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Heart of America Chapter

GCSAA

GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

Heart Beat

Volume 41, No. 9

THE OFFICIAL PUBLICATION OF THE HEART OF AMERICA GCSA

Nov. 2009

HOLIDAY PARTY



Sheraton Overland Park Hotel December 4, 2009

- Meet the HAGCSA President
- Candidates for Office

Heart of America Chapter
GCSAA
GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA

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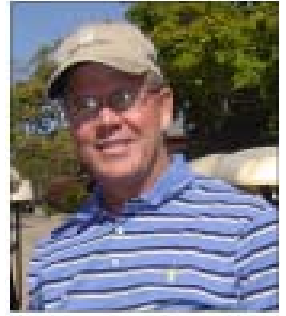
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PRESIDENT'S *Message*

By: Scott Johnson, CGCS



Whew, what a year! Most of us faced operational cuts within our budgets, no pay raises and higher expectations for our courses and businesses as the year unfolded. The poor national economic results of the fourth quarter of 2008, gave us a pre-emptive warning as we raised the yellow flag of caution while plodding through 2009. Somewhere a disconnect occurred at my course as I started the year advising my membership that large budget cuts will force us into a maintain and sustain mode with little repair or project work planned. Then in the last quarter, we would re-evaluate the economic landscape, ie. our membership and activity levels, in preparation and hopes that 2010 will return to the land of milk and honey. Fortunately, the summer weather patterns across the Midwest brought plenty of moisture and clouds which kept temperatures in check for the most part. The two most frequent comments that I had to endure at my course was, "how come you don't cut the rough" and "anyone could grow grass this year." Awwwwwww, life's such a precious thing and oh darn winter might come early this year...

At this time last year I was writing my farewell letter to you while some members of the board were asking me to stay on for another term due to the chaotic economic times and the unexpected early turnover of several director positions. My initial response to the board was that I could be a good past president and the board would be fine. But after some arm twisting, I decided that if the board was in total agreement I would gladly serve again with the intent

Continued on page 8

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TOURNAMENT COMMITTEE 2009 YEAR-END RECAP

Steve Wilson, CGCS, Director

The HAGCSA Tournament Committee has pretty much wrapped up its' activities for 2009. While never being accused of being the hardest working committee, we have stayed busy planning this year's (and getting a start on next year's) golf outings. We have made some changes this year including: the inaugural North/South Cup that was played in April at Country Club of Blue Springs, combining the Media Day & Past Presidents Events, and changing the date and format of the Vendor Appreciation Event.

The main focus of the Tournament Committee this year was to provide the same enjoyable and accessible outings and tournaments that the Heart always has, but also make sure to be profitable (or at least break even) in hosting these events. This is not an easy task when one of the main goals is always to make our events as affordable as possible for our members. Trying to bring affordability for our members and profitability for our association together would not be remotely possible without the help of our vendors who offset the costs of the events through sponsorships and the host facilities who in many cases donate their facilities for the day.

I would like to greatly thank all of our vendors for their financial support of our meetings and tournaments this year. Without their help we would not be able to have the great events that we do. Thanks also to all of this year's host facilities that fall under the Tournament Committee. These were: Country Club of Blue Springs, Meadowbrook Country Club, and Overland Park Golf Course for allowing us the opportunity to use their facilities.

Continued on next page



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Tournament Committee 2009 Year-End Recap - cont.

I would especially like to thank Reinders for being the presenting sponsor at the April North/South Cup Event. In exchange for their substantial sponsorship of the event, Reinders was allowed to provide the speaker with some direction in regards to topic from the Meetings & Programs Committee. We have not gone this route much in the past for regular association events, but I think you will see that we will explore this route to a greater extent in the future to help make the meetings/tournaments more affordable and draw as many participants as possible.

As mentioned above, one of the most difficult tasks of the Tournament Committee every year is to find host courses for our events that can give our association the use of their facility for the day either free of charge or at discounted rates. I am very aware that this is a difficult (if not impossible) request for some facilities to forego revenue for our association, but it is imperative to our association being able to offer the affordable education and networking opportunities that the monthly meetings and tournaments provide. I would ask all of you to give some thought to hosting an HAGCSA event at your facility and “going to bat” for our association to provide the best rate possible.

Lastly, I would like to thank all of the members of the 2009 Tournament Committee for all their hard work throughout the past year. The committee members include: Paul Gunderman (Co-chair), Eric Bickel, Mike Courville, John Dixon, Chris Finnerty, Kris Nelson, Richard Shumate, Brent Stephenson, and Alex Tucker. Thanks guys!



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ANNUAL MEETING

DATE: Monday, November 2, 2009

LOCATION: Shadow Glen, The Golf Club
26000 Shadow Glen Dr.
Olathe, KS 66061

HOST SUPERINTENDENT: Scott Johnson, CGCS

SCHEDULE: 5:00 p.m. – Registration / Cash Bar
6:00 p.m. - Dinner
6:45 p.m. - Meeting

COST: Meeting / \$40.00 per person
Golf / \$30 per person

GOLF OPTION: If you would like to play golf at Shadow Glen Golf Club prior to the meeting (12:00pm shotgun) please reserve your spot by completing the form below.

DRESS CODE: Golf / Country Club attire (collared shirts, spikeless shoes, no jeans or cargo pants)
Meeting / Business Casual

DIRECTIONS: Take K10 Hwy 1 mile west of K7 Hwy to Cedar Creek Pkwy. Exit at Cedar Creek and go south, through two four-way stop signs, entrance to club is on the right.

RESERVATIONS: Mail, Fax or Email Reservation no later than Wednesday, October 28.



Promoting the welfare of the game of golf, the professional image and well-being of individual members, and to unite golf course superintendents in this area.

Yes, I/we plan to attend the Annual Meeting!

Meeting & Golf Meeting Only

Attendee(s): _____	Company: _____	<input type="checkbox"/>	<input type="checkbox"/>
_____	Company: _____	<input type="checkbox"/>	<input type="checkbox"/>
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_____	Company: _____	<input type="checkbox"/>	<input type="checkbox"/>

Contact: _____

Company: _____

Address: _____

Phone: _____ Fax: _____

Email: _____

PAYMENT:

Check Enclosed Invoice(*) Credit Card: No.: _____
Security Code (now required): _____ Exp.: _____
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(*)By indicating you wish to be invoiced, you agree to pay total invoice **upon receipt**.
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*** "No Shows" will be billed. ***

Complete form and Mail, Fax or Email no later than Wednesday, October 28 to:
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P.O. Box 419264, Kansas City, MO 64141-6264
816-561-5323/phone; 816-561-1991/fax; www.hagcsa.org

President's Message - cont.

to guide our association in a fiscally conservative manner while preparing Doug Melchior to be the next president. From my perspective, I feel the mission was accomplished. This year the entire membership spectrum contributed throughout the year. Many affiliate members repetitively sponsored outings, provided give-a-ways and participated in monthly meetings. Several superintendents hosted meetings and they convinced their facilities to charge the bare minimum to our association resulting in minimal monetary loss if any.

Assistant superintendents took over the booth responsibilities at the Kansas City Golf Show promoting our profession to the golfing public at large. Now, they are working on organizing an Assistant's Committee in an effort to get more assistants involved, provide networking opportunities and better equip themselves to become superintendents. Throughout the entire year, I witnessed a board of young men (minus Tony B) carrying out their individual responsibilities with enthusiasm and professionalism. Collectively, they are extremely proud of our profession, respectful of the past and cautiously proactive in the mission of the association. Along with the board, Kim Weitzel, our Executive Director, has strengthened her knowledge base of our association tremendously and she will provide great expertise and oversight in running our organization. I have great confidence the next board of directors can handle the constant challenges of the current economic times and provide the positive benefits of membership for all of us to enjoy.

Over the winter, I hope to see you at the Holiday Party, the Common Ground Conference and or the Hospitality Suite in San Diego. Thank you for the privilege of serving as your president!

Scott Johnson, CGCS

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COMMON GROUND REPORT

By Tim Nielsen, Director

This year's Heartland Green Industry Expo, also know as the "Common Ground Conference", will be held December 15th and 16th at the Overland Park Convention Center. As we do every year, breakfast and lunch will be served both days along with a reception the night of the first day.

We have made a few changes this year to keep things interesting. First of all, there will be a raffle for some rather large prizes at the reception. To be entered into the drawing you will need to register by the deadline of Dec. 1 for the two-day conference or full day on day one. Additional tickets for the drawings can be purchased when you register on the first morning of the conference.

The trade show floor plan has evolved from vendor input. All the large islands will run from the front to the back of the floor with all the smaller booths surrounding them. We hope to increase traffic flow to all areas of the show floor.

The educational portion of the conference will feature multiple speakers each day. A few of the topics that will be covered pertain to large patch of zoysia, managing naturalized areas and personal financial management, to name a few. I'd be lying to you if I didn't think this was the best lineup of speakers and topics we've ever had.

Another big change to the line up is the elimination of the keynote speaker. Instead of hosting a keynote speaker we will begin the educational seminars earlier on day one. Also worth noting is the addition of pesticide recertification for both Kansas AND Missouri pesticide applicators. We hope to gain many more registrants outside of our associations for this opportunity and serve all of our members as well.

It's been a pleasure serving you as the director of the Common Ground Conference and I hope this year's conference is the best one yet. Sign up today (registration form on page 11). Thank you.

