



Dr. Brian Horgan, left, receives a donation from Todd Loecke on behalf of Syngenta Turf and Ornamental at the Annual Meeting.



New Arrival

Adeline Grace Carson entered the world at 9:01pm on January 21. She weighed 4750 grams (10 lbs. 8 oz.) and was 53.5 cm (21 inches) long. Mother Sara and baby are doing very well. -- Troy Carson.

"Bailey for Dog of the Year"

Are you heading to San Diego for the national convention in February? If you are, take a few minutes to stop by the Lebanon Turf booth at the trade show and cast your vote for Bailey for dog of the year.

Bailey was the "cover girl" of this year's SuperNews Superintendents Best Friend Calendar, co-sponsored by Lebanon Turf. All of the canines in the calander are now competing for the title of dog of the year.

The winner and their owner recieve \$500 at Lands End and \$2,000 is donated back to their local superintendents organization. So help us win the \$2,000 for our MGCSEA. Take a few minutes to stop by the Lebanon Turf booth and vote for Bailey.

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Evaluations—

(Continued from Page 9)

- C. Uses proper equipment for job performing.
- D. Able to see things from a golfers perspective.

Organization / Time Management

- A. Understands activities needed to accomplish a goal.
- B. Ability to schedule and supervise to achieve the most efficient utilization of workers and equipment.
- C. Modifies daily work schedule when needed.
- D. Consults tee sheet when scheduling work for staff.

Safety Awareness

- A. Mindful of potential hazards to self.
- B. Wears and enforces the wearing of safety equipment.
- C. Mindful of potential hazards to staff.
- D. Considerate toward wildlife and the environment.

Leadership / Supervisory Ability

- A. Ability to direct staff to accomplish a given task.
- B. Patient and thorough when training staff.
- C. Proper training of staff on use of equipment and tasks.
- D. Maintains effective employee and public relations.
- E. Is tactful when correcting staff.

Skills and Attributes

- A. Understands the game of golf.
- B. Considerate of golfers when working or scheduling.
- C. Finds work to be done, is self motivated.
- D. Projects a professional image at all times.

Attendance, Punctuality and Appearance

- A. On time when scheduled.
- B. Does not call off work unnecessarily.
- C. Observes lunch / break times.
- D. Wears appropriate attire.
- E. Uses PTO appropriately, mainly away from golf season.

Golf Course Technician Major Job Responsibilities

Applying Fertilizers and Chemicals

- A. Familiar with proper calibration techniques.
- B. Monitors weather and makes applications with discretion.
- C. Reads label(s) prior to handling pesticides and fertilizers.
- D. Fills out reports of pesticide usage promptly after application.

Irrigation System

- A. Identifies problems, makes repairs in a timely manner.
- B. Keeps alanced inventory of irrigation parts and supplies.
- C. Familiar with pump station and contents of pumphouse.
- D. Working knowledge of Network 8000 computer central and Site Pro software.

Safety Awareness

- A. Mindful of potential hazards to self.
- B. Enforces wearing of safety equipment.
- C. Performs safety inspections of spraying equipment.
- D. Understands and keeps current with Material Safety Data Sheets

Leadership / Supervisory Ability

- A. Tactfulness when correcting an employee.
- B. Patient and thorough when training staff.
- C. Ability to coordinate efforts of staff and scheduling.
- D. Is understanding of strengths and weaknesses of staff.

Skills and Attributes

- A. Understands the game of golf.

- B. Projects a professional image at all times.
- C. Communicates well with staff and management.
- D. Familiar with the application of agronomic practices and how it affects turf.

Quality of Work

- A. Uses resources wisely.
- B. Uses proper equipment for job performing.
- C. Quantity of work performed.
- D. Detail Oriented.

Attendance, Punctuality and Appearance

- A. Does not call off work excessively.
- B. Is on time.
- C. Observes lunch and break times.
- D. Uses PTO appropriately, mainly away from golf season.
- E. Wears appropriate attire.

Golf Course Groundskeeper Major Job Responsibilities

Safety Awareness

- A. Aware of possible hazards to self.
- B. Wears appropriate safety equipment.
- C. Aware of safety to others.
- D. Notifies management of unsafe conditions.

