

2000 MGCSA Board of Directors



THE NEW BOARD OF DIRECTORS FOR THE MGCSA, from left to right, Rick Fredericksen, CGCS, Steve Shumansky, John Queensland, Bob Simondet, Mike Brower, James Bade, Tom Meier, Rob Panuska, Richard Traver, Jr., CGCS, Kerry Glader, Mike Brual, Paul Eckholm, CGCS, Tom Fischer, CGCS, and Jeff Johnson.

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Motivation Without Crisis

Help Your Employees Reach Their Potential

Have you ever noticed that when there's a crisis at work, everyone rallies forces to get the issue resolved? Whether it's because there's a deadline for a golf event that needs to be met or a project that has unforeseen problems, somehow everyone is able to squeeze just a little bit more creativity or time into their days. However, it doesn't have to take a crisis to bring out the best in your employees. There are several steps you can take as a manager or owner to bring about peak performances on a daily basis:

* **Get feedback from your employees.** Question your employees about how they modify their behavior when a crisis arises. What do they do differently that they don't do on an ordinary day? Keep in mind that some of their responses will only apply to an emergency type of situation. But if you can pinpoint what changes, and how they can be applied to a day-to-day situation, then you'll be off to a great start.

* **Set clear goals.** If you want to bring out the best in your employees, you need to keep them informed every step of the way. Let employees know how they're doing, so that they have a clear understanding of how they're performing. If there's something that involves a project they're working on, give them as much information as

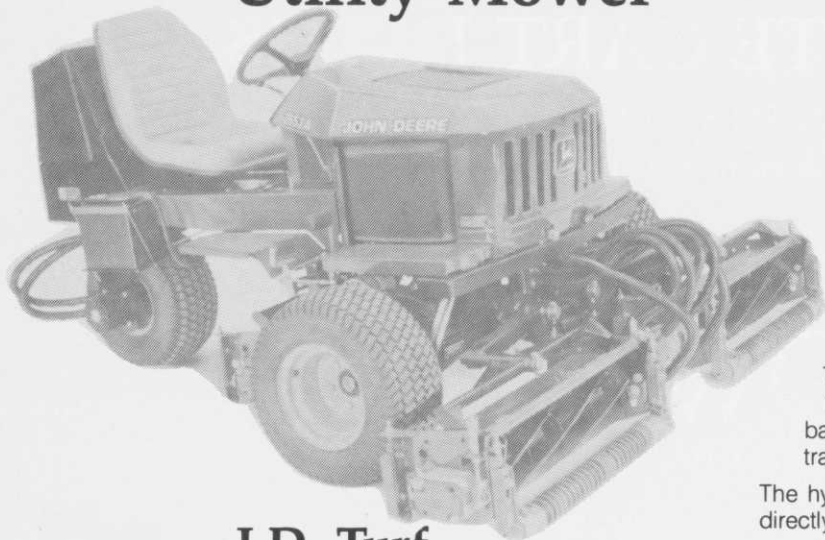
possible, so they can work to their full potential.

* **Say thank you.** We often forget to let our employees know how much we appreciate their efforts and hard work. During a crisis, we reward them with plenty of positive feedback and recognition, why not do that in a non-crisis situation? It reminds the employees of how valuable they are to the company and how proud you are of their exceptional performances and attitude.

By really listening to employee feedback, focusing on clear goals, recognizing achievements, and rewarding extra efforts you can create a highly productive, working environment.

By really listening to employee feedback, focusing on clear goals, recognizing achievements, and rewarding their extra efforts, you can create a highly productive, positive working environment. And you don't even need a crisis to pull it off. -- *anonymous*

2653A Diesel Professional Utility Mower



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FEATURES:

The 2653A Diesel Professional Utility Mower has been designed to meet the needs of golf course superintendents and other turf grass professionals who put a high value on durability, performance and quality of cut.

The standard configuration of the 2653A includes an 18-horsepower, liquid-cooled diesel engine; Micro-Lap backlapping; 3WD; power steering and hydraulic weight transfer.

The hydraulic system is mounted on a sub-framer and is directly coupled to the output shaft of the engine.

Larger-capacity hydraulic pumps deliver 33 percent more torque to the reels. The increased capacity allows the 2653A to power both the standard John Deere 26-inch cutting units as well as the 30-inch versions when extra productivity or reach are required.

Two year warranty.