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Heartland Green Industry Expo

Common ground

December 15-16, 2009
Overland Park Convention Center

CONFERENCE SCHEDULE



December 15	SPORTS TURF	RECERTIFICATION (LAWN & ORNAMENTAL)	GOLF
7:00am – 8:00am	Registration, Continental Breakfast & TRADE SHOW	Registration, Continental Breakfast & TRADE SHOW	Registration, Continental Breakfast & TRADE SHOW
8:00am – 9:00am	Rootzone Air, Water & Nutrient Management Chuck Dixon, C.R. Dixon & Associates	Kansas Core Hour State of Kansas Representative & Missouri Pesticide Laws & Regulations State of Missouri Representative	Managing Golf Course Naturalized Areas Kyle Miller, BASF
9:15am – 10:15am	Soil Testing & Results Analysis Steve Frack, Harris Laboratories	Safety, Waste Endangered Species August Lietzen, John Deere Landscape	New Turf Diseases Kyle Miller, BASF
10:30am – 11:30am	Sports Turf Fertilizer Workshop Brad Jakubowski, Doane College	Clean Water, Healthy Environment Todd Phillips, EPA	Spanish in a Pinch Deby Jones, Second Language Success
11:30am – 1:00pm	TRADE SHOW & Lunch	TRADE SHOW & Lunch	TRADE SHOW & Lunch
1:00pm – 2:00pm	Sports Turf Research Updates Brad Fresenburg, University of Missouri & Dr. Rodney St. John, K-State University	Pests & Pest Control - Ornamental Gary Custis, PBI Gordon	Weather Brett Anthony, Meteorologist, NBC Action News
2:15pm – 3:15pm	How Fields and Weather Impact the Athletes Kelly Quinlin, Northwest Missouri State, Nick Swartz, Kansas City Royals & Brad Jakubowski, Doane College	Pests & Pest Control - Turf Gary Custis, PBI Gordon	The Human Investor Gary Smith, UBS Financial Services
3:30pm – 4:30pm	Panel Discussion Synthetic Turf vs Natural Grass Bill Sobbe, Park Hill High School, Brad Fresenburg, University of Missouri, Dr. Rodney St. John, K-State University	Pesticides & New Developments Panel Discussion	
4:30pm – 4:45pm 4:45pm – 6:00pm	TRADE SHOW & Networking Reception	Annual Meeting & Awards TRADE SHOW & Networking Reception	Scholarship Presentation TRADE SHOW & Networking Reception
December 16	MANAGEMENT (BUSINESS, IRRIGATION, SPANISH)	RECERTIFICATION (LAWN & ORNAMENTAL)	GOLF
7:00am – 8:00am	Registration, Continental Breakfast & TRADE SHOW	Registration, Continental Breakfast & TRADE SHOW	Registration, Continental Breakfast & TRADE SHOW
8:00am – 9:00am	FMCSA Requirements for Lawn Care Companies Officer Lurchgren & Officer Jason Livengood, Department of Transportation	Wilt, Canker and Scorch Tim McDonnell, Community Forester	Large Patch in Zoysia Research Megan Kennelly, K-State University
9:15am – 10:15am	Terrific Trees for Stressful Sites Jason Griffin, Kansas State University	Emerald Ash Borer Tim McDonnell Community Forester	Managing Zoysia Grass David Stone, Honors Course
10:30am – 11:30am	Best Management Practices for Turf and Landscape Irrigation: Brent Mecham, Irrigation Association	Ornamental Case Studies Megan Kennelly, Kansas State University	
11:30am – 1:00pm	TRADE SHOW & Lunch	TRADE SHOW & Lunch	TRADE SHOW & Lunch
1:00pm – 2:00pm	Inside D.C. Dennis Moore, U. S. Congressman	The Dreaded Turf Fungus Brad Fresenburg, University of MO	Equipment Standards and Testing at the USGA Research and Test Center John Spitzer, USGA
2:15pm – 3:15pm	Irrigation Scheduling Brent Mecham, Irrigation Association	IPM Trends & Techniques	“Who Picked that Hole Location: Have you been to your Optometrist Lately?” Mark Passey, USGA
3:30pm – 4:30pm	Spanish in a Pinch Deby Jones, Second Language Success	Growth Regulators Rodney, St. John, Kansas State University	USGA Year in Review Ty McClellan, USGA

REGISTRATION FORM

Heartland Green Industry Expo: "Common Ground"

December 15-16, 2009 • Overland Park Convention Center • Overland Park, KS

ASSOCIATION

I belong to the following Association(s) or received my conference materials from (check the boxes that apply):

- Heart of America Golf Course Superintendents Association (HAGCSA)
- Mid-America Green Industry Council (MAGIC)
- MO-KAN Sports Turf Managers Association (MOKAN)
- Other: _____

TYPE OF BUSINESS (please check one)

- | | | | |
|---|---------------------------------------|---|--|
| <input type="checkbox"/> Golf Courses | <input type="checkbox"/> Irrigation | <input type="checkbox"/> Nurseries | <input type="checkbox"/> Colleges/Universities |
| <input type="checkbox"/> Lawn Care Services | <input type="checkbox"/> Sod Products | <input type="checkbox"/> Parks & Recreation | <input type="checkbox"/> Public Schools |
| <input type="checkbox"/> Sports Fields | <input type="checkbox"/> Landscapers | <input type="checkbox"/> Manufacturing/Supplies | <input type="checkbox"/> Other |

PLEASE PRINT OR TYPE (one name per form – copy form if needed)

Name _____ Organization _____

Organization Address _____

City _____ State _____ Zip _____

Daytime Phone _____ Fax _____ E-mail _____

REGISTRATION & FEE

	Member	Non-Member	
<input type="checkbox"/> Full Conference.....	\$ 190	\$ 240	\$ _____
<input type="checkbox"/> One Day Only: <input type="checkbox"/> December 15 <input type="checkbox"/> December 16.....	\$ 110	\$ 160	\$ _____
<input type="checkbox"/> Half Day + Lunch: December 15: <input type="checkbox"/> AM+Lunch <input type="checkbox"/> Lunch+PM or December 16 <input type="checkbox"/> AM+Lunch <input type="checkbox"/> Lunch+PM	\$ 80	\$ 130	\$ _____
<input type="checkbox"/> Student - Full Conference.....	\$ 50	\$ 50	\$ _____
<input type="checkbox"/> Student - One Day Only: <input type="checkbox"/> December 15 <input type="checkbox"/> December 16.....	\$ 25	\$ 25	\$ _____
<input type="checkbox"/> Late Fee (after December 1 = cost + fee): <i>Flash Drive & Drawing <u>Not</u> Included</i>	\$ 25	\$ 25	\$ _____
<input type="checkbox"/> Walk-In Fee (Onsite Registration = cost + fee): <i>Flash Drive & Drawing <u>Not</u> Included</i>	\$ 50	\$ 50	\$ _____
	TOTAL		\$ _____

TRACK PREFERENCE (please select one)

In order to accommodate seating for each session, we would like to know what "track" you plan to attend most: Sports Turf Recertification Golf Management

PAYMENT (Deferred Payment Option below)

- Check Enclosed (*check made payable to: Heartland Green Industry Expo*)
- Invoice my Organization (*By invoicing; you agree to pay total amount due by December 7, 2009. Invoicing not permitted after December 1.*)
- Credit Card Payment: (*we accept Visa, MasterCard or American Express*)

Card Number _____ Sec. Code _____ Exp. _____

Cardholder (print) _____

Authorized Signature _____

CANCELLATION / REFUND POLICY

If cancellation is necessary, substitutions are permitted. A written request for a refund must be received on or before December 1, 2009. The amount refunded will be less a \$25.00 processing fee. No refunds will be made after this date. Mail your request to the Mgmt. Office: P.O. Box 419264, Kansas City, MO 64141.

DEADLINE

Mail or Fax Registration with Payment on or before **December 1, 2009**, to the: Heartland Green Industry Expo, P.O. Box 419264, Kansas City, MO 64141, Fax: 816-561-1991

TAKE ADVANTAGE

- Register three or more people *from the same company* and receive **10% OFF** your total registration fee!
- Pre-Register for the "Full Conference" or "Day-One; Full Day" (Dec. 15) by registration deadline (Dec. 1) and you'll receive a raffle ticket which will be entered into the drawing for a plasma TV, digital camera and gift card. (*Raffle will be held December 15 at 5:30pm. Must be present to win.*)
- Pre-Register by deadline (Dec. 1) and receive a **FREE Flash Drive!**



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THE MANY SIDES OF A CHALLENGING BUSINESS

By Steve Wilson, CGCS, Director

For the last couple of weeks, I have had the deadline for writing this article looming in the back of my head. I knew that writing a *Heartbeat* article was an annual requirement of all Directors of the Heart, and one that I am not particularly comfortable with. I do however have a few advantages in being one of the last articles of the year. These include: having another growing and golf season fresh in memory to draw from, a slightly reduced stress level having just returned from the lake golf outing, and having a whole year of articles from the other Directors to steal story ideas from and generally plagiarize.

One of the great things about our profession is the variety that our jobs entail from day-to-day and year-to-year. This is certainly one of the things that draws me to this career and still makes it enjoyable in my second decade in this business. This year was certainly no exception.

From the standpoint of growing grass, this year was certainly the easiest I have experienced as a Superintendent. Much of the thanks must go to Mother Nature in this regard. Not to say everything was perfect...as usual my staff and I had to replace a little more zoysia than I would have liked, but otherwise it was a relatively stress free year and for the most part brought compliments rather than complaints from our members. While we are all well-trained and put a lot of work into being the best superintendents and assistant superintendents we can be, much of our fate does come down to the weather and a little bit of luck. Luckily this year, we seemed to have both. From spring and fall greens aerations that came and went with no moisture or equipment breakdowns (a first for me), to one of the coolest summers on record in KC (my poa greens were very appreciative!!), this year turned out alright.