Operating Equipment

- A. Provides basic preventative maintenance on equipment as directed by the equipment manager.
- B. Operates in safe manner.
- C. Operates mowing equipment to be aesthetically pleasing (straight lines).
- D. Exhibits proper use and respect for equipment.

Attitude

- A. Responds to directions from supervisors and acts appropriately.
- B. Respects fellow staff members.
- C. Communicates well with others.
- D. Familiar with organization policies and follows them

Quality of Work

- A. Places quality ahead of quantity.
- B. Detail Oriented.
- C. Productivity in work performed.
- D. Uses proper equipment for job performing.

Knowledge and Attributes

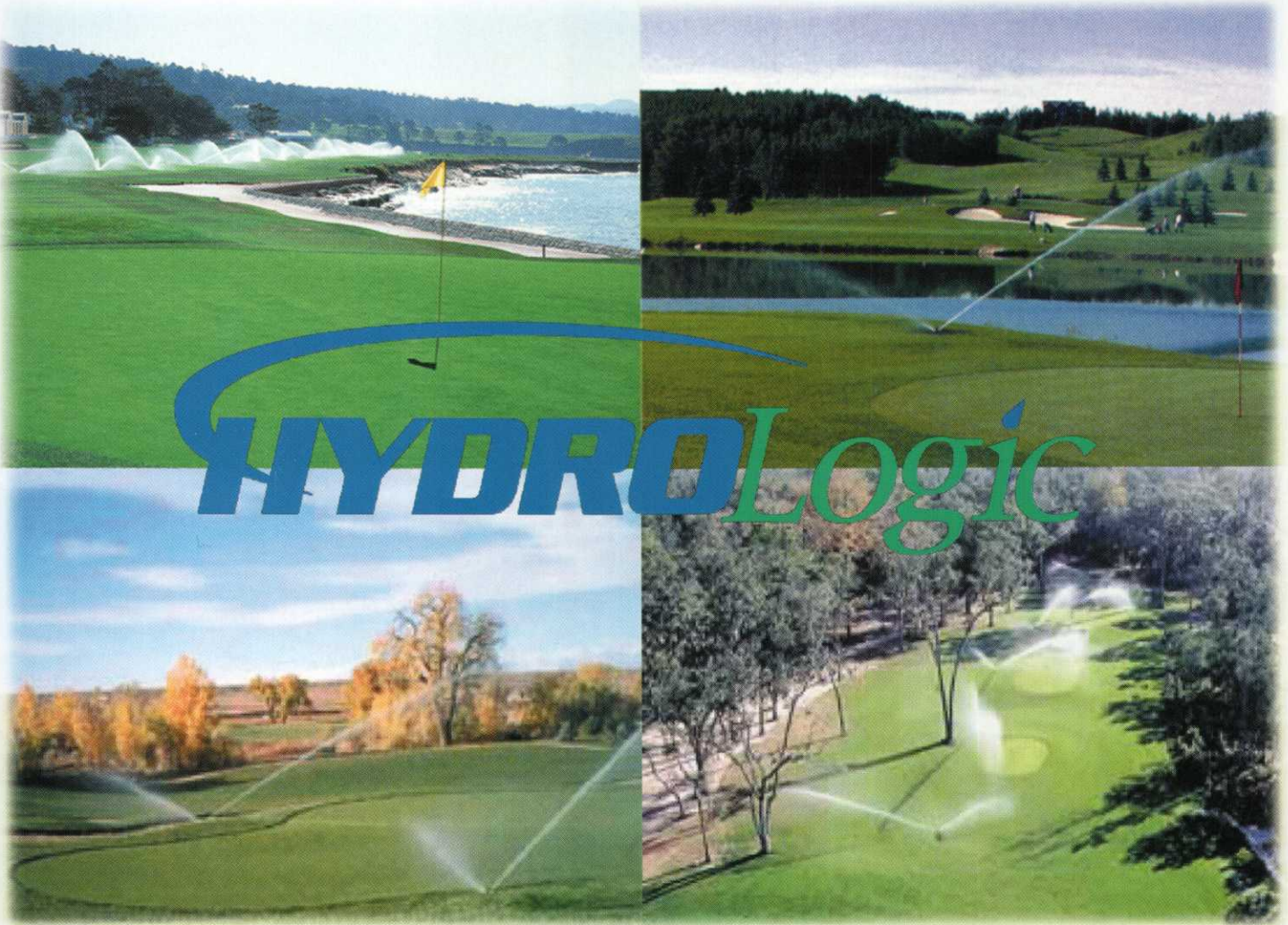
- A. Understands the game of golf.
- B. Friendly and courteous to guests.
- C. Informs management of anything out of the ordinary on the golf course.
- D. Aware of golfers and takes steps as to not be disruptive.

