

# **HOLIDAY PARTY**



Sheraton Overland Park Hotel
December 3, 2010

- Meet "The Editor"
- · Candidates for Office





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# 2010 HAGCSA Officers and Board of Directors

PRESIDENT:	
Doug Melchior	913.897.3805 (Overland Park Golf Club, Overland Park, KS)
VICE PRESIDENT:	
Tim Nielsen	816.350.9900 (Drumm Farm Golf Club, Independence, MO)
SECRETARY/TREASURER:	
Tim Nielsen	816.350.9900 (Drumm Farm Golf Club, Independence, MO)
IMMEDIATE PAST PRESIDENT: Scott Johnson, CGCS	913.764.6572 (Shadow Glen, The Golf Club, Olathe, KS)
NATIONAL SECRETARY/TREASUR Sandy Queen, CGCS	ER: 913.897.3805 (City of Overland Park, Overland Park, KS)
NATIONAL DIRECTOR: Bill Maynard, CGCS	. 913.432.0333 (Milburn Country Club, Overland Park, KS)
DIRECTOR, TOURNAMENTS:  Todd Bohn	816.331.3306 (Creekmoor Golf Club, Raymore, MO)
DIRECTOR, MEMBERSHIP, HISTO Aaron Willing	RICAL, AWARDS: 913.362.4530 (Indian Hills Country Club, Mission Hills, KS)
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DIRECTOR, PR/COMMUNICATION	NS: 913.631.8002 (Lake Quivira Country Club, Lake Quivira, KS)
jejj wmie, CGCS	913.031.0002 (Lake Quivira Country Club, Lake Quivira, KS)
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Ken Harding Vendor Liaison	816.518.8691 (Kansas City Turf Supply, Lee's Summit, MO) 913.208.6546 (John Deere Golf, Louisburg, KS)
	. 913.642.2338 (Meadowbrook Country Club, Prairie Village, KS)
CHAPTER DELEGATE LIASON:	
Todd Bohn	816.331.3306 (Creekmoor Golf Club, Raymore, MO)
HEARTBEAT EDITOR: Tony Bertels	816.513.8911 (Swope Memorial Golf Course, Kansas City, MO)
EXECUTIVE DIRECTOR: Kim Weitzel	. 816.561.5323

Published by the:

# HEART OF AMERICA GOLF COURSE SUPERINTENDENTS ASSOCIATION

P.O. Box 419264, Kansas City, MO 64141-6264 • Phone: 816.561.5323, Fax: 816.561.1991, www.hagcsa.org

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# Greetings HAGCSA Members,

It has truly been an honor and a privilege to serve as your President over the past year. The opportunity to represent such great members under extreme conditions and circumstances has been a great challenge and one that I will never forget. Several exciting events and accomplishments have happened to the association and its members. They include but not limited to:

- Common Ground Conference profited \$14K; which could allow the association to redesign the website.
- The Partner Recognition Program was created and successfully profited an additional \$8,000 in sponsorship dollars compared to the previous year (not including Heartbeat income).
- Sandy Queen, CGCS, was elected as GCSAA Secretary/Treasurer
- Pat Finlen, CGCS, was re-elected to GCSAA BOD
- Bill Maynard, CGCS, was elected to GCSAA BOD
- HEART was a GCSAA Grant Recipient (\$1,500); which was allocated to Public Relations expenses, to offset Midwest Communications fee (booth, radio, ads)
- HEART donated \$18,000 toward scholarships, employee awards, First Tee Program, GCSAA EIFG; plus Bermuda grass research with the University of MO.

#### Continued on page 7

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# 2010 PUBLIC RELATIONS COMMITTEE REPORT

By Jeff White, CGCS, Director

The following gentlemen did a great job of volunteering for the 2010 PR committee: Jon Bakalar, Brad Lackey, Danny Kaleikau, Brad Gray, Dennis Whiteford, Rusty Hamman, Ken Harding, and Darrell Howard.

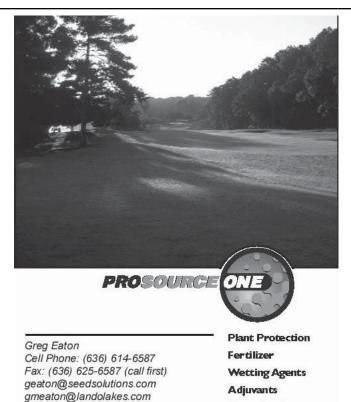
The PR season began early in 2010 with the KC Golf Show in February. Thanks to Kim Weitzel we had an awesome display to show off our profession. The Geo. Fern display also featured a list of all our superintendent member's names and respective clubs. There was the usual amount of traffic through the booth (not enough!). It is very hard to get people to stop in a booth to talk turf when they are looking for the "steal of a deal" for the upcoming season. Thanks to all who spent some time in the booth to represent the HAGCSA! Thanks also go out to our gracious vendors who supplied equipment for display and give-away items.

The committee attempted to help out Superintendent Jim Naudet at the LPGA event in May hosted by Leawood South CC. A rain-soaked week hampered our efforts along with driving Jim to his wits end. Thanks to the vendors who supplied meals and those who volunteered their time in conjunction with this event.

Several HAGCSA members helped out the First Tee of Greater Tee of KC this year as well. The Kansas City Junior Golf Festival was hosted by the First Tee on May 1. The event was held at the Heart of America Golf Academy in KCMO. Thanks again to those who represented the HAGCSA during the event.

The PR Committee applied for and received a grant from GCSAA. The \$1500 grant was used to off set the costs incurred with Midwest Sports Management. We use MSM's weekend radio show and trade publications to help promote our profession and association. Thanks again to Kim Weitzel for performing the leg work with this matter.

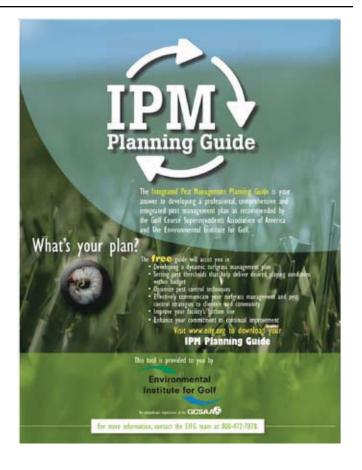
I would also like to thank my entire fellow HAGCSA Board of Directors for their awesome support throughout the PR season.