Thanks, Guys

By MIKE NELSON, *Dakota Ridge Golf Club*

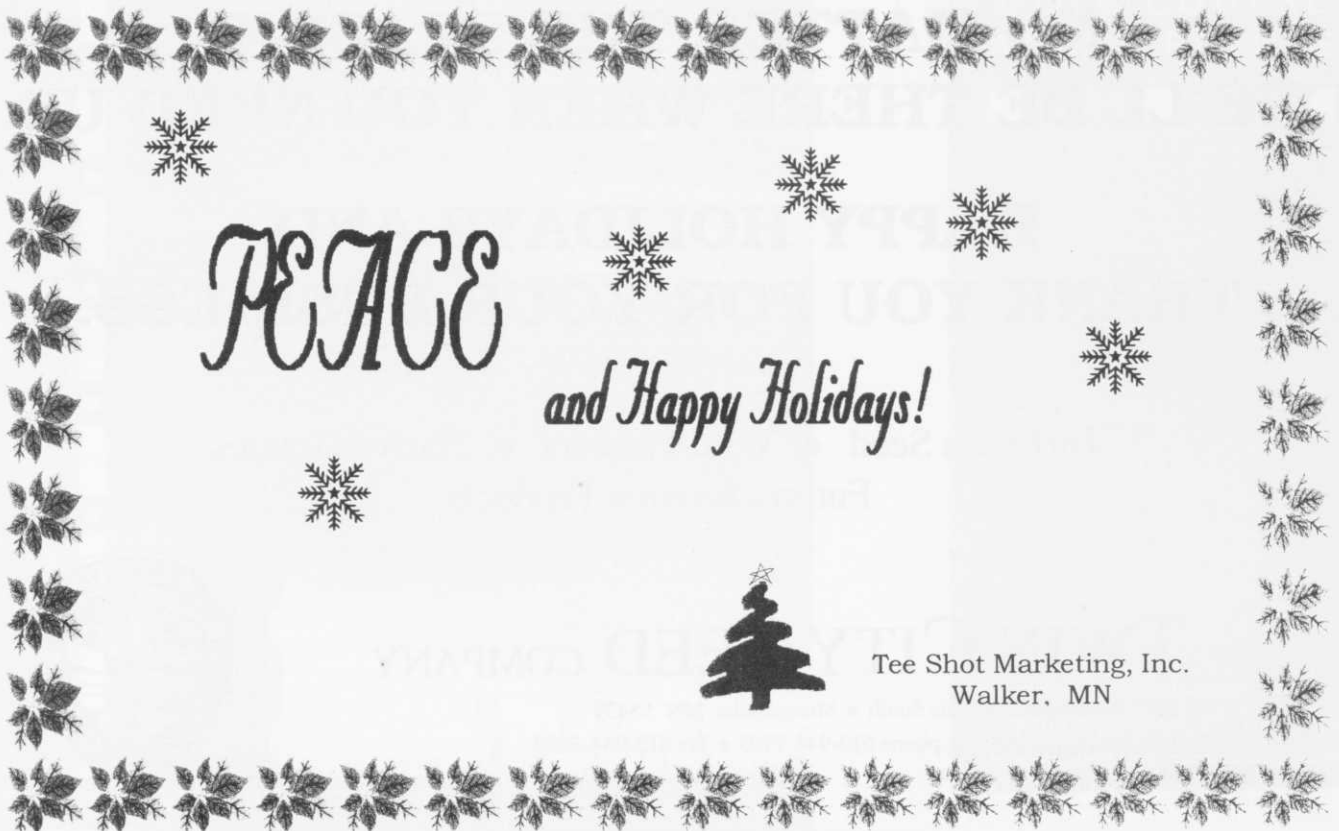
It's the first week of January according to the calendar but out here in Southwest Minnesota it hit 60 degrees last week and that took care of the little snow we had. It's been good in some respects as we accomplished things I thought would have to wait until spring. Now could I please have a nice blanket of snow! It wasn't long ago my days were filled with keeping after contractors making sure specifications were being achieved or maybe the irrigation folks had a life and death situation, or trying to explain to the clubhouse builders that it is important to keep the large trucks off the practice green! Growing in a golf course and being a part of the whole construction aspect is frustrating and at the same time very rewarding. Now things have slowed down. I've had some time to reflect.