Judgment / Common Sense

- A. Makes sound decisions.
- B. Ability to take correct, logical action.
- C. Efficient use of time.
- D. Efficient use of resources.

Attendance, Punctuality and Appearance

- A. Does not excessively call off work.
- B. Shows up at scheduled time.
- C. Wears uniform assigned and appearance is neat.
- D. Works additional hours as needed.
- E. Observes lunch and break times.



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RAIN  **BIRD**

The Big Green –

(Continued from Front Cover)

technicians that had between 200 and 300 in attendance. Many of these attendees also were from the golf course industry. In addition there were 90 attendees for Brian Horgan's Phosphorus Workshop held as a pre-Expo event on Tuesday afternoon.

All registrants, except for exhibitors, were asked to indicate their affiliation on the registration form. There were 2,259 who did not indicate any affiliation and 1,722 exhibitor personnel registered. Of those non-exhibitor attendees who did indicate an affiliation, 546 indicated that they were members of, or affiliated with the MGCSA. That represented approximately 15% of the attendees who indicated an affiliation, excluding exhibitors. It is virtually certain that some of those 2,259 are affiliated with the golf course industry. Obviously a number of the exhibitors focus extensively, if not solely on the golf course industry. Consequently, MGCSA was well represented at the 2004 Minnesota Green Expo.

Plans are already underway for not only the 2005 Expo but 2006 as well. Next year's dates are January 5 - 7, 2005. The dates for 2006 will be January 4 - 6. A number of speak-

ers have already been confirmed for next year's golf course track. However, it is not too late to make suggestions to the MGCSA Educational Committee if you have a speaker &/or a topic in mind. All suggestions are welcome and we will do our best to provide the best possible educational opportunity for those attending the Expo. While 75 educational sessions were presented along with three pre-Expo workshops, there is always room for improvement.

Next year there will be additional pre-Expo workshops. There will sessions addressing the Power Limited Technician recertification. This may be a combination of a pre-Expo Workshop as well as session(s) presented during the Expo that will not conflict with other requirements such as Pesticide Recertification. Plans are still being made and will be communicated to you as soon as they are in place. The Pesticide Recertification portion of the 2005 Expo will again be held on Friday.

It's not too early to put January 5, 6 and 7, 2005 at the Minneapolis Convention Center in Minneapolis on your calendars. Everyone involved is already working to make the next Expo a great networking, educational and tradeshow event. As an attendee, the Minnesota Green Expo is the best value for your dollar anywhere in the country.

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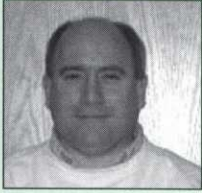


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Musing the Minutes

By Rick Traver, CGCS
Monticello Country Club

It is my pleasure to welcome to the incoming Board members: Treasurer Jeff Johnson; Directors Brad Zimmerman, Paul Eckholm, CGCS, and James Gardner, CGCS, and our new IR Rep. Dave Oberle (*that's Industrial Relations, not Independent Republican, although he may be republican, but let's not go there*). All of these gentlemen have a lot of experience and love for the association. I know they will put forth an excellent effort. I personally enjoy participating on the Board of Directors for the MGCSA. It is a great group of people that make every effort to represent our organization to the utmost.

I would also like to thank the members leaving the Board of Directors: Mike Brual, who has served our association as a Director and Treasurer; Greg Hubbard, our MTGF representative, and Joe Churchill who represented our affiliate members. It has been enjoyable getting to know all of you.