Of course though, growing grass is only part of the story in our business. Unfortunate as it may be there is also the financial side of the business, and from that standpoint this year has been the most difficult that I can remember. For the first time since I have become a Superintendent, I have been forced to deal with fairly substantial budget cuts from previous years. This has

mostly meant reduction of staff which is something no one ever likes to deal with. While terminating a worthless seasonal employee who has done nothing but damage your golf course and show up late for work can be a downright enjoyable experience sometimes, telling a valued full-time employee who has been on your staff for several years that you can no longer employ them is simply not fun.

In my several years at Meadowbrook we have never been flush with cash, but this year has been different. We have seen another redevelopment project get put on hold due to the economy and have seen an operating merger with another local private club come and go because of that club's own financial struggles. Through all of this we have seen our membership numbers drop by 1/3 in the

Continued on next page

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THE MANY SIDES OF A CHALLENGING BUSINESS - cont.

last 18 months, and the club forced to slash operating budgets and staffs even further. The leadership of our club has been proactive in looking at any and every way to reduce the club's outstanding debt and put the club on solid financial footing for the future and is still working toward that end.

From my standpoint, the most difficult part of these financial struggles in our current economy and golf market has been how to convey them to my key staff members and keep them motivated to provide their best effort in maintaining the golf course. Luckily to this end, I am blessed with hard working and dedicated assistant superintendents and full-time staff members. My take on it is that it is my duty to share as much financial information about the club with my assistants as I am allowed, and give them my honest opinion of where I think we are headed in the short and long-term as it relates to our job security. For the time being, we are getting along and hopeful that next year brings more members or an official "start date" from the developer for our proposed redevelopment project. If we have to take more budget cuts to ensure the survival of the club, I know that my assistants and I are willing to continue to work harder and longer to do our jobs to maintain the golf course to the best of our abilities.

This article is certainly not meant to be a sob story and I am fully aware that there are many other clubs and superintendents that are facing significant financial challenges at their respective facilities. In fact, I guess the point of this article is that in our profession we continue to be faced with new challenges and we need to continue to grow and learn new skills to succeed in an increasingly competitive profession. From the standpoint of improving my abilities as a financial manager this means that the annual budgeting process is no longer an exercise in stupidity that starts with me submitting a number that is way too high and hoping it gets wittled down to one that is just a little too high. Likewise, monthly expense management no longer means coding that extra case of Daconil to "Landscape" rather than "Chemicals" to make sure every line is spent right to the max. Rather budgeting now means to work as a team to eliminate or reduce unnecessary expenses and hopefully find a number that is workable in terms of providing the basics necessary to maintain the golf course and still fit within the realistic revenue projections of the club. Monthly expense management now means simply not spending all of a line item just because it is in the budget but instead spending only what is necessary to provide a noticeable return to the members. Maybe I am a little behind the curve in realizing these things.

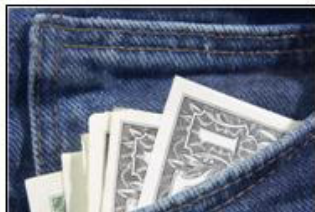
As my term as a Director of the HAGCSA comes to an end, I am thankful for the opportunity I have had to get to know so many great superintendents, assistant superintendents, and vendors better. As it relates to this article, I am amazed how skilled many of you are at the things I have rambled about in this article. From the superintendents that are literally "one man bands" and yet somehow still provide quality playing conditions, to those with \$1 million + plus budgets that provide tour worthy playing condition day-in and day-out and still know where every nickel goes in their operations, my hat is off to you.

For those of you who have made it this far, thanks for hearing me out and thanks for the opportunity to serve as a Director of our fine association. I sincerely hope that the next year brings an improving economy and some financial stability to the golf market in our area. See you all soon.

MEMBERSHIP REPORT

By Paul Davids, CGCS, Director

As another year winds down I am pleased to announce that our current number of HAGCSA members is 303. We have gained 18 new members in the past year. We were able to get the membership roster out in July, with an updated layout which hopefully made the roster easier to use. We are reviewing the nominations for the annual awards and will announce the winners at the Heart Holiday Party. Be sure to reach out to your fellow members...see if you can help them, perhaps they can help you as well.



MONEY IN YOUR POCKET

The Heart of America GCSA is now accepting applications for the Employee Awards Program to help offset some of the cost of school for *those who are full-time employees taking turfgrass classes.*

Application and criteria can be downloaded from the website at:
<http://www.hagcsa.org/employeeawards.htm>

Deadline is January 29, 2010.

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S&R COMMITTEE RECAP

By Todd Bohn, Director

Wow I can't believe this year has come and gone already. It seems like just yesterday that I was getting the run down of the ins and outs of the Scholarship and Research committee and its functions. But before I go any further I would like to thank all my committee members for their extremely hard work. It was a rather difficult year this year asking for donations and such, but my committee sure pulled it off with flying colors. Also I want to thank Kim Wietzel and all of her efforts in helping to organize the meetings and the tournament. Last but not least I would once again like to thank Jeff Elmer and the Oakwood staff for letting us invade their facility on that wet June day. Jeff, I still feel horrible for how we left your golf course after we were done due to the wet conditions!

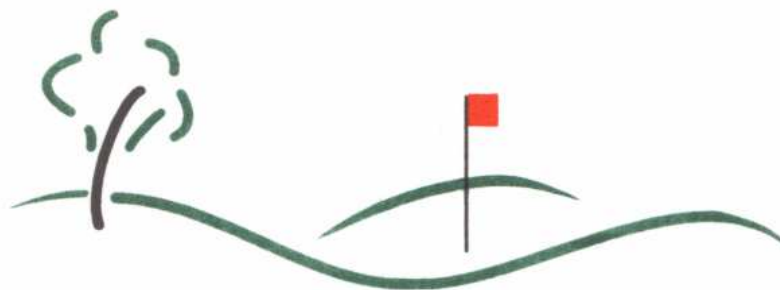
We had a very successful year along with a few road bumps along the way in 2009. The Scholarship and Research tournament and auction was able to raise a little over \$20,000 for our scholarships and research in 2010. Considering the state of the economy and the tough year it has been I feel pretty good about what we were able to accomplish. Of course we couldn't have done it without the vendors generous support and the commitment from players coming out to play. So to all of you who came and supported the event I would like to say a big THANK YOU!!

Over the last year the S&R committee voted to support another research project on top of our zoysia research project we have been supporting for the last three years at Kansas State University. Jack Fry of Kansas State University has supplied us with an up to date report of the zoysia grass research he has been working on over the last couple of years. We have put this report on our website (www.hagcsa.org) under the S&R tournament tab and also

Continued on next page

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S&R Committee Recap - cont.

sent it to the entire membership as an email on September 22nd. With our additional research funds we jumped on another great opportunity with Megan Kennelly of Kansas State University and supplied some financial support for her research on controlling zoysia patch. I will hopefully have a report from her up on our website or in an email to the membership close to the time this article is published or soon after. We are very excited about these projects and are looking forward to having some new information to use in zoysia grass management.

My committee has now shifted their attention to giving out scholarships and employee awards. We are working very hard and trying to make sure the schools in Kansas and Missouri are aware of this opportunity. If you know of anyone that is a full time student, which means they are taking 12 plus credit hours a semester and aren't working 40 hours a week, and they are a student in turf management and they may be interested, please let them know about these scholarships. Our application deadline is October 30, 2009. Applications found at www.HAGCSA.org. The second part of our giving is our annual employee awards. These are given to individuals who are full time employees, but are also taking less than 12 credit hours in a semester. The applications for these awards can also be found on our website and the application deadline is January 30, 2010. So if anyone has employees that are full time and are taking some turf classes as well let them know about this great opportunity. Again I would like to thank everyone who was a part of the S&R committee or tournament this year. I appreciate the Heart giving me the opportunity to be a part of this fun and exciting committee in 2009.



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MEET YOUR PRESIDENT - DOUG MELCHIOR

by Tony Bertels

Editor's Note: As with each November issue, it is time to introduce the Heart's candidate for President. Please take this opportunity to get to know Doug Melchior, Class A Superintendent, Overland Park GC.



Born in Amarillo, Texas, Doug Melchior has lived in the KC area since he was 4 years old. He was introduced to the game of golf by his father. He played Junior Golf in Overland Park. Doug graduated from Shawnee Mission West in 1989.

That next fall found Doug enrolled at the University of Kansas majoring in Education. He spent the next 5 semesters studying toward that end. "I am a die hard Kansas fan," professes Doug. "You can't spend your underclassman years at a place and not be one." The only problem was, Mr. Melchior loved being and working outdoors. As his education at Kansas progressed into year 3, he began to wonder if a career spent indoors was really such a good idea. He began to explore his options. Kansas was a great university, but his options for a degree in an outdoor career seemed limited. Doug decided to transfer to K-State to study horticulture, a career that would surely keep him outdoors. "It was hard to leave KU and all my friends and begin new in a place where I didn't really know too many people," confessed Doug as he reflected on the move. It all worked out and 2 1/2 years later Doug graduated with his

Continued on page 19

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Member Profile

Continued from page 18

degree in hand. "My diploma is the only thing I own that has KSU on it."

While enrolled at KSU, Melchior had the opportunity to do a summer internship at Overland Park GC, where he spent many a day playing as a junior golfer. "I had never been around golf maintenance before," Doug admitted. He soon realized that his love of caring for the family lawn could be done on a much grander scale. After graduation, Doug took a full-time position on staff there. Overland Park Golf Club is the only facility that Doug has known. "I feel that I am very fortunate to have spent my entire career here."

Doug has been married to his wife, Jackie for 11 years. They have two strapping sons, Carter, 9 and Carson 3 1/2. "I have the two best boys in the world. The feeling is indescribable coming home to my family each night." Doug and I sat down recently to discuss his views:

What was waiting an extra year in the wings to become HAGCSA President like?