My golf course experience goes back about 12 years as I got my start at Midland Hills Country Club in Saint Paul working for Scott Austin. When I first began, the main interest for me was the golf privileges that were included when working on the grounds staff. It didn't take me long to figure out that I enjoyed what I was doing on the golf course, being outdoors, being around a game I truly enjoyed since my father had introduced me to it as a youngster. Scott Austin really helped foster my interest in the profession. He encouraged me to become a member of the MGCSA and answered my many questions along the way. While at Midland I enrolled at Anoka Technical College.

After Anoka Tech I landed my first Assistant Superintendent position at Stillwater Country Club in Stillwater, Minn. There I worked for Kevin Clunis (now with Tanners Brook Golf Course). For three years I was employed there and I took about six years of knowledge with me. From restoration projects to developing naturalized areas in out of play areas to daily handling of staff and scheduling, I was able to experience first hand all the many aspects golf course management has.

My next stop was at Rush Creek Golf Club. Tom Fuller (now with North Star Turf Supply) hired me as Assistant Superintendent. When I first started, there was somewhat of an existing golf course that was going to go through some restoration and then open the doors. That soon changed to get the dozers out we're doing this up! Tom gave me a lot of responsibility and I was able to really grow my existing skills and develop many new ones. I was on staff from the first bulldozer to seeing a very successful LPGA tour event.

My current position at Dacotah Ridge Golf Club has allowed me to fulfill some career goals. Having realized that, I also want to thank the above mentioned individuals for not only giving me a job along the way but for also helping me reach goals in the golf management profession. I hope those that are just starting out in the golf management profession are as fortunate as I was to work for such good people.



Annual Meeting--

(Continued from Page 9)

Mueller, Minnesota Valley, 35 years;

Robert Borovansky, Rich Acres Golf Course; Lorin Maenke, Olympic Hills Golf Club; John Queensland, Cedar River Country Club; Keith Scott, CGCS, Oak Ridge Country Club, 30 years.

John Kuusinen, Mesaba Country Club; John Nylund, Braemar Golf Course; Mark Smith, The Quarry at La Quinta; Larry Thornton, Superior Turf Services; Grant Wenkstern, Red Oak Golf, and Dick Williams, Pine Meadows, 25 years.

Dr. Don White, University of Minnesota, and Leroy Young, Leroy Young and Associates, received the association's Distinguished Service Award.

Michael Brower, Hillcrest Country Club was presented the Watson Award for his journalistic efforts for *Hole Notes*.

Scholarship honorees were Jason Habneck, Iowa State; Andrew Kjos, Penn State; Eric Ritter, Penn State, and Brandon Schindele, University of Minnesota.

The Trans-Mississippi/MGCSA Award went to Chad Wilson, Iowa State.

The Joseph S. Garske Legacy honorees were Amy Mounts, daughter of Peter Mounts and Aaron Smith, son of Mark Smith.

The MGCSA Legacy Awards were presented to Laura Lentner, daughter of Glen Lentner and John Redmond, son of Mike Redmond.

Mini-Seminar--

(Continued from Page 19)

eloping standards for its members to meet. Many of us need to know more about this program.

The GCSAA Mini-Seminar will follow our one-day seminar with more construction lessons taken from "the eye" of a renowned golf course architect, Dr. Michael Hurdzan, Columbus, Ohio.

His very popular presentation entitled "Golf Greens: History, Theory, Construction and Maintenance" will be on the agenda.

Michael Brower, superintendent at Hillcrest Country Club in St. Paul, booked this seminar more than a year ago for us to enjoy, so plan not to miss any of the exciting new seminars in March.