Also, out-going president Rick Fredricksen, CGCS, who has served for many years, it has been an honor to participate on the Board with you as president.

Your Board of Directors met on Tuesday, January 13th at the University of Minnesota, St. Paul Campus. There was a wide range of topics discussed and I will try to highlight several.

First President Rob Panuska welcomed all. He then went on to state his concern for the image being developed of our association among the membership. With a strong concern for what happened at the annual meeting we were all encouraged to find members at large to contribute to our committees.

Brad Zimmerman the Arrangements chairman (*whom, I might add, is doing an excellent job*) reported on the schedule of meetings for 2004:

May - Spring Mixer - Glencoe C.C.

June - Scholarship Scramble - White Bear Yacht Club

August - Stodola Research Tourney - Somerset C.C.

September - MGCSA Championship - Edina C.C.

October - Fall Mixer - Montevideo C. C.

James Bade your new Vice President and Conference and Education Chair reported that the attendance was 7456, up about 325 from 2003 at the MTGF Expo.

President Panuska also stated that the Environmental Guide CD is due to be updated this year, with money in the budget to handle that, look for it some time late fall.

Industrial Relations reports that the February meeting will take place at the Rock Bottom Brewery in San Diego. This will be an informal get together. Those attending will pay for their own food and beverage. Rock Bottom Brewery has pool tables available for use at no cost. Since there were budgeted funds for this event it was decided that those funds could be used for an awards luncheon that coincides with the March Mini-Seminar.

In Public Relations, Chairman Mike Nelson discussed the latest issue of *Minnesota Golfer* and the article that highlighted Superintendents Scott Hoffman, CGCS, Dale Caldwell, CGCS and Maurice Anderson as well as their crews and the architects of their courses. Thanks guys for representing our careers so professionally. Mike also mentioned there would be upcoming articles highlighting Superintendents as well as a short article each issue to help educate golfers on etiquette. We will also have representation at the Minnesota Golf Show, sharing a booth with the MGA. So if you are in the area, stop by the booth and visit one of your Board members. Again great job Mike I don't remember a year when superintendents got so much press.

The meeting concluded with committee assignments. It was decided that we would put a picture and brief description of all Board members and their history on the Board as well as their committee assignments on the MGCSA website. If you are interested in serving on a committee or just seeking more information check out the website at www.MGCSA.org.

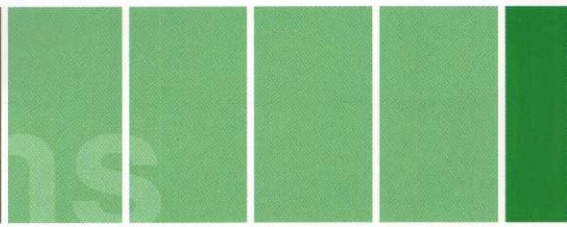
With that I hope you all had a good time at the Minnesota Green Expo and for those of you traveling either to the GCSAA trade show or just out on a vacation to somewhere warm, travel safe and have a great time.

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INSIGHT

One Superintendent's Perspective

(Editor's Note: The following interview of Andy Keyes, superintendent at Windom Country Club was conducted by Jack MacKenzie, CGCS. This is the first in a series of State Superintendent interviews.)

Course and Statistics

The Windom Country Club is a 9-hole, par 36 course that measures 3,038 from the Blue and 2,565 from the Red. It is a tight, tree-lined course. The high number of trees on every hole makes up for the shortness of the course.

Location

Windom, Minnesota, in the southwest corner of the state.

Years in the business and short vocational biography

I have been in the Golf business since 1996 and my turf grass education at Western Iowa Tech in Sioux City, IA. I also have been involved in the on-line learning offered by the GCSAA.

Why and/or how did you enter the turf management industry?

Like a lot of people I started at my local course in Janesville, Minn. After learning about the business I knew that this is what I wanted to do. And as they say, "the rest is history"

Who was your professional mentor and why?

I would have to say that at this point the person that I learned a lot from would be Matt Akers, the superintendent at Elmwood GC in Sioux Falls, SD. I was one of the Assistants and the fact that most things were talked about before they happened, gave great insight into what the final outcome would be. He involved me in all aspects of the business from planning projects to budget proposals.