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# ANNUAL MEETING

DATE: Tuesday, November 2, 2010

LOCATION: Blue Hills Country Club

777 W. Burning Tree Dr. Kansas City, MO 64145

816-942-1167

**HOST SUPERINTENDENT: Woody Moriarty** 

SCHEDULE: 12:00noon - Golf (optional)

5:00pm - Registration / Cash Bar

6:00pm - Dinner

6:45pm - Meeting & Election of Officers

**COST:** Meeting Only / \$40 per person \*\*Golf (optional) / \$10 per person

\*\*GOLF: If you would like to play golf at Blue Hills Country Club prior to the meeting (at 12:00pm), the cost is an

additional \$10. In order to play golf, you must attend the meeting. Please reserve your spot by completing

Heart of America Chapter

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.

the form below.

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

Meeting / Business Casual

DIRECTIONS: From I-435 hwy. & State Line Road. Go South on State Line Road. Take a left on Burning Tree Dr. Dead-ends at

Blue Hills Country Club.

RESERVATIONS: Mail, Fax or Email Reservation no later than Wednesday, October 27.

☐ Yes, I/we plan to attend the Annu	ial Meeting!		Meeting & Golf - \$50	Meeting Only - \$40
Attendee(s):	Company	/:		
	Company	/:		
	Company	/:		
	Company	/:		
Contact:				
Company:				
Address:				
Phone:				
PAYMENT: ☐ Check Enclosed ☐ Invoice(	*)   Credit Card:	No.: Security Code: Name on Card:	Exp.:	

#### POLICY:

- > By indicating you wish to be invoiced, you agree to pay total invoice upon receipt. Invoices will be sent electronically when an email is provided.
- > Cancellation refunds will not be provided within 24 hours of event.
- > "No Shows" will be billed.

Complete form and Mail, Fax or Email no later than <u>Wednesday</u>, <u>October 27</u> 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

# PRESIDENT'S Message - cont.

- Honored the first Legacy Scholarship recipient with a \$1,500 check (funded by PTP and TORO).
- Implemented an Assistant Superintendents Professional Development Program. Three held to date.
- Created a Policy Manual (to accompany the Operational Guidelines, created by Scott Johnson, CGCS); providing a quick-glance of policies adopted by the association.
- Gained 24 new members.
- We'll end this year with the strongest financial standing we've had in over 15+ years

Thanks to all of the members who have made these accomplishments happen.

I would like to take this opportunity to say "Thank You" to the current Board of Directors. You have worked so hard and dedicated your time and efforts to make this year very special. You represented the association very well and you should be commended for your commitment to the HAGCSA. I would also like to "Thank" Kim Weitzel for all of her hard work and preparation throughout the entire year. Your experience and can-do attitude have made this a great year for the HAGCSA.

Thanks to everyone involved with the Missouri Cup Challenge especially the Title Sponsors John Deere Golf and Van Wall. The weather was absolutely perfect an the turnout was once again very good.

Make plans to attend the Annual Meeting on November 2 at Blue Hills Country Club and the Holiday Party on December 3 at the Sheraton of Overland Park.

**Doug Melchior**, HAGCSA President doug.melchior@opkansas.org

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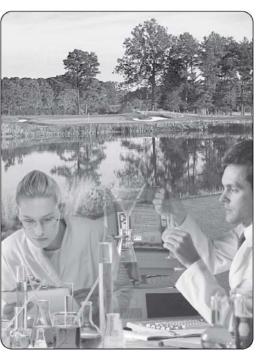
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# WINTER'S COMING

By Tim Nielsen, Director

As much as I love autumn I feel like it comes and goes way too fast. It seems like yesterday I was banging my head up against the wall trying to figure out how to keep the bentgrass on my greens alive. Working 70 hour weeks only to watch the grass I was "babying" wilt and die within a few minutes of walking away from it isn't exactly the summer I was hoping for. I distinctly remember a time I was looking at my worst green when a customer came up to me and asked, "Trying to keep it alive?" I replied, "Nope, it's already dead."

But now fall has come and gone and I feel like I haven't had enough time to seed, aerate, water and ultimately fix all the problems caused by the harsh summer. I suppose the root of this problem stems from not having enough time, people and equipment to do it all in one autumn season. Oh well. There's always the spring, right? So now instead of hearing the questions about how I'm going to keep the grass from dying I get the same sarcastic question we all get this time of year, "What do you do in the winter?" As if we sit around and play cards all winter.

When asked this question I'm sure you've given many different responses that ultimately lead to you saying we fix equipment and paint ball washers. But instead of giving this standard response you should really consider giving an answer that really pleases the person. Make that person feel like your winter work is done so they can have a better golf course come spring and summer. Ultimately, you want them to feel like your winter work benefits them.

It goes a little something like this, "I guess it might appear that we superintendents have it easier in the off season but nothing we do in season would be done as well and be as well scripted if we didn't have the off season to prepare. The off season gives us time to plan future growth, development and maintenance. It's a time when we can evaluate what we've done and make decisions that make for a better golf course the following year. We want the course to be better than it's ever been next season for you." After you get done answering this question you should really consider what you would like to accomplish this winter that can help you the following season. Winter is a great time to evaluate each golf hole and plan for the following year's strategy. It is also a good time to evaluate the needs of your customers and any complaints you received during the season in order to be a step ahead and prevent negative relapses in the future. Winter is also a great time for continuing education and

reading up on research that can help you in the upcoming season. Plan to attend the GIS or our local conference and show to keep you in tune to the industry.

In this day and age, you are probably cutting budgets and being asked to do more with less so spend time evaluating the budget's line items so you are ready to negotiate when your boss(es) come asking to make cuts. Painting ball washers all winter isn't going to help you prepare.

Obviously a successful operation doesn't just hapoff in the long run.

pen. It takes time to develop a plan and planning before the season begins puts you in position to succeed. Be proactive and you will be better

DAY PA Overland Park Sheraton Hotel

December 3, 2010

6:00pm/Registration 7:00pm/Dinner 7:45pm/Program 8:30pm/Casino Night

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

## **GCSAA Board of Directors** will be attending.

Take this opportunity to meet and mingle with your national board.