**MGCSA MARCH MINI-SEMINAR
SET
MONDAY, MARCH 6
AT
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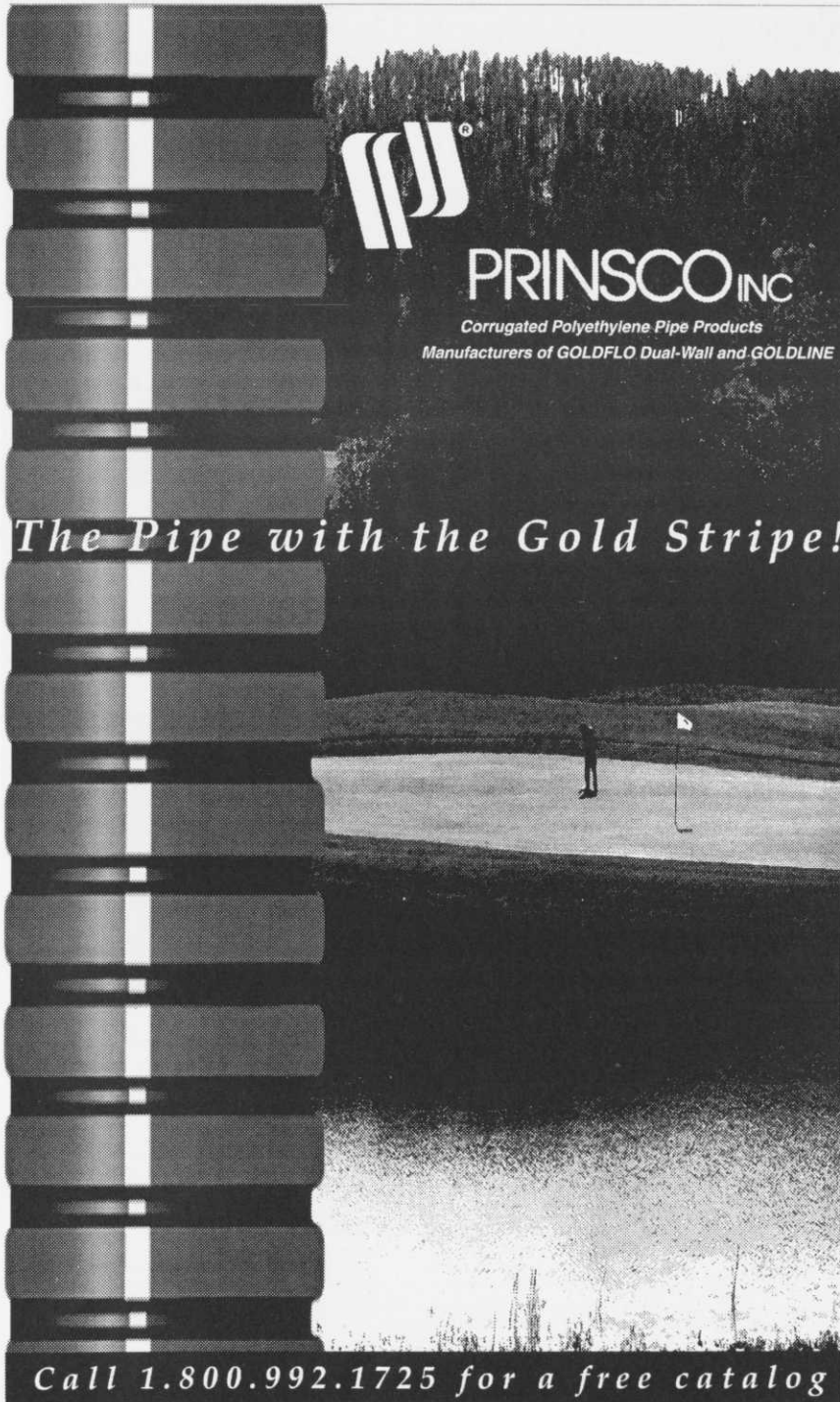
The First Tee--

(Continued from Page 5)

County Community Corrections Department. the projected opening date of the summer of the summer of 2001. contact person is Harley Nelson, Ramsey County, at (651) 748-2508.

City of Minneapolis

The City of Minneapolis has also been selected for a future First Tee site. the city staff is currently in discussions as to the type of facilities that may be developed within the City of Minneapolis.

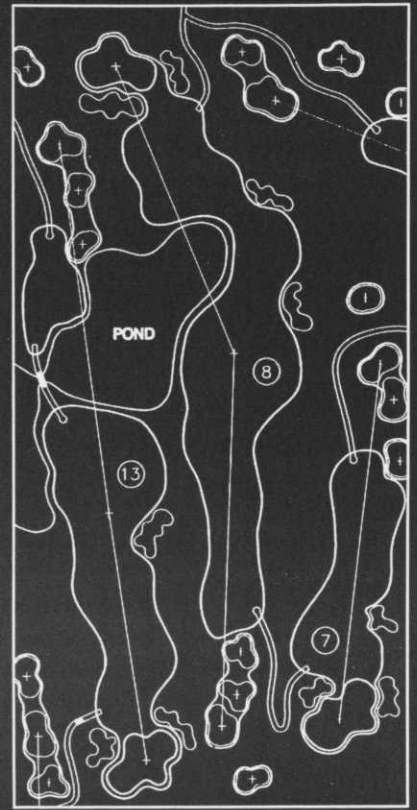


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Evening: (320) 598-7787

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- Jacobsen Trap King with a new Honda 8hp Motor
- Ryan Greensaire II Aerifier

