just as a top dresser.

Turfco also has attachments for this unit to make it a more useful tool in turf management. The "material handler" allows operators to transfer material to another top dresser, fill bunkers, spread grass clippings onto waste areas, and other numerous applications.

The second attachment is a "spinner attachment" which allows that fast light spread up to 40 feet. This 3 in 1 system allows a turf professional more versatility, all in one.

Turfco Manufacturing has been manufacturing top dressers since 1961, and four years ago it introduced the Chevron belt to top dress material.

Call North Star Turf for more information on this new product.

Toro Introduces All-New Greensmaster® 3200

*Super Quiet Greens Mower Shatters Noise Emission Levels
For Combustion Engines Without Loss of Productivity*

The Toro Company has shattered noise emission levels for traditional combustion engine mowers with the introduction of the all-new Greensmaster 3200. The three-wheel riding greens mower is Toro's first to feature a liquid-cooled gas engine. Operators benefit with the quietest combustion engine mower in the industry — a mere 74 dB(A) emission level — that maintains its power and reliably gives the superior cut synonymous with the Greensmaster® name.

Helmut Ullrich, a marketing manager for Toro's Commercial Products Division, explained that the Greensmaster 3200 reduces the constraints of noise pollution on

golf courses, their surrounding homeowners and the golfers themselves.

From the ground up, the Greensmaster 3200 is built to provide the consistent uniform cut superintendents expect on their greens. The mower includes a newly-designed full-floating cutting system with superior ground following and the addition of steering capability to prevent sliding on tight turns.

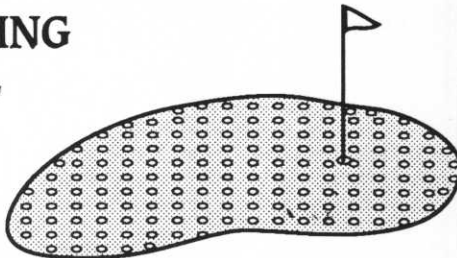
Customers can receive additional information on the Greensmaster 3200 greensmower from MTI Distributing Company by calling 612/475-2200 or call Toll Free at 800-362.3665

A (W)HOLE IN ONE

One-stop shopping for golf course materials

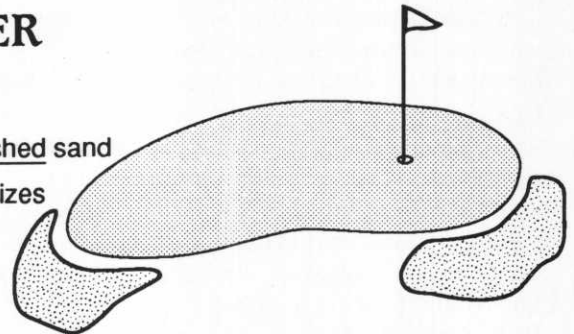
TOPDRESSING MATERIAL

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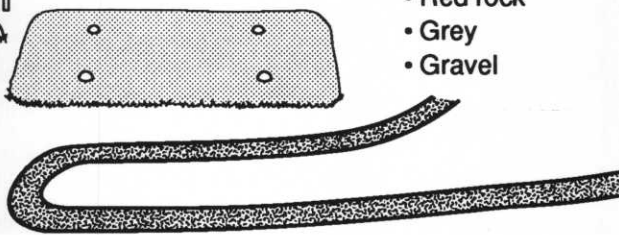
- Clean, washed sand
- 2 particle sizes to choose from