8 heartbeat magazine

# **HOLIDAY PARTY**



DATE: Friday, December 3, 2010

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.)

# GCSAA Board of Directors will be attending.

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.

This is a great opportunity to meet and mingle with your national board.

SIGN-UP TODAY!

**ROOM BLOCK:** The Sheraton has extended a discounted room rate of \$89 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 12, 2010.

**FREE HAGCSA Membership** - A separate drawing will be held for three free HAGCSA 2011 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 29.

☐ Yes, I/we plan to attend the Holiday Party!	
Attendee(s):	Spouse/Significant:
Head Superintendent or person to invoice and/or co	ntact:
Company:	
Phone:	
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 29 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

# TOURNAMENTS REPORT

By Todd Bohn, Director

Another year has come and gone and now the cooler weather has settled in. I know the year 2010 will never be forgotten by those of us in the turf industry. It was a very trying and difficult year for all of us, but our skills and knowledge showed why we are truly the unsung heroes at our facilities. As director of the 2010 tournament I would like to first thank my committee and all of you for participating and taking time out of your busy schedules to be a part of them. Without the participation the events would not be successful. Also I would like to thank our contributing sponsors and host facilities for their continued support in helping these events to be successful.

We started out the year in March at the annual Joint Meeting with the Kansas GCSA which was held at Deer Creek golf course. The Heart was successful in capturing the title and capturing the first annual joint meeting trophy/statue that was built by Trampas Nickel and Kevin Fately of the KAGCSA. If you have not seen this trophy you need to make sure you are at the 2011 joint meeting – it is awesome. Thanks to those two for making this possible.

We then were supposed to have our annual North/South Cup Challenge in April. Unfortunately, due to some bad weather, busy schedules, and participation numbers being down the event was cancelled for 2010. We hope to have this event in the future so be looking for it in 2011. In May our next event was our annual Media Day/Past Presidents event held at Sycamore Ridge Golf Course. We had a good turnout of media, Heart members, and Past Presidents along with great weather which is the perfect recipe for a great time. Our tournament schedule then took a break as June, July and August were busy months with the weather and also our Scholarship and Research tournament in June/July due to rain out and our Employee tournament in August.

In September we traditionally keep the tournament calendar open due to busy aerfication schedules and then October is traditionally our annual Lake event at the Lake of the Ozarks. We finally ended the year in October at our Vendor Appreciation day at Overland Park Golf Course West Links. We had a great time of treating our vendors who support us so much through-

out the year to a day of golf and barbecue. I hope everyone enjoyed the events this year. If you have any suggestions for events or you would like to host an event in 2011 please feel free to contact me or any of the board members and let us know. We are always looking for new ideas and host facilities for our events. Thanks again for allowing me to serve as the tournament director. I look forward to seeing all of you in 2011.



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# GCSAA COMPENATION & BENEFIT REPORT

# What is the Compensation and Benefits Report?

Every other year, GCSAA conducts a comprehensive study of the compensation, benefits and operations of its superintendent members. In 2009, a total of 4,676 superintendents participated in the 2009 Compensation, Benefits and Operations Survey. The survey data is presented in the Compensation and Benefits Report and represents the average, mean and percentile of reported salaries of superintendents across the country.

Salary information is broken down by state and metro area, as well as by facility demographics, including facility type, number of holes and annual maintenance budget. Additional information on fringe benefits, insurance and bonuses is also provided. In short, the report provides an in-depth look at the compensation and benefits superintendents receive across towns, across the state and across the country.

The Compensation and Benefits Survey and Report help fulfill a key expectation of an association, which is to maintain data about the profession being served. The report helps GCSAA learn demographic details about the profession. These details can be shared with various constituencies, used to advocate on behalf of the profession and reveal trends in salaries across the country. They also identify the types of additional benefits superintendents are receiving or lacking.

#### How Can I Use it?

The Compensation and Benefits Report is a useful tool to determine whether your compensation is in line with your peers at similar facilities in your region. The report can be very helpful when you are in an annual review or a discussion of pay increases with your employer. Or, if you are asked to take a salary or benefits cut, it can let your employer know the level of sacrifice you are making.

The report is most valuable when used as a communication tool to begin discussions – not as just a collection of numbers. When you present the material as a whole picture of superintendents in your area, everyone has a clearer picture and a better opportunity for successful negotiations.

Continued on next page



Olathe, KS \* 888-311-TURF

Richard Shumate, 816-807-2919 \* Jon Francis, 816-718-1833 Barry Siems, 417-770-0289 Jeff Stoeklein, SOW 816-719-2694

Ken Harding, GSR 913-208-6546

# GCSAA COMPENATION & BENEFIT REPORT - CONT.

# How do I get a copy?

You must participate in the survey to receive the full report. All GCSAA superintendent members will be e-mailed instructions and a link to the next online survey in December 2010. The final report will be available on the website in the spring. GCSAA members who did not participate in the survey may purchase online access to the results for \$125. A printed version with online access is also available for \$140. Non-members may purchase a printed copy for \$500. To order, contact GCSAA at 800-472-7878.

## JOB OPENING

ALVAMAR COUNTRY CLUB is seeking a Food and Beverage Manager. Special emphasis on front of the house member service, experience and skills needed. Send resume and salary expectations to Cindy Brinkerhoff, Alvamar Country Club, 1809 Crossgate Drive, Lawrence, KS 66047 or cbrinkerhoff@alvamar.com.

### WANTED

Jacobson 836973 head gasket. If you have one available, please contact Nels Lindgren, 913-787-1025

# SCHOLARHIP APPLICATIONS

Deadline: November 1, 2010

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

November 1, 2010.

Scholarship recipients will be recognized at the Common Ground Conference on December 14, 2010.