"First, this unique opportunity has given me another year of experience within the association. I have learned and gained more valuable insight and ideas and have a greater understanding of our budget, SWA and their involvement and leadership for our strong association. Second, I have learned a great deal from Scott Johnson CGCS, who was outstanding as President. His desire and commitment are a true inspiration. Our members are very fortunate to have had such an exemplary individual leading us the past two years."

The chapter seems to be at a critical crossroad with expenses, our operating budget and membership. What challenges do you see on the horizon?

"Several changes have occurred in the last two years. The BOD voted to combine some events, separate operating budgets
Continued on page 20

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Member Profile - cont.

for Scholarship/Research and the general fund, a dues increase and a logo change, just to name a few. Economics will play a major role as we move forward. Each BOD will be challenged to operate at a break even budget at the minimum plus engage our membership to participate in outings, programs and educational opportunities that build a strong association.”

How do you size up the coming elections at the National in San Diego?

“This may be a once in a lifetime opportunity for the HAGCSA! Past President (1985, 87) Sandy Queen, CGCS will be running for Secretary-Treasurer against Past President (1994) Pat Finlen, CGCS. Depending on that outcome, one will win while the other will run from the floor for another term as Director. Past President (2006) Bill Maynard, CGCS is also running for a spot on the BOD. If all goes well, the HAGCSA could have 3 outstanding members on the National Board. Please support our Past Presidents and wish them good luck!”

What would you tell a member who has yet to become active on the BOD level?

“I would remind them that the Heart will only become stronger with their participation. The camaraderie is priceless and their involvement will build a unique skill set that every Superintendent should possess.”

How important is member participation in your view?

“Participation is very important. The old saying that ‘you are only as good as your crew is’ also applies to our association. We are only as good as our participation allows us to be. We need our members to become engaged and remember there are only approximately 90 of us within our area. It is a small, yet professional and rewarding job that many, many individuals would love to have on a resume.”

Tony’s Top 5:

1. *Chief’s record at the end of the season?*
“5 and 11”
2. *More painful: National Healthcare or a sharp stick in the eye?*
“A sharp stick in the eye.”
3. *T or F: Mark Mangino cannot see his ball when addressing his shot due to the curvature of his earth.*
“There you go again poking fun at my team! I am not going to answer that.”
4. *If forced to walk mow greens who would you choose as your partner, Tattoo from Fantasy Island or Mini Me from Austin Powers?*
“Tattoo, I love his accent!”
5. *Nicer Holiday Party venue: The OP Sheraton or the shelter at Swope?*
“I’m going out on a limb but I think it might be the Sheraton.”

So there it is Ladies and Gentlemen! I hope those of you who may not know Doug Melchior well, now have a little insight into the individual who will be leading the HAGCSA in 2010. I, for one, know the Heart will again be in very good hands. Be sure to stop and visit with Doug at the annual meeting at Shadow Glen. Share with him your questions, concerns and expectations. I hope to see you all there!

HOLIDAY PARTY



DATE: Friday, December 4, 2009

LOCATION: Overland Park Sheraton Hotel
Room: Leatherwood 1 & 2 (lower level)
6100 College Blvd.
Overland Park, KS

SCHEDULE: 6:00 p.m. - Registration
7:00 p.m. - Dinner
7:45 p.m. - Program & Awards
8:30 p.m. - Casino Night & GIVE-A-WAYS

COST: \$60.00 per person (Spouses and significant-others are welcome to attend.)

ROOM BLOCK: The Sheraton has extended a discounted room rate of \$94 for a block of 10 rooms if you wish to stay the night. Make your own reservation by calling 1-866-837-4214 and stating you're with the "Golf Course Superintendents".
Room Block Deadline: November 13, 2009.

FREE HAGCSA Membership - A separate drawing will be held for three free HAGCSA 2010 Memberships in categories A/B, C, AF. Must be present to win.

DRESS CODE: Business casual

RESERVATIONS: Mail, Fax or Email Reservation no later than Monday, November 30.

Yes, I/we plan to attend the Holiday Party!

Attendee(s): _____ Spouse/Significant: _____

Head Superintendent or person to invoice and/or contact: _____

Company: _____

Address: _____

Phone: _____ Fax: _____

Email: _____

PAYMENT:

Check Enclosed Invoice(*) Credit Card: No.: _____
Security Code (now required): _____ Exp.: _____
Name on Card: _____

(*)By indicating you wish to be invoiced, you agree to pay the total invoice **upon receipt**.
Invoices will be sent electronically when an email is provided.

***All "No Shows" will be billed. ***

Complete form and Mail, Fax or Email no later than Monday, November 30 to:
Heart of America GCSA
P.O. Box 419264, Kansas City, MO 64141-6264
816-561-5323/phone; 816-561-1991/fax; www.hagcsa.org

SCHOLARSHIP APPLICATIONS

Deadline: October 30, 2009

The Heart of America GCSA Scholarship Program offers educational aid to deserving students in the turfgrass program at an accredited college or university in Kansas or Missouri.



Applications will compete based on the or overall qualifications determined by the Scholarship and Research Committee. Please help us get the word out by directing students to our website (www.hagcsa.org) to download an application the criteria. All applications must be received by October 30, 2009.

Scholarship recipients will be recognized at the Common Ground Conference on December 15, 2009.

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HOLIDAY PARTY

at the

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December 4, 2009

6:00pm/Registration;
7:00pm/Dinner

\$60 per person
(spouses & signification others are welcome)

Plan to stay the night?
Room Block = \$94
(king/queen beds; non-smoking rooms)

Must make reservation
no later than **November 13**
by calling 866-837-4214 and
state you are with the
"Golf Course Superintendents Assoc."



EMPLOYEE AWARD PROGRAM

The Heart of America GCSA is now accepting applications for the Employee Awards Program to help offset some of the cost of school for those who are full-time employees taking turfgrass classes. These criteria must be met:

You must:

- Be a current full-time employee of a Heart of America GCSA member now and when eligible class(es) were taken.
- Have worked 1,800 hours within the current calendar year for a current Heart of America GCSA club/organization.
- Be a part-time student carrying 11 credit hours or less.
- Attend an accredited college or institution in Kansas or Missouri.
- Carry a grade of C or better in the eligible class(es).

To be Eligible:

- All classes submitted must be part of the written curriculum of a degree or certificate program in the turf industry (successful certification or 4 year degree)
- All classes must be taken in calendar year of 2009 (i.e. spring, summer or fall semester of 2009).
- Transcripts and proof of payment must accompany application.
- All applications must be complete fully and have the necessary signatures – no exceptions.

Need to Know:

- Out-of-District residences will receive in-state rate tuition reimbursement. (Instate rate x number of hours or \$1,500. The lesser of the two.)
- This is an Award, NOT a total reimbursement or scholarship.
- Awards are for tuition costs only and at the discretion of the S&R Committee and Board of Directors.
- To enable HAGCSA in helping as many employees as possible, please do not apply for an award if your club reimburses educational expenses.
- **Deadline for application is January 29, 2010.**

Submit Application to:

Heart of America
Scholarship & Research Committee
P.O. Box 419264
Kansas City, MO 64141-6264

Attention Superintendents: If you have an employee working for you and taking classes during off-hours, this is an excellent opportunity for you to help them offset the cost of their classes. Please fill out the bottom portion of the application and submit to the address shown above.

Heart of America Golf Course Superintendents Association

EMPLOYEE AWARDS APPLICATION

For Part-Time College Tuition

Classes Completed in Spring, Summer and/or Fall 2009

To BE COMPLETED BY APPLICANT – ALL QUESTIONS MUST BE ANSWERED:

PLEASE PRINT OR TYPE

Name: _____ Soc.Sec.No. - -

Address: _____

City: _____ State: _____ Zip: _____

Daytime phone: _____ Evening phone: _____

Current employer: _____

Years employed: _____

Previous employer (if with current employer less than 1 year): _____

College you are attending: _____

Class(es) you are attending: _____

Cost of class/Amount applied for: (please attach receipt and final transcript): _____

Please describe in 50 words or less how you expect to benefit from taking this class:

TO BE COMPLETED BY SUPERINTENDENT:

Position of applicant: _____

Years of employment: _____

Career goals: _____

Applicant's signature: _____

Superintendent's signature: _____

Date: _____

--

Deadline for application - January 29, 2010

HAGCSA SAMPLE BALLOT

**For elections to be held at the Annual Membership Meeting.
November 2, 2009 at Shadow Glen, The Golf Club – Olathe, Kansas**

President:

(Elect 1)

Doug Melchior – Overland Park Golf Club

_____ (from the floor)

Vice President:

(Elect 1)

Darin Pearson – Alvamar Golf Country Club

_____ (from the floor)

Secretary/Treasurer:

(Elect 1)

Todd Bohn – Creekmoor Golf Club

Tim Nielsen – Drumm Farm Golf Course

_____ (from the floor)

Director:

(Elect 3)

Paul Davids, CGCS – Sycamore Ridge Golf Course

Duane Sander, CGCS – Shoal Creek/Hodge Park Golf Courses

Jeff White, CGCS – Quivira Lake Country Club

Aaron Willing – Indian Hills Country Club


_____ (from the floor)

As in accordance with our by-laws, there may be nominations from the floor by any voting member for any of the above offices.

Continuing their second year of board service are Directors, Bill Irving, Todd Bohn and Tim Nielsen. Because Todd Bohn and Tim Nielsen are both running for the Secretary/Treasurer position; one will fulfill his second term as director and the open director position will be appointed by the incoming president.

President, Scott Johnson, CGCS will move into the Immediate Past President position.

Immediate Past President, Brad Gray will retire from the board.