CARTPATH AGGREGATE

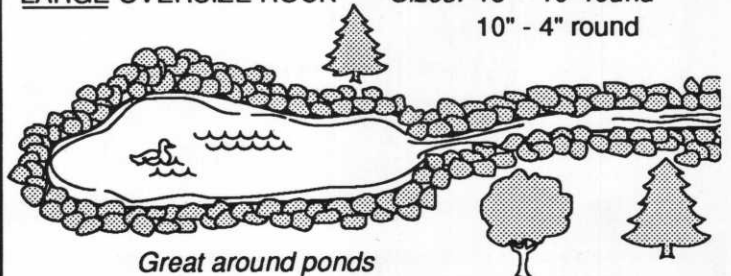


- Colors:
- Buff
 - Red rock
 - Grey
 - Gravel



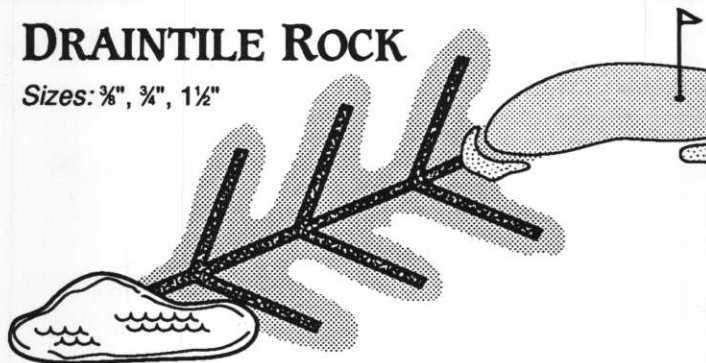
RIP RAP

- LARGE OVERSIZE ROCK Sizes: 18" - 10" round
10" - 4" round



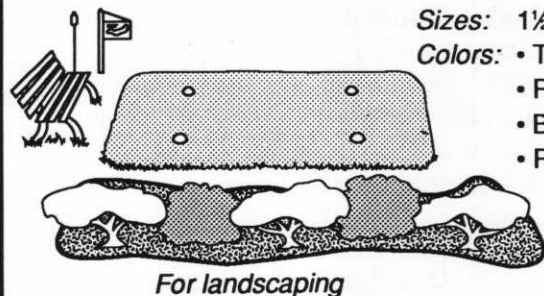
DRAINTILE ROCK

Sizes: 3/8", 1/2", 1 1/2"

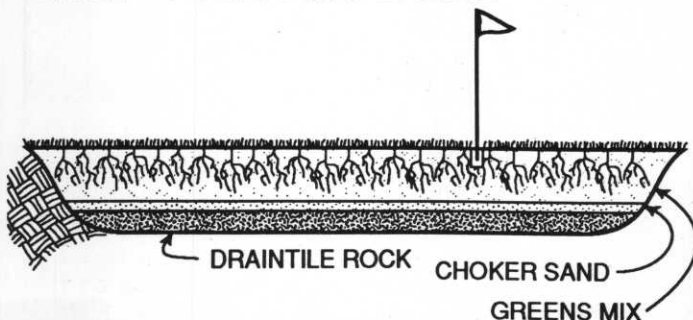


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Minnesota Superintendent Receives Certification

William R. Larson, superintendent of Town & Country Club in St. Paul, has been designated a Certified Golf Course Superintendent (CGCS) by the Golf Course Superintendents Association of America (GCSAA).

GCSAA instituted the certification program in 1971 to recognize outstanding and progressive superintendents. More than 1,400 active GCSAA members currently hold "CGCS" status.

To become certified, a candidate must have five years' experience as a golf course superintendent, be employed in that capacity and meet specific educational requirements of college credit or continuing units. The candidate must then pass a rigorous six-hour examination covering knowledge of GCSAA and its certification program; the rules of golf; turfgrass management; pest management, safety and compliance, and financial and organizational management.



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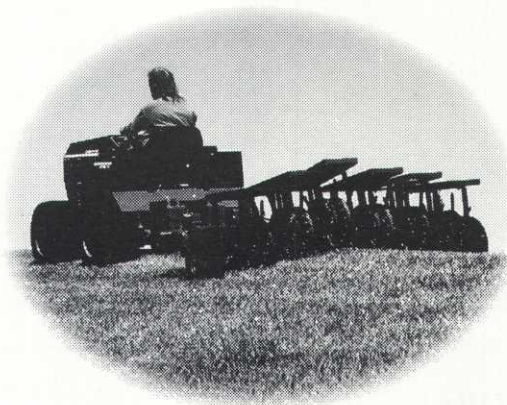
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