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# **EDUCATION COMMITTEE REPORT**

By Paul Davids, CGCS, Director

The Heartland Green Industry Expo will be held on Dec. 14 & 15 this year at the Overland Park Convention Center. A couple of the changes to make note of this year are that the continental breakfast has been eliminated both mornings, and the early registration gift has been eliminated as well. Due to the elimination of the breakfast we have lowered the registration fees. We will once again give one raffle ticket for early registration. The raffle this year will have several large items (more than

RECERTIFICATION HOURS for KANSAS & MISSOURI plus
GCSAA CONTINUING EDUCATION UNITS will be offered at this years conference.



last year). Once again you can purchase additional raffle tickets at the registration booth on the first morning. The raffle will be held during the reception on the first night of the conference. Vendors that reserve booth space by the deadline date will be permitted to attend the class sessions this year and will also receive a raffle ticket.

The educational sessions will once again provide points for pesticide applicator recertification for both Kansas AND Missouri. An adjustment in class scheduling was needed to ensure completion of all points for both states so be sure not to miss any of the classes if you need to recertify. In the golf session we will have some very interesting topics presented by top speakers. On Tuesday there will be a session on Fairy Ring in Golf Course Putting Greens as well as a very educational and entertaining session on fertilizer. Wednesday sessions include Bio-Diesel and Bio-Gas as well as a fantastic Rules of Golf presentation by the USGA.

The conference will once again be a top quality opportunity to network with your peers and gain a plethora of knowledge. Be sure to put it on your schedule, do not procrastinate and send in your registration early. Registration information is included in this Heartbeat issue on pages 30-31.

# PARTNER RECOGNITION PROGRAM REPORT

By Todd Bohn, Director

I would like to take this opportunity on behalf of the PRP subcommittee, the Heart Board of Directors, and the Heart members to thank the contributing vendor partners to the 2010 Partner Recognition program. I appreciate all of you for being willing to step up and join us in its first year. It was a huge success for the association and my hope is that the contributing vendors felt the same about the return on their investment. We have made some small changes to the program for 2011 and every-

one should see the new program booklet in the mail with your dues notice in November. If you have any questions or concerns feel free to contract me at any time. Again, thanks for all your efforts and support.



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# CALLING ALL VENDORS (Three Associations – One Location – Be There!)

The Heart of America Golf Course Superintendents (HAGCSA) and the Mid-America Green Industry Council (MAGIC); along with their participating partner, MOKAN Sport Turf Managers Association (MOKAN), have joined forces for the sixth annual Heartland Green Industry Expo. Uniting all <a href="mailto:three associations">three associations</a> is for the betterment of the turf industry, its members and affiliates. This expo and conference will attract record numbers of lawn and landscape companies, golf course superintendents, irrigation contractors, and sports turf managers.

Don't miss this opportunity to exhibit and be a sponsor at the biggest event of its kind in the Heartland. Our attendees want to see your new products and equipment, so expand your exposure by purchasing more than one booth, or consider one of the mini-islands or large-island spaces outlined in the attached Exhibitor Information Kit. You'll want to make your reservation right away to assure your company a place.

Be where your customers will be on December 14-15, 2010 at the Overland Park Convention Center!

We look forward to seeing you there.

If you have any questions, please don't hesitate to contact

Kim Weitzel, Executive Director, at 816.561.5323 or <a href="kweitzel@swassn.com">kweitzel@swassn.com</a>.



# EXHIBIT RATES & FLOOR PLAN

# Heartland Green Industry Expo: "Common Ground" December 14-15, 2010 • Overland Park Convention Center • Overland Park, KS

Want to cut your cost, travel and time out of the office? . . . Exhibit at the Heartland Green Industry Expo where three of the top associations in the heartland area are joining forces to present one of the largest conference and expos of its kind. It's one fee for exposure to several hundred attendees and multi associations at one time. Our attendees (lawn and landscape companies, golf course superintendents, irrigation contractors, and sports turf managers) are eager to see your products and equipment; so consider multiple booths for maximum exposure. Make your booth(s) selection by completing the exhibit contract on the following page; then mail or fax to the Heartland Green Expo Office. It's first-come, first-served so don't delay. (First priority will be given to contracts received with payment.)

#### EXHIBIT RATES

Island — \$3,500 (Before November 22) \$4,000 (November 22 or later)

Mini-Island — \$2,850 (Before November 22)

\$3,200 (November 22 or later)

Booth — \$750 (Before November 22)

\$900 (November 22 or later)

#### REPRESENTATIVES

 $Island -20\text{'x40' (with 5 representatives included)} \\ Includes: (8) 8 ft tables, sixteen chairs, trashcan and basic signage$ 

 $\begin{array}{ll} \mbox{Mini-Island} --20\mbox{'x20'} \mbox{ (with 4 representatives included)} \\ \mbox{Includes: (4) 8ft tables, eight chairs, trashcan and basic signage} \end{array}$ 

Booth — 10'x10' (with 2 representatives included)
Includes: 8ft table, two chairs, trashcan and basic signage

\*\*\*Additional Booth Representative(s) — \$75 each

#### **EXHIBIT RATES INCLUDES:**

Exhibit rates include: two continental breakfasts, two lunches, one coffee break, one reception and registration materials (per rep.). Please note the "Representatives" section above, for allotment of representatives and materials provided.

## SHOW HOURS

### Move In

Monday, December 13, 2010

Islands & Min-Islands: 11:00am - 5:00pm

Booths: 2:00pm - 5:00pm

(Note: Doors will be closed at 5:00pm)

#### **Show Hours**

Tuesday, December 14, 2010

7:00am - 8:00am

11:30am - 1:00pm

4:30pm - 6:00pm

Wednesday, December 15, 2010

7:00am - 8:00am

11:30am - 1:00pm

#### **Dismantle**

Wednesday, December 15, 2009 1:00pm - 6:00pm

#### EXHIBIT HALL DECORATOR

The official show decorator is Geo. Fern Co. Upon receipt of your paid reservation agreement, The Association Office will notify Geo. Fern Co. and an exhibitor-kit with order forms and services will be mailed to the *contact name* on the Exhibit Contract. Geo. Fern Co. can also be reached at (816) 221-0525.

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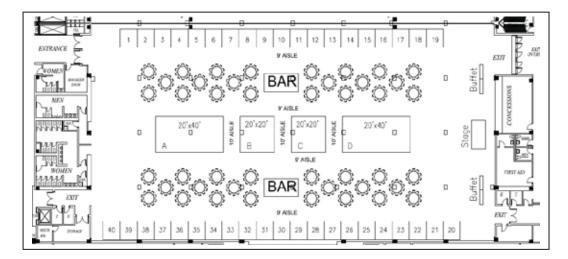
As an exhibitor, you're provided the opportunity to attend the education sessions FREE of charge. Please <u>indicate on your exhibit contract</u> if you plan to attend, so we can make accommodations for seating and materials.