ANNUAL MEETING
November 2, 2009
Shadow Glen Country Club

5:00 p.m. – Registration / Cash Bar
6:00 p.m. – Dinner
6:45 p.m. – Annual Meeting & Elections

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Candidates for HAGCSA Office 2009-2010

PRESIDENT**DOUG MELCHIOR , OVERLAND PARK GOLF CLUB****Tenure:**

9 years as a HAGCSA Member

15 years at my present Facility

15 years in the Golf Industry

Candidate Summary:

I graduated from Kansas State University in 1994 and accepted a full time position from the City of Overland Park at Overland Park Golf Course. I started at an entry level position and was promoted to superintendent in 2001. I have been a member of GCSAA for sixteen years and an active member of HAGCSA since 2001. My service to the organization includes holding the positions of Chairman of the Tournament and Public Relations Committees, Co-Chairman of the Scholarship and Research and Education Committees, Secretary/Treasurer and most recently Vice President.

Statement of Candidacy:

I understand the hard work and dedication that accompanies the profession as golf course superintendent. If chosen, I will continue to brand and promote the GCSAA Class A superintendent along with educating our customers on the importance of our organization and value that we provide to our facilities. Under our current economic conditions, I will continue to strive to make our events affordable and worthy of our members attendance and stay within budget. I am proud to be an active member who will continue the great traditions that has been laid down by the past presidents and the boards of directors. My personal qualifications include my organizational and management skills and more importantly my honesty, integrity, and a sense of responsibility. I look forward to the opportunity to represent you and the association in 2010.

VICE PRESIDENT**DARIN PEARSON, ALVAMAR COUNTRY CLUB****Tenure**

15 years as a HAGCSA Member

17 years at my present facility

19 years in the Golf Industry

Candidate Summary & Statement of Candidacy:

Darin has been with Alvamar for the past 17 years. In January 1998, I was promoted to my current position as Golf Course Superintendent. In the past 19 years of my career in the golf course industry, I have enjoyed the meetings and continuing education seminars offered by the Heart of America. I have witnessed the impact that many of my peers have had on, not only the education and development of the golf course profession, but the community as well. I look forward to the opportunity to serve, if elected, as Vice President to continuing the tradition. My hope would be to continue the growth, leadership, dedication, and excellence that have made the Heart of America one of the strongest associations available to its members. Over the last two years

Continued on next page

Candidate Profiles - cont.

serving as Secretary/Treasurer has heightened my awareness of how much this organization can do for you. I feel there are untapped opportunities of all the resources available within our reach. It is my intention to help promote and unite the many turf professionals in this area and to continue to build upon the great fraternity of superintendents we call the Heart of America.

SECRETARY/TREASURER**TODD BOHN, GOLF CLUB AT CREEKMOOR****Tenure:**

9 year HAGCSA member
4 years at my present facility
12 years in golf Industry

Candidate Summary:

I received my degree and graduated from Kansas State University December of 2000 in Golf Course Management. My work experience consist of:

- Summer Internship Blue Hills Country Club summer of 1998
- Grow-in Crew Member Colbert Hills Golf Course 1999-2000
- Summer Internship Shinnecock Hills Golf Club summer 2000
- Assistant Superintendent Prairie Highlands Golf Course 2001
- Assistant Superintendent Hillcrest Country Club 2001-2003
- Assistant Superintendent Blue Hills Country Club 2003-2004
- Assistant Superintendent Nicklaus Golf Club at Lionsgate 2004-2006
- Grow-in/Superintendent Golf Club at Creekmoor 2006- present

I have served on the Heart of America Golf Course Superintendents Association board of directors as the assistant superintendent special director in 2006 (until I got promoted to golf course superintendent at Creekmoor) and I am currently serving my second year as a member of the Heart of America Board of Directors. In my first year I was the Director of Public Relations and currently I am the Director of Scholarship and Research. I also am a member of the Partner Recognition Program sub-committee that we will be presenting at the annual meeting for 2010. I have been married to my wife Natalie for 7 years and our daughter Lauren is 3 years old.

Statement of Candidacy:

It is truly an honor to be nominated to run for the office of Secretary/Treasure of the Heart of America Golf Course Superintendents Association of America. If given the opportunity I will try and continue to promote and represent the association and its members at the highest level possible, keep encouraging its growth and development, and continue to look for ways to improve our association for the future. I will strive to continue to help the Heart be as financially responsible as we can and continue to operate our association at a high level. We have got a lot of great and exciting things and ideas that are going to be present in 2010 and I would love the opportunity to help assist in the leadership of this great association. I will also try to uphold the ground work and tradition that has been set before us by past board members and association members. I would appreciate everyone's vote on November 2 at the Annual Meeting. Thanks again to the nomination committee for allowing me to have this opportunity.

Candidate profiles continued on page 29

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Brad Davisson, SCPS 913-449-8238/ Joe Buege, SCPS 800-492-9352

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Candidate Profiles - cont.

**SECRETARY/TREASURER
TIM NIELSEN, DRUMM FARM GOLF CLUB**

Tenure:

- 8 years as a HAGCSA Member
- 8 years at my present Facility
- 10 years in the Golf Industry

Candidate Summary:

Following his graduation from the University of Nebraska – Lincoln in 2001, Tim Nielsen worked his way from intern to 2nd Assistant Superintendent to 1st Assistant Superintendent to Golf Course Superintendent by the year 2004. Tim has enjoyed working at Drumm Farm for eight years due a great maintenance staff and the large amount of support given to him by Landscapes Unlimited. Tim and his bride Anne live in Overland Park and are expecting their first child, a girl, in January. Besides working on the golf course, Tim enjoys golfing, Husker football, Jayhawk basketball, home improvement projects, traveling with his wife and spending time with his nephews.

Statement of Candidacy:

Continuing my fourth year of service on the HAGCSA Board of Directors is important to me because I feel strongly
Continued on next page

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Candidate Profiles - cont.

about the mission of our association. We must continue to develop our relationship and visibility throughout the metro area by being active in the community, informing others of our profession and promoting the welfare of the game of golf. If elected as the Secretary/Treasurer of the HAGCSA my primary duty will be to oversee the financial aspects of the association. Though this in itself is a large responsibility I will take it upon myself to be an active member of other committees and help guide those committees by using what I've learned from my service as a director. In the upcoming year we will see the Partner Recognition Program (PRP) come into existence. As a member of the Executive Board I will help in any way I can to make this program a success. In previous years I have been the Director of the Public Relations Committee and the Director of the Education Committee. I have helped shape the Common Ground Conference as its director and served on the S&R committee. I feel I have gained a valuable amount of knowledge that will help me as I move forward with the HAGCSA.

I would appreciate your vote for the position of Secretary/Treasurer of the HAGCSA. Thank you.

DIRECTOR**PAUL DAVIDS, CGCS, SYCAMORE RIDGE GOLF COURSE****Tenure:**

3 years at my present facility

Candidate Summary:

I have been married for 17 years to Laura and we have two daughters; Tessa (12) and Alison (10). I graduated from KSU in 1994 with a turf degree. I worked at Alvarado while attending KSU for one year after graduating. I worked as Superintendent for three years at Cedarbrook GC in Iola, Kan., and Safari GC in Chanute, Kan. I was the Assistant Superintendent during grow-in at Colbert Hills and was the Superintendent for four years after the course opened. I moved to Cincinnati, Ohio to be the Superintendent at Shaker Run Golf Club for 2.5 years before returning to Kansas to take my current position at Sycamore Ridge. I served on the KTF Board of Directors for six years.

I do not have a strong political agenda, however I have reached a point in my personal and professional development that it is time to contribute my time and energy to the association in any way possible.

DIRECTOR**DUANE SANDER, SHOAL CREEK AND HODGE PARK****Tenure:**

21 years as a HAGCSA member

8 years at my present facility

28 years in the golf industry

Candidate Summary:

I have been married to my wife, Brenda, for 21 wonderful years. We have three great kids: Cody, 19, has worked for me the last three years and has aspirations of staying in the business. Colin, 16, will be joining the crew next year and Clarice, 11. When time allows we enjoy spending time on Smithville Lake and the Lake of the Ozarks wake-

Continued on next page

Candidate Profiles - cont.

boarding, skiing and tubing, etc – and the occasional bike ride. I received my B.S. in Horticulture from the University of Missouri in 1988. After graduation I worked for Wadsworth Golf Construction during the building of Loch Lloyd, then took a position as assistant superintendent during the grow-in of Heritage Park Golf Course. In 1990 I became Superintendent at Tomahawk Hills G.C. and received my GCSAA Certification in 1996. In March 2001 I accepted the Superintendent position at Hodge Park and Shoal Creek G.C. Shoal Creek at that time was under construction and we opened in August 2001. Shoal Creek is currently ranked the #2 public golf course in the State of Missouri.

Statement of Candidacy:

I feel the golf courses north of the river are under represented in the organization and I would like to change that. I have been an active member of the Heart for 21 years and will, if elected to serve, proudly carry on the standards and traditions established by my predecessors. Again, thank you for the nomination.

DIRECTOR**JEFF WHITE, CGCS, LAKE QUIVIRA CC****Tenure:**

16 years as a HAGCSA member

4 years at my present facility

19 years in the golf industry

Candidate Summary:

Jeff White, CGCS, is currently the Course & Grounds Manager at Lake Quivira CC. This is his second stint in this position. He held the same position from 1998-2000. Jeff has also spent time with Falcon Ridge GC, and both courses at Alvamar before landing at Quivira. He is a 1993 graduate of Iowa State University. He received a BS degree in Horticulture/Turfgrass Management at that time. Jeff has two beautiful daughters, Madison, 11, and Elle Grace, 8. They consume most of his spare time. Jeff is also engaged to Ms. LeAnn Floyd. They are to be married sometime in 2010.