What has been the highest point in your career?

Getting back into the industry after a two year break while I was working at Gateway Computers in Sioux City, IA. Let me tell you, working inside, right next to a window, in the summer is pure torture. This was a sure sign that I needed to get back to the Golf business ASAP.

What has been your lowest point?

The spring of 2001. I had just been hired as the new Superintendent at Windom CC and I came to find out that no fungicides were applied the previous fall. In April there was still a few feet of snow on all the greens. I was out there blowing off greens so that I could maybe get something down. No such luck, most of the greens were covered with snow mold. Let's just say that there was a lot of hex plugging that spring. Once all the snow melted we had an entire fairway under a couple feet of water. Luckily it all came up from the ground and not over the dike so there was no silt from the Des Moines River. It was the only course around with an island green for a month. Quite an initiation into my new Superintendent job.

Are your greatest challenges political, agronomic or managerial? Explain.

Here at WCC the greatest challenge is political. There is a constant change in the BOD each year which makes it a little more difficult to get certain points across when it comes to things that are being done on the course. By the time you get to know how they



Andy Keyes and Wiley.

want to work with you through the year, it is about over. Although this is my biggest challenge, it gets better all the time. Getting to know the members at a more personal level has really been helping out with the communication.

What is the most difficult disease to manage on your course and how do you?

Dollar spot. DS has not been a big problem on greens but with a limited budget it tends to show up on the tees, and approaches. I am on a preventative program for my greens but everything else is curative. Lack of air movement and abundance of shade around the greens can make things a little scary in August, but all in all disease pressures are not too bad.

Is it hard to find good help in your area of the state?

I have a great crew, kids that come back year after year. I try to start them young then they learn to enjoy the work and come back for 3-4 years before they leave for college. It's not hard to find people if you get the right ones the first time.

Do you have a dog on your crew?

I just got a dog early last fall. "Wiley" he is a monster. He is a mutt but the best dog I have ever had. He loves people -- I just have to get him to dislike golf balls. Animals don't have a chance to rest when he is around. Wiley is nine months old and acts like it.

Where will our industry be in ten years?

It has been a tough few years for not only our industry, but pretty much everyone else out there. I think that golf is an important part in a lot of people's lives. I believe that the industry will grow and be even more beneficial to all who are involved. We will all be here for as long as we want, and doing what we love.

Where would you like to be in ten years?

My goal is to be the Superintendent at an upscale course in Minnesota be very active in the MGCSA, TROE Center, and an influence in the turf grass business. Oh yah, and to see at least one Vikings Super Bowl victory!

(Continued on Page 21)



Dean Olson Claims Big Prize At Brainerd Extravaganza

Golden Eagle Golf Club's Assistant Superintendent Dean Olson may have caught one of the smallest fish ever to win an

Extravaganza but his 4.46 pound walleye was good enough to claim the first place Ford F-150 4X4 pickup.

Thousands of anglers from as far away as Germany were on Gull Lake on January 17th for the 14th Annual Brainerd Jaycees \$150,000 Ice Fishing Extravaganza.

Temperatures were in the mid 20's with a 10 to 15 mile per hour wind during most of the day as 11986 anglers of all ages gathered on Hole in the Day Bay of Gull Lake in hopes of catching a fish and winning one of the many grand prizes.

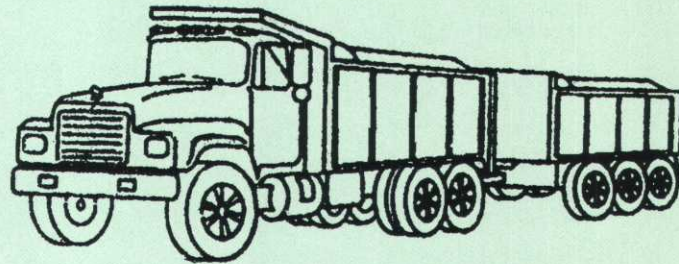
A total of 930 fish were registered during the three-hour contest. The largest fish brought to the weigh in stand came within the first half-hour of fishing.

Golden Eagle Golf Club is located in Fifty Lakes, Minn. Olson works with Superintendent Lucian Greeninger.

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