#### SOLICITATION

No solicitation will be allowed on the showroom floor unless a booth or island has been purchased. Those that don't adhere to this rule will be asked to leave the exhibit hall, at the discretion of the conference committee.

#### ATTENDEE LIST

To follow-up with your trade show contacts, a complete list of attendees will be sent electronically (to the email address indicated on the Exhibit Contract), after the conference.



# CONTRACT FOR EXHIBIT SPACE

# Heartland Green Industry Expo: "Common Ground" December 14-15, 2010 • Overland Park Convention Center • Overland Park, KS

# **INSTRUCTIONS**

Please complete contract and return to the A when it is approved, accepted and signed by Green Industry Expo: Common Ground Com	the Association. This agreeme	ent, dated	
In consideration of the sum indicated below as boot Regulations as defined and published as they appe the required space(s), but the Exhibitor grants Heasubject to the approval of the Exhibitor. Exhibitor ONLY when ordered by means of the order form to exhibit materials and equipment into and out of the incidental to operation of the exhibit, are not part of the exhibit.	ar in the attached document, and urtland Green Industry Expo the rise entitled to standard booth equip be included in the Exhibitor pack e exhibit building; for erecting and	which are made a part hereof. Heartlan- ight to alter locations if and as necessary oment as defined in the Rules and Regul et. Exhibitor understands and agrees th I decorating the display; for electrical ser	d Green Industry Expo hereby assigns to create a more effective exhibit, ations. Such equipment will be provided at expenses for trucking and handling of vice and power; and for all other costs
<b>APPLICATION</b> (Fully complete the info			
Company Name		Contact Name	
Address			
City		_State	Zip + 4
Phone ()	Fax ()	E-mail	
List Representatives Attending (Boo	oth=2; Mini-Island=4; Islan	nd=5) 1)	2)
3)			
★Place a star next to those reps. that v	vill be attending the educ	ational seminars (free of char	ge). Need for headcount.
List any company you do not wish t	o be near your display: _		
BOOTH ASSIGNMENT AND PAY	MENT SCHEDULE		
Exhibit Space Requested: 1ST		3RD	4 <sup>TH</sup>
BEFORE NOVEMBER 22		NOVEMBER 22 or LATE	IR
# of Islands x \$3,500	\$	# of Islands x \$4,	000 \$
# of Mini-Islands x \$2,850	\$	# of Mini-Islands	x \$3,200   \$
# of Booths x \$750	\$	# of Booths x \$90	0 \$
# of Additional Booth Reps. x \$75 ea.	\$	# of Additional Booth Re	ps. x \$75 ea. \$
TOTAL AMOUNT DUE	\$	TOTAL AMOUNT DUE	\$
~ ALL APPLICATIONS	FOR EXHIBIT SPACE MU	IST ACCOMPANY <u>AT LEAST A</u>	50% DEPOSIT ~
PAYMENT: □Check (Full Payment) □Credit			ree to pay remaining balance
□Check Enclosed (made payable to Heat □Card No			
ACCEPTANCE OF RENTAL TERM We (Exhibiting Firm) hereby acknowledge that we regulations which are a part hereof, and will abide for governing this show.	have read, understand and accept	the terms and conditions for exhibiting	as set forth here and in the rules and
For: Exhibiting Firm Signature			astry Expo: Common Ground Date
Name (printed)		Signature	

Mail or Fax Exhibit Contract with your payment to: Heartland Green Industry Expo, P.O. Box 419264, Kansas City, MO, 64141; Fax: 816-561-1991 on or before December 1, 2010.

# Nov. 2010

# MEMBER PROFILE - ME!

# By Tony Bertels, Editor

Editor's Note: I usually reserve this Member Profile for the incoming Candidate for President...but we have done Doug Melchior the last 2 years! So instead I interviewed ME! I figure it would be an easy way to show perspective subjects for the Profile section just how easy the process is. I send you a few questions like the ones used in this piece, you take 15 minutes to fill them out and I create the Profile using your answers. A follow-up question or two plus a couple of pictures and...wellah! It's quick. It's easy and I'm looking for some new faces for 2011. Any takers?



Tony and Pam Bertels with daughter, Lindsey and son-in-law, Mark

# Please give me your bio, including info on your family, home town, alma mater, etc:

I was raised in a small farming community in NE Kansas, the middle son of a large Catholic family (3 brothers and 4 sisters). I am married to Pam and have one daughter (Lindsey), one son-in-law (Mark) and 2 wire fox terriers (KC and Cokie). I am a US Air Force veteran (4 years as an air traffic controller). I spent 10 years in Phoenix, AZ as the GM for a commercial real estate development company prior to getting in this business. I attended Rutgers University in New Brunswick NJ.

#### Who were your role models?

First and foremost, I really looked up to my maternal grandfather, Bub Christie. As a kid, I gravitated toward him and his dairy farm. He took me under his wing and I spent most of my free time on the farm learning how to laugh, cuss and tell stories. It was a great childhood!



Cooper, KC and Cokie Bertels

#### Who do you consider your mentors and why?

I had great mentors in all 3 of my careers. Master Sergeant Larry Forrester was my tower crew chief in the Air Force. He made sure I kept those screaming jet fighters separated and safe in and around the traffic pattern.

My stint in commercial development was headed by Les Griffith, the owner and entrepreneur who gave this young man a chance to head up some pretty amazing projects during a boom time in Arizona. He taught me that anything is possible if you

#### Continued on next page

#### **MEMBER PROFILE - CONT.**

have the perseverance to see it through. He was an amazing individual who I admire greatly.

Kal Horvath and Nels Lindgren both had a hand in my early development in this business. Both have been a great help to me as I struck out on my own.

#### Who do you look to for professional advice?

I do not hesitate to ask both peers and AF members alike for input. My wife freely gives me unsolicited advice at the drop of a hat!