Statement of Candidacy:

Jeff served on the HAGCSA Board of Directors and as President in the late 90s and early 2000s. I really enjoyed my time serving the membership during my first tenure. I would appreciate your consideration for allowing me to serve once again. This is a great group of individuals that make up an awesome organization. Please allow me to help steer the HAGCSA through these difficult times.

DIRECTOR**AARON J. WILLING, INDIAN HILLS COUNTRY CLUB****Tenure:**

3 years as a HAGCSA Member

3 years at my present Facility

18 years in the Golf Industry

Continued on next page

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Candidate Profiles - cont.

Candidate Summary:

2006 - Present – Golf Course Superintendent – Indian Hills CC Mission Hills, KS
 2000 - 2006 – Assistant Golf Course Superintendent – Chicago Golf Club Wheaton, IL
 1998-2000 – 2-Year Certificate Michigan State University
 1996 - 1998 – Foreman – Lochmoor Club Grosse Pointe, MI
 1995 -1996 – Fulltime Laborer – Hillcrest CC Indianapolis, IN
 1991-1995 – Fulltime Laborer - Sycamore Hills CC Ft. Wayne, IN

Statement of Candidacy:

I would like to run for the position of Director for the Heart of America GCSA where I can bring some of my past experiences from other regional associations that I have been affiliated with and to help provide growth and development within the local association. The GCSAA & HAGCSA associations are paramount in keeping the level of professionalism, and industry standards high.

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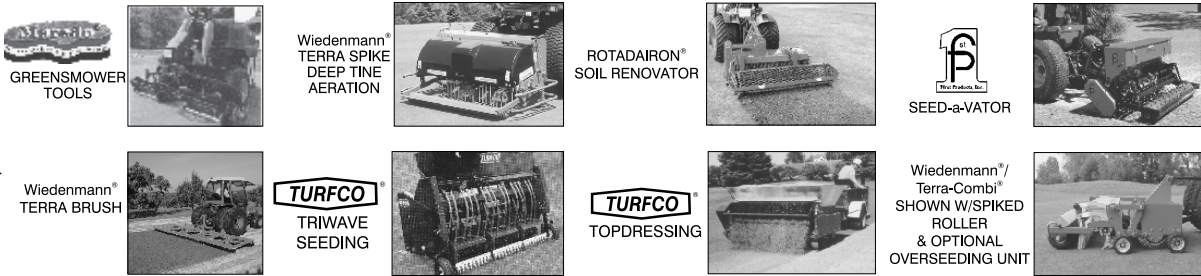
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EMPLOYEE TOURNAMENT COMMITTEE RECAP

By Chad Hinderliter, Special Director

The Employee Outing Committee started this year with two goals. One was to provide an excellent employee tournament and the other was to find a way to encourage more Assistant Superintendents to become involved with the Heart. As for our first goal, we feel the employee tournament was very successful. However, despite our efforts, we were unable to accomplish our second goal of forming an Assistant Superintendent Committee. Next year we hope to achieve more involvement from the Assistants with some new ideas and eventually passing the Assistant's Committee.

Paradise Pointe provided us with a great location to hold this year's Employee Outing at minimal charge. A big thank you to Marvin Davidson and the Paradise Pointe staff for all they did. Minus a long drive for some and a rain delay, we feel the tournament was a huge success for all in attendance. The vast vendor support during

Continued on next page



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Employee Tournament Committee Recap - cont.

these economical times was amazing and with their support we were able to provide excellent prizes, beverages and food for the tournament. Thank you all for your support.

As a committee we were trying to find ways to get more Assistants involved in the Heart. To do this we had hoped to form an Assistant Superintendent Committee with an Assistant Superintendent as head of the committee and also serving as a member of the Board. We were not able to make this happen, but are going to propose some of our ideas to next year's Special Director. Some of our ideas included shop talks and a golf tournament for Assistants.

All in all this year was a good year for our committee. Thank you to all the committee members for all your help. To all those Assistants who want to become involved with the Heart look for some of the new ideas next year and try and get involved on committees next year.



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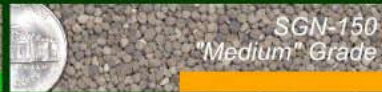
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Looks like we have more players that can decipher my clues.

September's Clue: **Exercise a Stooge**
Answer: *Walk Mow*

Here is a list of those that answered October's teaser correctly (as of October 13) and are another step closer with their first (or second correct entry) for that \$250 Best Buy shopping spree.

- Jonathan Bennett
- Johnny Brockus
- Tom Brown
- Brad Gray
- Greg Jones
- Brad Lackey
- Matt Miller
- Tim Nielsen
- Dylan Senn
- John Sheeche

Remember, each answer will pertain to something related to our industry, terminology we would recognize, a golf course, or even a local member (or a play on their name). The answer can be a person, place or thing.

Well, here is your chance to solve my next riddle and get your name in a drawing for a \$250.00 gift card from Best Buy to be awarded at the Holiday Party. Again, every month I will supply a clue. You must then come up with the correct response and submit your answer via the website only (www.hagcsa.org) prior to the answer being supplied in the next edition. Correct responses will entitle an entry (one entry per correct response) into the drawing. If you solve each month's riddle, your name gets put in the hat that many times, increasing your odds at this fabulous shopping spree. You must be present at the Holiday Party (December 4) to win, so everyone better get in the spirit of the season! All members in good standing are eligible to enter.

November's Teaser: Vittles by Jeff

Answer: _____

Hint: *This two-word term contain 5 letters in the first word and 4 letters in the second word!*

BRIDGING THE GAP

By Darin Pearson, Director

Promoting our industry and the golf course maintenance staff can be a challenge every year. Most likely golf course superintendents are thinking about what ways the maintenance department can reach the members and show what is done on a daily basis. Our duties are often behind the scenes. At Alvamar, one of our goals is to focus on serving our members, guests and patrons. The President of Alvamar, Dick Stuntz often says “Do something special and unexpected for a co-worker, member or patron everyday.” With this in mind we are always trying to promote our department and be seen as much as we can. Over the past year we have put this into action through three different events.

Demonstrating proper ball mark repair techniques to the golfers is a very sensitive subject. Most golfers rarely grasp the importance of repairing ball marks and can be somewhat resistant to having it demonstrated to them. They usually say that they always fix their own mark and two more on every green. At Alvamar we like to educate our members through a variety of opportunities. We take advantage when hosting some selected tournaments of this time to gather on the putting green and demonstrate the proper technique. At other times, we will go up on the first tee and set up a table with some information and a strip of bentgrass sod. Then, with a hammer and ball repair tool we meet with each group and demonstrate the proper way and let them fix the ball marks. Also, we will hand out ball repair tools if needed to each. This is a great way to show the proper way without slowing the play by being out on the golf course. Another way we involve our maintenance staff is by organizing two different events at the Men’s Member/Guest tournament. After the first day of play we set up a Putting Contest. This is no normal putting con-

Continued on page 40



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LEADERSHIP VS. POWER

By Robert Evans Wilson



King George III asked Benjamin West, his American painter, what George Washington would do if he prevailed in the Revolutionary War. West replied, “He will return to his farm.” The British monarch incredulously said, “If he does that, he will be the greatest man in the world.” On December 23, 1783 Washington did just that and retired to Mount Vernon – despite the encouragement of many to stay in power. Despite the willingness of Americans to crown him king. Thirteen years later, he would do it once again.

In 1787, Washington was coaxed back to Philadelphia to attend the Constitutional Convention. While there he provided the leadership necessary to get the fractious delegates to settle down and complete the work of designing a new constitution. Afterwards, in 1789, he was elected the first President of the United States. He reluctantly ran for a second term in 1792. He refused to run for a third term, setting a precedent that lasted 150 years, and retired once again to his farm.

Abraham Lincoln said, “If you want to test a man’s character – give him power.” George Washington passed that test. Twice in his life he walked away from power and proved that he was indeed the greatest man in the world. He demonstrated that leadership is something that you give – not take – and that power should be used responsibly.

Washington died in 1799, the year that Napoleon Bonaparte became the ruler of France. In contrast to Washington, Napoleon could not acquire enough power. His legendary lust for command drove him to take over much of Europe. “Power is my mistress,” he once claimed, “I have worked too hard at her conquest to allow anyone to take her away from me.”

Years later, having lost all power and living in exile, he lamented “They wanted me to be another Washington.”

History is rife with stories of people who abused their power. Abuse of power, however, is not just reserved for politicians and tyrants. It can be abused by managers, spouses, parents, peers and the list goes on. It is the lure of dominance over others, when it motivates people toward leadership roles, that is revealing. It reveals uncertainty, lack of confidence and fear.

It is said that power corrupts, but more often than not, it is a corrupted individual who is attracted to power. It is a feeling of inferiority, sometimes called a Napoleon Complex, that drives someone to control other people and to micro-manage their surroundings. Today we call such a person a Control Freak. Science fiction author, Robert Heinlein noted, “Anyone who wants to be a politician shouldn’t be allowed to be one.”

When we look at Abraham Maslow’s hierarchy of Human Motivation (Survival, Safety, Social, Esteem, Fulfillment), we see that someone who hungers for power is stuck in the second to bottom level which is Safety. A true leader has self-esteem and self-confidence and does not seek power to bolster his or her feeling of self worth. Thomas Jefferson observed that, “An honest man can feel no pleasure in the exercise of power over his fellow citizens.”