Contact: **DAVE SIME**
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Model 4323. New Engine. Miscellaneous spare parts.
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Contact: **BOB**
Oak Marsh

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1967 Rogers Leaf/Debris Sweeper Model 720E, 12 h.p. Kohler..\$200

Contact: **RED or MIKE**
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(612) 922-9012

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Home: **(218) 828-2007**

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1970 F-10 Reel Mower \$3,200 or B.O.
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Cushman GA-60 Aerator \$12,500
Topdresser for Cushman \$1,995
Toro GM300 Greensmower, New Motor \$4,995
Lesco Geensmower \$3,595
Toro 216 Reelmasters, from from \$2,995
Ryan Greensaire aerator from \$2,995
Core Destroyer for Cushman Mower \$2,495
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MEMBERSHIP REPORT

NEW MEMBERS: DECEMBER 2, 1999

Class

- Daniel K. Evans**
Begin Oaks Golf B — GCSAA
3905 Scott Ave. N., Robbinsdale, MN 55422
W: (612) 559-7574
- Jim Hammer**
Siren Glen Golf Club B — GCSAA (pending)
20776 Georgia Ave. Ct. N., Forest Lake, MN 55025
W: (715) 349-8000
- Darwin Lindsey**
Detroit Country Club B — GCSAA
20244 Cty. Hwy. 29, Rochert, MN 56578
W: (218) 847-8070
- Eugene Asleson**
Lake City Country Club C — GCSAA (pending)
512 Jewell Ave., Lake City, MN 55041
W: (651) 345-3221
- Eric G. Johnson**
Greenwood Golf Links C
2965 S. Ivy St., Cambridge, MN 55008
W: (651) 462-4653
- Erik Klaphake**
Mystic Creek Golf Club/Total Golf C — GCSAA
61259 Tayberry Circle, South Lyon, MI 48178
W: (248) 684-7886
- Todd Koch**
Majestic Oaks Golf Course C
11610 Tulip St. N.W., #205, Coon Rapids, MN 55433
W: (612) 755-6530
- Michael Rhode**
TPC of the Twin Cities C — GCSAA
8941 Syndicate Ave., Apt. 213, Circle Pines, MN 55014
W: (612) 785-0696
- Alex J. Stuedemann**
TPC of the Twin Cities C — GCSAA
1890 127th Lane N.W., Coon Rapids, MN 55448
W: (612) 785-0696
- Rick A. LaPorte**
3M Club of St. Paul (Tartan Park) D
1146 East Division St., River Falls, WI 54022
W: (651) 736-8797
- Andrew Carlson**
University of Minnesota / Cloquet Country Club Student
302 Avenue C, Cloquet, MN 55720
W: (218) 879-7997
- Scott Elsenpeter**
Anoka-Hennepin Technical College Student
30898 Cty. Rd. 37, Maple Lake, MN 55358
H: (320) 963-3662
- Mark T. Nistler**
Anoka Hennepin Tech. College / Southern Hills GC Student
17286 Green Treee Path, Lakeville, MN 55044
W: (651) 463-7256
- Brian Peterson**
Southbrook Golf & Country Club Student
11925 55th St. N.W., Annandale, MN 55302
W: (320) 274-5355
- Jeremy J. Chmielewski**
Rich Acres Golf Club D
920 Feltl Court, Apt. 255, Minnetonka, MN 55343
W: (612) 861-9349
- Todd L. Walker**
 Fargo Country Club D
12 1st Ave. S.E., Dilworth, MN 56529
W: (701) 237-3086
- Don Erickson**
Bay West, Inc. Affiliate
1201 Spoonbill Circle, Eagan, MN 55123
W: (651) 291-0456
- Dan Faust**
The Tessman Co. Affiliate
9106 Prestwick Ct., Brooklyn Park, MN 55443
W: (651) 487-3850
- Dan Larsen**
Brook White Company Affiliate
4489 Helmo Ave. N.E., Oakdale, MN 55128
W: (651) 647-0950