## How do you feel our chapter and the GCSAA aid you in your professional life?

Because of our Chapter, I have remained well-versed in writing! It's funny how such notoriety has led to other entities asking for my services. I currently write for two different publications and a website, all tied to the golfing community here in the KC market.



Put a fork in me!

#### Why did you become active in the HAGCSA?

I was asked and I was curious. My involvement has been very satisfying and many preconceived notions about others who were involved quickly evaporated. Having been involved for many years, I have been fortunate to have served with a wide variety of members, all of which had only the best intentions for the association and our membership.

#### What do you consider as the biggest challenges that face a Superintendent today?

The greatest challenge that I face is getting the most bang for the buck at my disposal and keeping the course in as good condition as possible with the resources allotted. Finding and keeping quality employees is always an issue.

#### What is the most satisfying thing about being a Superintendent?

Being the steward of a beautiful piece of property that your plans and ideas positively impact is very satisfying. The mark that we all have the chance to make on our facilities today will hopefully still be present many years into the future.

#### What do you envision for the HAGCSA in 2011?

My wish every year is that the chapter effectively aids every member and in some small way positively impacts all of us toward the success that we all strive to accomplish.

### Continued on next page

# **MEMBER PROFILE - CONT.**



2009 trip to Sonoma

#### Tell me about your interests, hobbies, etc:

Pam and I love to visit wine country and we appreciate the work that goes into a fine bottle of wine. I believe that I would have been a natural at viticulture had I turned to this pursuit instead of turf! I am also very interested in aggravating as many members as possible with my liberal slant in life!

## Give me a statement that you would like to relay to our Membership:

I feel very fortunate to know many members of our association. We are a close fraternity and I am thankful to be considered one of you. Don't be afraid to serve on the Board. Your participation and leadership is needed and welcomed!

# MEETINGS AND PROGRAMS REPORT

# By Bill Irving, Director

Now that fall is in full force and we have all had a chance to catch our breath from seeding and getting our golf courses back in shape, we have two more events left for the year. On Tuesday, November 2, Woody Moriarty will be hosting the Annual Meeting at Blue Hills Country Club. If you would like to come early and join us for the golf event before dinner and elections, the cost will be \$50. If you are only going to come for dinner and elections, the cost is \$40. There is no "golf only" category. The point of this is to encourage participation for both parts of the event and avoid the mass exodus after golf that we have seen in recent years.

On Friday, December 3, we will be hosting the annual Holiday Party at the Sheraton Overland Park. With the success and popularity of the Casino Night in year's past, we will continue on with that tradition this year. We have added a few more tables to minimize the crowding that we have seen at some of the more popular games so it is sure to be a good time!



I can't tell. Is this a Tom or hen? Hoping you all get your share of the breast meat this holiday season!

Happy Thanksgiving!

# SCHOLARSHIP AND RESEARCH COMMITTEE RECAP

By Duane Sander, CGCS, Director

The 2010 HAGCSA Scholarship and Research Committee is wrapping up its activities for the year. It has been another successful year raising funds to support turfgrass research and scholarship in our industry. We had an incredible Scholarship and Research Tournament held at Mission Hills Country Club. The event netted \$24,000 this year to fund GCSAA Scholarships, Employee Awards, Turfgrass Research, and outreach programs. Thanks again to all who participated, sponsored or donated auction items for this event. Thanks again to Brad Gray, CGCS, and his staff for providing us with such a beautiful facility and outstanding service.

This last year the HAGCSA helped support Dr. Xi Xiong and the University of Missouri do research in the control of Bermuda grass in Zoysia. The objectives of this multi-year project are to evaluate best herbicide combinations, best application timings and best reapplication intervals. Based upon first year results, fluazifop (Fusilade II) and triclopyr (Turflon Ester) may be the best option for a smooth transition. This report will be posted on our website (www.hagcsa.org) under the S&R tournament tab.

For this next year we have set aside \$5,000 for GCSAA's Environmental Institute for golf, \$2,400 for the First Tee Program and \$8,600 for research at the University of Missouri and Kansas State based appropriately on their need. The S&R Committee has also set aside \$5,000 for Scholarships for anyone that is a full-time student with a turfgrass management major. The deadline for this is November 1, should you know of anyone that is eligible please inform them of this opportunity. For anyone that is working full-time and taking turf classes there is also money available for reinbursement and the deadline is in February.

Lastly, I would like to personally thank all the devoted members of the 2010 Scholarship and Research Committee and HAGCSA Executive Director Kim Weitzel. Without all of their donated time and expertise, none of this would have been possible. Next year's Scholarship and Research Tournament is set for June 27 at Shadow Glen Golf Club. Mark your calendars and plan to help us reach new goals in 2011.



# **HAGCSA SAMPLE BALLOT**

For elections to be held at the Annual Membership Meeting. November 2, 2010 at Blue Hills Country Club, Kansas City, Mo.

President:	
(Elect 1)	
Doug Melchior – Overland Park Golf Club	
<del></del>	(from the floor)
Vice President:	
(Elect 1)	
Tim Nielsen – Drumm Farm Golf Course	1
	(t. om the floor)
Secretary/Treasurer:	
(Elect 1)	
Todd Bohn – Creekmoor Golf Club	
	_ (from the floor)

**Director:** 

(Elect 3)

Brad Gray – Mission Hills Country Club
Danny Kaleikau – Rockwood Golf Course
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 as directors are:

- Paul Davids, CGCS
- Duane Sander, CGCS
- Jeff White, CGCS

Because Doug Melchior is seeking a second term as President, Scott Johnson, CGCS, will remain as Immediate Past President.