A true leader is motivated by a goal. A goal common to his group whether that group is a company or a country. If you find yourself attracted to leadership, stop and check your motivation. Are you driven to share your gift of understanding in the endeavor of achieving a goal, or are you motivated by perquisites of position and the power you have over others? As John Quincy Adams said, “If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

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Bridging the Gap - cont.

test. There are nine holes on our putting green. Each hole is like a regular hole out on the golf course. There are “out of bounds”, branches are cut from trees and bushes to create tree-lined fairways while ponds and sand bunkers are fashioned from a six inch cup setter with the holes filled with water and sand. What a fun time this has been for our members and guests. The wives are encouraged to come and participate. The competition usually continues late in to the night. The second event is a skills challenge. We like to have it centrally located so everyone involved hears the excitement. Depending on the time limitations, we pick five to seven events for the participants to complete, including a variety of short game shots and everybody’s favorite -trying to hit the range cart. Each skills station is operated by one or two employees.

In an effort to involve members in social activities outside of golf, our maintenance facility hosted a croquet derby day and a bocce ball tournament on the bentgrass nursery. The success of this gathering assures it to become an Alvarado tradition in the future.

Our staff takes great pride and ownership in hosting these unique events. They enjoy seeing the members make the most of our facilities. The interactions experienced through these activities builds strong relationships between the staff and the members advancing the goals of Alvarado.

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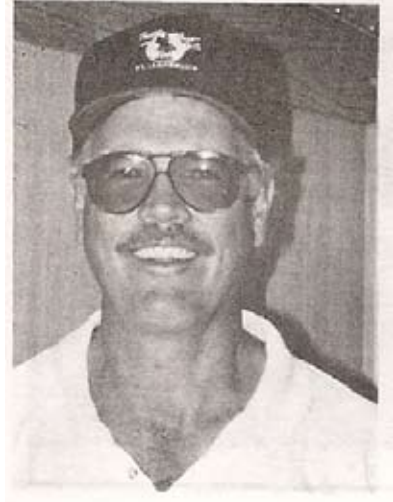
The Archives

St. Andrew's GC—August 1991



Host superintendent, Terry Rodenberg (right), and his assistant, Larry Wood (left).

Name: GARY HIGBIE



Master's Highlights . . .



A few of our Heart members, including our esteemed president, made the trip to Augusta to view the Master's Tournament. They neglected to bring back a picture of themselves, thus verifying that they were actually there, but they did bring back a picture of three of their favorite golfers. Each signed their name next to the golfer they most resemble. Left to right: Leon Williams, Terry Rodenberg, Mike McMillan.

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PUBLIC RELATIONS COMMITTEE REPORT

By Bill Irving, Director

For all intents and purposes, the 2009 golf season is over. It is time to start planning for 2010 not only on the golf courses that we manage, but planning out the upcoming year for the Heart and what endeavors will continue to grow our message.

In 2010, we will again show our presence and promote our profession at the Kansas City Golf Show where we will have a booth set up to engage interaction with the avid golfers in the area. While nothing is set in stone, we are looking for some great ideas that will get the attention of those golfers and continue to draw their support for our business. Along the same lines, we will also be interacting with golfers with Golf Talk Radio on 610 Sports on Saturday mornings. This is an invaluable tool and opportunity for us to get out our message as the most important manager at our facilities.

Continued on page 49

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2009 MO CUP CHALLENGE

By Gary Breshears, Special Director & Darrin Johnson, Special Director

The 2009 MO. Cup Challenge is now in the books. We had a great trip down to Lake Valley Country Club and Old Kinderhook.

We had 108 golfers for the two day event. We had rain storm early Tuesday morning but were able to tee off on time and by the 3rd hole the weather was great. Tuesday was cart paths only, but everyone had a great time and enjoyed the day. Both golf courses were in excellent shape and provided plenty of fun and excitement.

A big thank you goes out to Rick Robb from Bayer for cooking dinner on Monday and lunch on Tuesday. Both meals were excellent and all your hard work and preparation is greatly appreciated. Next time you see Rick please be sure to thank him for his continued support of The Heart.

We also want to thank ALL of our sponsors for the event. As everyone knows, events like this don't happen without additional support from our vendors. Please make sure when these vendors visit your facilities to thank them for supporting our association.

Our biggest thank you goes out to all the folks at Lake Valley and Old Kinderhook. Alex, Tom and the entire staffs provided us with a great time. Once again they opened their arms to us and provided a great venue for this event.

It has been a pleasure working on the Mo. Cup Challenge this year and if you have suggestions for next year please pass them along to a board member. We can always make these events better with your help and input.

Tournament Results

- 1st Place - Meadow Lake Acres Country Club team (Custard, Robertson, Siegel, Spies)
- 2nd Place - Lake Valley Golf Club (Hultz, Crowell, Crowell, Crowell)
- 3rd Place - Old Kinderhook Golf Course (Addington, Lethem, Plemons, Renken)

Closest to the Pin

- #3 - Chris Lebbin
- #7 - Mike Daughtery
- #11 - Travis Ford
- #16 - Jeff Eldridge

Longest Drive

- #4 - Drew Lethem
- #18 - Brian Freeman

Longest Putt

- #5 - Brett Hugo
- #13 - Aaron Willing

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MO CUP CHALLENGE - PHOTO RECAP



Gary Breshears and Darrin Johnson, MO Cup Challenge Chairman, thank the sponsors that help make this year successful.



Rick Robb, Bayer Environmental Science, provides the cook-out for the two-day tournament.



2009 MO Cup winner is the Meadow Lake Acres Country Club team (Custard, Robertson, Siegel, Spies)



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MEETINGS AND PROGRAMS COMMITTEE RECAP

By Paul Gunderman, Director

The 2008-2009 Meetings and Programs Committee met in January to discuss the upcoming year. Possible speakers for our events and alternate locations for the Holiday Party were discussed. Thanks to Manny Cervantes, Jamie Chambers, Mike Courville, Danny Kaleikau, Mike Kipper, and Brad Lackey for donating their time and ideas.

The first meeting was the Membership Drive held at the Country Club of Blue Springs in March. Reinders was quick to support the Association as they volunteered to be sponsors for this tournament/meeting. Reinders generously picked up the tab for lunch and followed the lunch up with an educational meeting focused on fungicide resistance management, a discussion that educated all of us. Thanks again to Reinders for their support.

The March meeting was followed by the May event, which combined the Past Presidents Tournament and Media Day. Meadowbrook Country Club was the gracious host for this event. Many Past Presidents were able to attend and were all honored for their past support and continued support of the Association. Local media were in attendance as well and hopefully they became a little more educated as to what the Superintendent does for their respective facility.

The final two events are still in the works as we prepare for the Annual Meeting and Holiday Party. Shadow Glen Golf Club is the site for this year's Annual Meeting on November 2. For a paltry \$30, Heart members have the option to play one of the best courses in the area prior to the meeting. The Annual Meeting will be a chance for all of us to gather and vote for the 2009-2010 Board of Directors. The Holiday Party follows on December 4. The location for this event is at the Overland Park Sheraton. This will be a change of scenery from the Arrowhead Club, which had been the host for more than a few years in a row. This event offers a good chance to unwind with good food, prizes, and a casino party as well. For those wishing to stay the night after the Holiday Party has ended, rooms have been blocked off at the Sheraton. The cost would be \$94/night for those choosing this option.



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CHAPTER DELEGATES MEETING OFFERS INSIGHT

Jeff Eldridge, Chapter Delegate Liason

Ninety GCSAA chapter delegates, representing 95 chapters, convened in Lawrence, Kan., and Kansas City, Mo., Oct. 9-11 to participate in a wide range of discussions, including the state of the golf economy, association governance, golf's relationship with the environment, and membership growth and retention.

"I was extremely impressed by the preparation and engagement of the delegates," said Jim Fitzroy, CGCS, meeting chairman and GCSAA vice president. "The questions asked were appropriate, and the discussions were thoughtful. That makes for a healthy meeting and gives me great confidence that the delegates will go back and communicate to their members so that they have a deeper understanding of what GCSAA is doing on their behalf and on behalf of the game."

Candidate Presentations

In addition, candidates for president, vice president, secretary/treasurer and two open director positions met with the delegates. A shortened version of the candidate presentations will be available on GCSAA TV in the near future. Fitzroy, Wollaston Recreational Facility/Presidents Golf Club in North Quincy, Mass., is running unopposed for president; as is Bob Randquist, CGCS at Boca Rio Golf Club in Boca Raton, Fla., for vice president. Current directors Sandy Queen, CGCS at City of Overland Park, Kan., and Pat Finlen, CGCS at The Olympic Club in San Francisco, Calif., oppose each other for secretary/treasurer. Both of their two year director terms expire this year. Four candidates are vying for two open director positions: Bob Farren, CGCS at Pinehurst (N.C.) Resort; Todd Lupkes, CGCS at Palouse Ridge Golf Course in Pullman, Wash; Bill Maynard, CGCS at Milburn Golf and Country Club in Shawnee, Kan.; and Mike Wooten, CGCS at Cedar Ridge Country Club in Broken Arrow, Okla.

"The nominating committee did an excellent job in providing the membership a solid slate of candidates for the election in February," Fitzroy said. The feedback from the delegates is there will be some difficult choices, but all are extremely worthy of service."

Continued on next page

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Chapter Delegates Meeting - cont.

Association Operations and Financial Update

Thirty-one of the 39 new chapter delegates participated in an orientation session to learn more about their role and in greater detail how GCSAA functions as an association. The full contingent of delegates heard a state of the association presentation from GCSAA Chief Executive Officer Mark Woodard, CGCS. He noted GCSAA has been challenged financially by declines in industry advertising, trade show space, and conference and show attendance. However, he said GCSAA is in a better position than many associations because of a healthy financial reserve, a supportive industry, a loyal membership and no long-term debt.

Woodward also said the association's solid footing is buoyed by its participation in numerous allied association initiatives and by the importance owners and influential golfers place on the golf course superintendent.