RECLASSIFICATIONS

- Tim Rasmussen**
Lafayette Club C to B—GCSAA

—Tom Meier
MGCSA Membership Chairman

MEMBERSHIP REPORT

NEW MEMBERS: JANUARY 10, 2000

Class

- Ralph L. Nelson**
Cottonwood Golf Course A — GCSAA (pending)
P.O. Box 887, Cassellton, ND 58012
W: (701) 347-9882
- Adam Gabel**
Golden Valley Country Club C
960 Shady Oak Circle, Monticello, MN 55362
W: (612) 595-2511
- Charles Bryan Gibas**
Izaty's Golf and Yacht Club C
1497 320th Ave., Isle, MN 56342
W: (320) 532-4284
- David L. Johnson**
Izaty's Golf and Yacht Club C — GCSAA
40005 85th Ave., Onamia, MN 56359
W: (320) 532-4284
- Dennis Perreault**
Legacy Courses at Craguns C
40 NE 8th Ave., Pine City, MN 55063
W: (218) 825-8485
- Gary Deters**
U of Minnesota — Town & Country Club Student
326 6th Ave. SE, Apt. 109, Minneapolis, MN 55414
W: (651) 646-6743
- Scott Paquette**
Rutgers University, New York — Heritage Links Golf Club C
510 8th St. NW, Apt. B, Faribault, MN 55021
W: (612) 440-6494
- Joseph Raymond Tart**
U of Wisconsin—River Falls — New Richmond GC Student
465 184th Ave., Somerset, WI 54025
W: (715) 243-8030
- Darrell B. Wollner**
University of Minnesota Student
1369 N. Cleveland Ave., St. Paul, MN 55108
H: (651) 917-9283
- Terry Donahue**
FMX Turf Products Affiliate
3184 255th St. W., Farmington, MN 55024
W: (651) 463-8041
- Scott Gilbertson**
Resource One Affiliate
107 West Ave., Holmen, WI 54636
W: (507) 932-5026

RECLASSIFICATIONS

- Glenn Rasmussen**
MTI Distributing Co. Affiliate to AA
- Bob Shumacher**
Francis A. Cross/Mpls. Park Board B to A
- Michael Kelly**
Edina Country Club C to B

—Richard Traver, Jr., CGCS
MGCSA Membership Chairman



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EDITOR'S CORNER



ALL I CAN SAY....

Is thank you all for the great support you have given me throughout the past year as your editor of *Hole Notes*. I never thought I would have something to say every month for the past two years, but somehow I pull it out of somewhere. I might just want to leave the rest of that saying alone. And guess what, you are stuck with me for another year! So, to sound like the broken record I have for the last two years, those of you that have even whispered you might have something to write about, I am gonna hit you up again for an article. So be prepared.

HOT TOPIC....

Cold weather, are we actually going to have a winter this year? As nice as the weather has been, enough is enough!! We live in Minnesota, we're supposed to have had a couple blizzards, a few feet of snow, and broke a couple temperature records by now (as in coldest, not warmest). As I write this in the middle of December, here in West Central Minnesota, we just received our first measurable precipitation since October 7th. The lakes are just beginning to freeze, and finally I can take out my winter boots and warm coat for a while. I had a hard time adjusting to the mild temperatures for as long as they were around. Maybe I'm too much at habit like a black bear; once mid-November hits, I'm looking for a place to hibernate.

The biggest concern on many of our minds is, no doubt, the lack of moisture we all had going into this winter's season. Some fired up their irrigation systems, some trucked water to their greens via a sprayer or other means and some did nothing. Still many of us are hoping some moisture finds them soon before the temperature really takes a dive and virtually freeze dries our turf. We will all just have to hope for the best when spring time arrive.

mgcsa.org

Yes indeed, our web page is up and fully operational.

Come check it out and see what it will do for your informational needs. If you have any sites that you think might be beneficial to our association, e-mail me and I'll take a look and see what we can do. It's *your* web page, too!!

Congratulations

Congratulations go out to Jeff Linder, Worthington Country Club, and his wife Julie on the birth of their child in early December.

In hopes your holiday season was in good cheer and safe times, I hope the start of the new year (millennium) also finds you in good health. With that I'll close...see ya next month.

-- Steve Shumansky
Editor

Good Luck to Our MGCSA Representatives In GCSAA's Golf Championship February 14-15, 2000 In Mobile, Alabama

Mike Brower
Greg Christian
Michael Klatte, CGCS
John Malloy, CGCS
Jim Nicol, CGCS
Thomas Schmidt
Scott Schunter
Richard Traver, Jr., CGCS
Scott Weltzin, CGCS



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