# ANNUAL MEETING

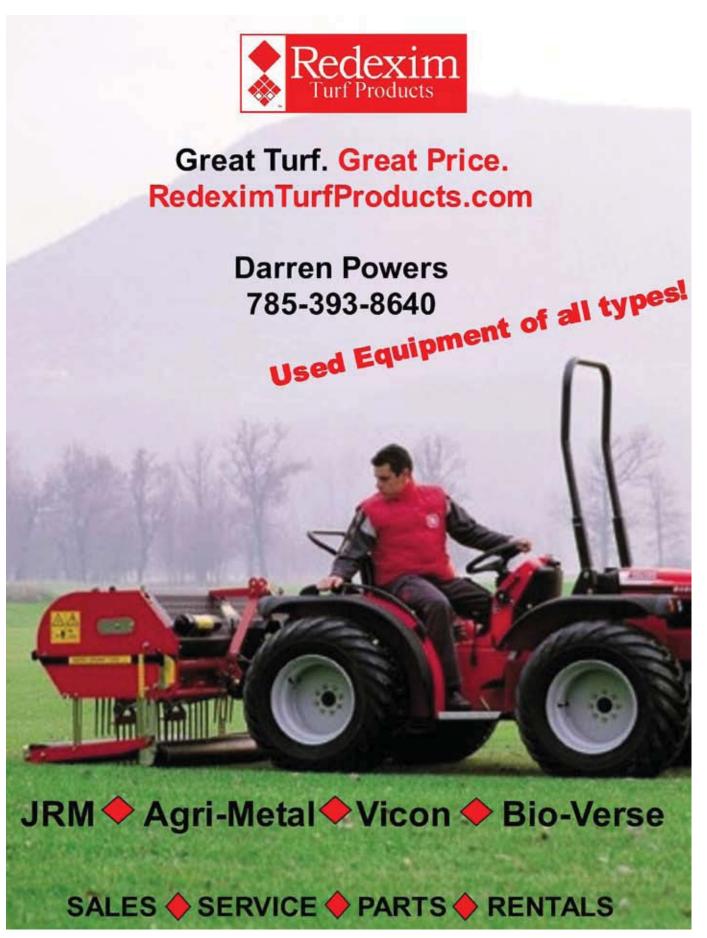
November 2, 2010 Blue Hills Country Club

12:00 noon – Golf (optional)

5:00 p.m. - Registration / Cash Bar

6:00 p.m. - Dinner

6:45 p.m. - Annual Meeting & Elections



# Candidates for HAGCSA Office 2010-2011

# PRESIDENT DOUG MELCHIOR, OVERLAND PARK GOLF CLUB

#### **Tenure:**

10 years as a HAGCSA Member 16 years at my present facility 16 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 17 years and an active member of HAGCSA since 2001. My service to the organization included holding the positions of Chairman of the Tournament and Public Relations Committees, Co-Chairman of the Scholarship and Research and Education Committees, Secretary/Treasurer, Vice President and most recently 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. I will always put the association and its members first when working with the Board of Directors. I understand the unique situation that has been presented to me and would be honored and dedicated if elected by the association again. 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 person 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 2011.

# VICE PRESIDENT TIM NIELSEN, DRUMM FARM GOLF CLUB

#### Tenure

9 years as a HAGCSA Member9 years at my present facility11 years in the Golf Industry

## **Candidate Summary:**

Following his graduation from the University of Nebraska – Lincoln, in December of 2001, Tim Nielsen has been employed by Drumm Farm Golf Club. Tim has enjoyed working at Drumm Farm for nine years due to 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 have a beautiful daughter named Lauren who was born in January of 2010. Besides working on the golf course, Tim enjoys golfing, Cornhusker football, Jayhawk basketball, home improvement projects and spending time at the lake with his family.

#### Continued on next page

# Candidate Profiles - cont.

## **Statement of Candidacy:**

Continuing my fifth year of service on the HGCSA Board of Directors is important to me because I feel strongly 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 Vice President of the HAGCSA, I plan to assist our President with the operation of the association. Though this is 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) expand to heights that can only benefit our association. As a member of the Executive Board, I will help in any way I can to continue to make this program a success. With the help of other members of the board, I plan to redesign and update our association's website. 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 twice and served on the S&R Committee for the past three years. I feel I have gained a valuable amount of knowledge that will help me as I move forward with the HAGSCA. I would appreciate your vote for the position of Vice President of the HAGCSA. Thank you.

# SECRETARY/TREASURER TODD BOHN, GOLF CLUB AT CREEKMOOR

#### Tenure:

10 year HAGCSA member 5 years at present facility Continued on next page

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# Nov. 2010

# Candidate Profiles - cont.

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 consists of:

Summer Internship at Blue Hills Country Club - Summer of 1998

Grow-in Crew Member at Colbert Hills Golf Course - 1999-2000

Summer Internship Shinnecock Hills Golf Club - Summer 2000

Assistant Superintendent at Prairie Highlands Golf Course - 2001

Assistant Superintendent at Hillcrest Country Club - 2001-2003

Assistant Superintendent at Blue Hills Country Club - 2003-2004

Assistant Superintendent at 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 Superintendent 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 third year as a member of the Heart of America Board of Directors. I have held the positions of Director of Public Relations, Director of Scholarship and Research and I am currently serving as the Director of Scholarship and Research and I am current-

ly serving as the Director of Tournaments. I'm also a member of the Partner Recognition Program sub-committee which put together the program that we rolled out in 2010 to all of our affiliate vendors. I have been married to my wife Natalie for eight years and our daughter, Lauren, is four years old.

# Statement of Candidacy:

It is truly an honor to be nominated to run for the office of Secretary/Treasurer 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 2011 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 Nov. 2 at the Annual Meeting. Thanks again to the nomination committee for allowing me to have this opportunity.



# HAGCSA Z Candidate Profiles - cont. 2010

# DIRECTOR DANNY KALEIKAU, ROCKWOOD GOLF COURSE

#### Tenure:

4 years as a HAGCSA member 4 years at present facility

10 years in the golf industry

## **Candidate Summary:**

I was born and raised in Independence, Mo. I got my first golf course job when I was 17 as an operator for Rockwood Golf Course. I worked there for several summers while I attended college at the University of Missouri. In 2006, I graduated with a B.S. degree in plant science with an emphasis in turf management. From there I became the 2nd assistant at Falcon Ridge Golf Course. Then in January 2007 the superintendent's position at Rockwood opened up and I took it. The rest is history.

## **Statement of Candidacy:**

I haven't been doing this very long and my resume isn't littered with one prestigious golf course after another, but I feel I have something to offer this association that has given so much to me in a short amount of time. Several members have helped me out along my path to where I am now and I would like nothing more than to do the same for someone else.

### Continued on page 29



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- Pick Seed

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# Candidate Profiles - cont.