"In my first 15 months on the job I have had the opportunity to travel all over the nation and meet with a broad spectrum of the industry," Woodward said. "Two things stand out: First, golf has never been more unified and committed to strengthening the game; and second, the recognized value of the GCSAA member is at an all time high. GCSAA has its challenges, but the leadership really looks at the situation as one of opportunity. We are in a strong position and much of the credit for that goes to the membership."

Sustainability

Delegates were also updated on the work of GCSAA and The Environmental Institute for Golf in sustaining the game. Chief among the efforts is the Golf Course Environmental Profile. GCSAA Director of Environmental Programs Greg Lyman explained that the nutrient survey results would be released in early December, building on the land use and water use/conservation reports issued over the past two years. Lyman noted that the data from the surveys has been crucial in working with lawmakers, media and allied golf associations in detailing golf's environmental footprint. Lyman also discussed the importance of the development of the new superintendent competencies, which will include an element of environmental management.

Perhaps the highlight of the meeting was a presentation on sustainability by University of Kansas Professor of Journalism and Mass Communications Simran Sethi. An internationally respected authority on sustainability and contributor to NBC Nightly News, Oprah Winfrey Show and Planet Green Channel, Sethi spoke about the sustainability with a focus on the triple bottom line: people, planet and profit. She applauded GCSAA, its members and The Institute for their commitment to transparency and continuous improvement in managing facilities. "It's a challenge for you, and I realize that," Sethi said. "You have to serve your employers and you are pressured by golfers for perfection. You must have patience in this effort. Communications will be important. You will

Continued on page 49





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NATIONAL CONFERENCE



National Conference & Trade Show

February 8-12, 2009

San Diego , CA

Information: <http://www.gcsaa.org/conference/default.aspx>



HAGCSA Room Block:

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Hospitality Suite (Networking)

February 10, 2009

8:00pm – 11:00pm

Hilton San Diego Bayfront (GCSAA Headquarters)

Room: Sapphire 400



Public Relations Committee Report - cont.

Even though the economy is struggling and we are all asked to do more with less, 2010 is our opportunity to shine. We have a perfect opportunity to tell all of the golfers in the area how well we do our jobs and how important we are to the success of their golf game. We get to tell them how we do more with less and they didn't see any loss in quality (for the most part!). So if you have a great story to tell, let us know so we can get you on the phone to tell everyone.

Finally, the Public Relations Committee would like to give a special Thank You to Brian Wright from 610 Sports Radio. Without his limitless support, we would not have the opportunities that we have to share our message to the golfers in the area. If you know Brian or happen to bump into him, be sure to thank him for all that he does for the Heart.

Chapter Delegates Report - cont.

have to demonstrate why a change of behavior is important. Use the tools out there that are available to help. I think what the association and you are doing is wonderful. As long as the association and you are committed to transparency and continuous improvement, then you can be successful against detractors."

First Timers Impressed

A format change that focused on creating opportunities for small group discussions, expanded time with the candidates and more opportunities for networking was well received, especially by first-time attendees. "I was blown away," said Daniel Salois, GCSAA Class A member at Highland Meadows Golf Club in Toledo, Ohio, and delegate for the Northwestern Ohio GCSA. "This was a great way for me to learn more about GCSAA and all of the resources it provides for the members. We have a very sharp staff that is committed to serving the members. I am going to go back and share with my chapter just how much GCSAA can help them and their facilities." Jay Eccleton, CGCS at The Emerald at Maple Creek in St. John's, Mich., and Michigan GCSA delegate, challenged his peers: "GCSAA puts it right there in front of us. You cannot blame them. Shame on us the member if we do not take advantage of the resources. I learned a lot about the election process and the association overall. I am impressed."

Other Discussions Included:

GCSAA governance issues, including voting procedures, dual membership and the chapter affiliation agreement, which will be renewed Dec. 31, 2009.

- Efforts by GCSAA to manage its expenses and generate new revenues. While the board will approve the association budget in December, the sentiment is not to raise member dues for 2010.
- The health of the GCSAA Education Conference and the Golf Industry Show, as well as the future rotation of the event. GCSAA advocacy efforts with lawmakers, media and other audiences.
- Best practices by chapters to increase effectiveness and engagement. GCSAA membership recruitment and retention activities.

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Heart of America Chapter

GCSAA

GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA



MEMBERSHIP APPLICATION

~ If you are applying for membership as a Superintendent, you **must** also be a member of the national association, Golf Course Superintendents Association of America.

Download an application at: www.gcsaa.org ~

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Check here if you wish to receive your mailings at home.

JOB INFORMATION: LIST CURRENT EMPLOYMENT FIRST

DATES EMPLOYED	EMPLOYER NAME AND ADDRESS	TITLE
From _____ To _____	_____	_____
From _____ To _____	_____	_____
From _____ To _____	_____	_____
From _____ To _____	_____	_____

I hereby make application for membership in the Heart of America Golf Course Superintendents Association and attach herewith my dues for the current year. If accepted, I agree to uphold the by-laws of this Association and subscribe to the following code of ethics. To the end that confidence and respect may be enjoyed by members of our Association, the code of ethics is promulgated and observation of its provisions required.

- Every member shall take pride in his/her work and regard it as a profession in which all members strive to maintain its good name.
- Realizing that the best asset that a member can have is thorough knowledge of his/her business, he/she shall constantly try to improve his/her knowledge and effectiveness by freely exchanging experiences and ideas with fellow members and take advantage of all opportunities for improvement.
- He/she shall endeavor to maintain courteous relations with his/her employer and his/her associates and endeavor to have his/her employees take pride in doing their work well.
- In accomplishing his/her own and the Association's best interest, observance of the following suggestions are recommended.
 - **Seeking Employment:** 1. Seek counsel of local associations when applying for a position in a new district; 2. Recommend only qualified GCSAA members; 3. Ascertain the wage scale in the district in which you are seeking employment, then uphold that talk with the person who last held or now holds the position of Golf Course Superintendent.
 - **Visiting:** 1. Present your HAGCSA or GCSAA membership card when visiting; 2. Always contact the Superintendent of the course you are visiting; 3. Honor requests for technical help from golf courses only when channeled through the Superintendent of the course making the request.

Communication Consent: I agree to receive notices, advertisements, announcements, brochures, and other information from Heart of America Golf Course Superintendents of America via facsimile, telephone or e-mail. I further agree that my express permission to fax, telephone or e-mail me such notices and other information will continue and have no date of expiration, unless a written request is received indicating a change in permission.

Signature _____ Date _____
 Attested _____ Date _____
 Attested _____ Date _____

**Please include Annual Membership Dues with Application:
 \$100 for Superintendents and Suppliers
 \$50 for Assistant Superintendents, Golf Course Employees and Students.**

OFFICE USE ONLY:
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Heart of America Golf Course Superintendents Association
 P.O. Box 419264 • Kansas City • Missouri • 64141-6264 • 816-561-5323 • Fax 816-561-1991 • www.hagcsa.org

Are You Willing to Lead?



What do Chet Mendenhall, William Peters, Herald Henry, Art Hall, Smiley Bell, Ed Brugger, Howard Denny, Dudley Day, Gil Collins, Fred Black, Herman Siler, Gary Beer, Bob Adler, Sandy Queen and Scott Johnson all have in common?

For starters, they all served our chapter as President of this Association. Multiple Times! Herald Henry led the chapter three times. Chet Mendenhall did two stints 27 years apart and sprinkled in a tour as National President in between. Many of the names listed above may not be familiar to you. I guarantee they were all well-known to their peers! These men were respected members and served from the 1930's through the 1980's prior to the last golf course boom, before the era of the daily fee and the drastic increase in the number of courses in the area. All must have felt inclined to step forward when no one else would for the continuity and betterment of the HAGCSA. Limited numbers of members dictated multiple terms.

Scott Johnson's name is on this list of chapter leaders who felt obliged to go beyond expectations and remain to see us through a critical juncture. Over 20 years have passed since the last multiple-term president of the Heart, who just happens to be Sandy Queen, the soon-to-be Secretary-Treasurer of the GCSAA.

Scott, with the blessing of us all, decided to run for an additional year as President to insure that issues set in motion during his first term were resolved in a satisfactory manner. The economic downturn and the budgetary shortfalls within the Association were critical issues that called for wise decisions, streamlining, and most importantly, continuity within our leadership ranks to see this through to a successful conclusion. We are at a point where operational solvency and breakeven is a reality, thanks in large part to Scott's willingness to lead and address the tough issues. He has earned our gratitude for his job well done!

Looking over the list of Past Presidents of the HAGCSA from the last 20 years, we have been blessed to have been led by many fine area Superintendents, most of whom are still practicing their craft in the area. We have been fortunate not to have relied on any individuals to serve above and beyond simply because we have **had** strength in numbers and members willing to serve. (*Unless of course, you are the Chapter Editor, which I have recently discovered means you are there for life!*) It seems that service to the chapter at the Board level is getting more difficult to fill as time goes on. It may be time for a few of us to buck up and re-serve, at least on the Board level. You can rest assured that my vote in November will be going to Jeff White and Duane Sander, both of whom will be serving for a second time. Scott Johnson has stated that he intends to again run for the BOD once his Past-President's responsibilities are over. That is why his name is in bold up above and will always garner my utmost respect. Thank you Scott!

Sincerely,
Tony Bertels, Editor

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FUNCTION FORECAST

DATE

October 20

November 2

December 4

December 15-16

February 8-12

February 10

March 29

EVENT

Vendor Appreciation

Annual Meeting

Holiday Party

Common Ground Conference

GCSAA National Conference

HAGCSA Hospitality Suite

Joint Meeting with KGCSA



HEARTBEAT • Tony Bertels, Editor

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