# DIRECTOR AARON WILLING, INDIAN HILLS COUNTRY CLUB

#### **Tenure:**

4 years as a HAGCSA member

4 years at present facility

19 years in the golf industry

## **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 - Michigan State University

1996 - 1998 - Foreman - Lochmoor Club - Grosse Pointe, MI

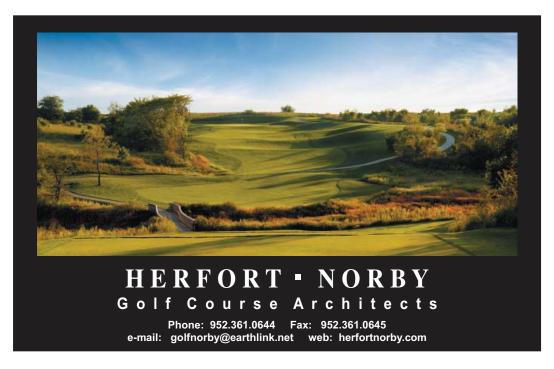
1995 - 1996 - Full-time Laborer - Hillcrest CC - Indianapolis, IN

1991 - 1995 - Full-time 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 experience 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.

#### Continued on next page



# DIRECTOR BRAD GRAY, MISSION HILLS COUNTRY CLUB

#### **Tenure:**

12 years as a HAGCSA member 5 years at present facility 14 years in the golf industry

# **Candidate Summary:**

Brad Gray graduated from Kansas State University with a Bachelor of Science in Agriculture and Education. He has been the Superintendent of MHCC since December 2005. Prior work experience includes Superintendent of Lake Quivira Country Club, Lake Quivira, Kansas and Superintendent of Club of the Country, Louisburg, Kansas.

Besides caring for the course, Brad is involved with several associations. He served as President for the HAGCSA during 2007. He currently serves on the GCSAA Conference Education Committee, the HAGCSA Scholarship & Research Committee and the Kansas Turfgrass Foundation board. He thoroughly enjoys giving back to the profession that has been very instrumental in developing a satisfying career. Additionally, he feels that education and networking are vital components for maintaining a successful facility. The Heart is another resource vital to growing and uniting the profession. While attending Kansas State he met his wife, Kristi. During their 16 years together they have two daughters: Tess –12, and Hattie – 8. Besides spending time with his family, he enjoys attempting to play golf, watching sports and Kansas City BBQ.



# MONEY BACK 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 31, 2011.



# Nov. 2010 The Circa 2000 The Archives



Host Superintendent Nels Lindgren, CGCS

Mr. Loch Lloyd, 2000



Matt Van Howling & Tony Bertels, 2000



Sec. Treas. Pete Spratlin, 2000



Gary Sailer, Mark Pierce, Nels Lindgren and Pete Spratlin talking grow-in in 2000.

# MO CUP CHALLENGE - RECAP

By Gary Breshears, Special Director, and Ken Harding, Special Director

We had another great turnout at the lake for the MO Cup Challenge on Oct. 4 and 5. Both Lake Valley GC and Old Kinderhook GC were in great shape for us to enjoy. A big thank you to all our sponsors: John Deere/Van Wall, title sponsor; Bayer, food sponsor; Mid America Golf, Professional Turf, and Reinders, beverage sponsors; and our associate sponsors, Urban Tree and Winfield Solutions. I hope you all had an opportunity to thank all of these companies for their support. Congratulations to our winning teams:

1st Place: Jon Bakalar

Todd Clark Brent Hugo Doug Melchior

2nd Place: Jeff Eldridge

Woody Moriarty Jim Naudet John O'Leary

3rd Place: Barry Siems

Shawn Spann Josh Troutman Scott Welsch

I hope everyone had a great time.

Mark your calendars for next year - Oct. 3 and 4. Make plans to be there.



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October 6, 2010

Dear GCSAA Members,

In just a few short weeks, nearly 100 GCSAA members will travel to Kansas City to participate in one of the association's most important events, its annual Chapter Delegates Meeting.

In 1993, GCSAA instituted this yearly meeting as a means to create a greater connection between it and its chapters. Having attended in the past as a delegate and now as a GCSAA board member, I can state without equivocation that the input and feedback received from the delegates over the years has made for a more effective association and has resulted in better service to the members.



James R. Fitzroy, CGCS GCSAA President

But this meeting isn't about the 100 or so in attendance. It is about the messages, opinions, desires, direction, etc., they receive from you the member. After all, one of the duties of the delegate is to represent their chapter and serve as a conduit to the association's leadership. Perhaps you as an individual or your chapter has met to share information that your delegate will bring to Kansas City, Oct. 22-23-24. If you have not made your opinions known, I encourage you to reach out to your delegate and share them. Below is a list of some of the topics that will be discussed at the meeting.

There is one topic that deserves to be highlighted, namely the discussion of a GCSAA member dues increase for 2011. The GCSAA Board of Directors is unanimous in its support of a \$20 increase for Class A and SM members, and a \$10 increase for Class C members, which represents a 6.3 percent increase. The decision to recommend an increase was not an easy one. The Board understands the tremendous pressure golf facilities are facing. However, the reality is that if GCSAA is to continue to serve its members, it needs the resources to do so.

You might remember that it was the feedback of the Chapter Delegates that led GCSAA in developing its current process regarding the establishment of member dues. In the past, GCSAA would go anywhere from 4 to 6 years without a change, then hit members with a large increase. This was a tremendous burden on your budgets. The resulting change was to consider dues every two years based on the Consumer Price Index and set them based on the percentage increase/decrease. The feedback was strong that the smaller, periodic increases would be easier to handle than larger, less frequent increases.

Our last dues increase was in 2008. According to the process, we should have considered an increase last year. However, we knew that was not prudent given the severity of the recession. Before we asked for more of your resources, we knew GCSAA had to make every effort to reduce expenses without significantly affecting service to its members. Since 2008, we have experienced a \$5 million reduction in revenues, but we have managed that by reducing expenses by \$5.4 million.

This is an exciting time for GCSAA. We are collaborating with our allied associations like never before through joint programs (Golf's Drive Toward Sustainability, We Are Golf, Golf

20/20, Image of the Game). We are in the process of expanding our member benefits/affinity program that will enhance the value of your membership. We are investigating the potential to offer our programs and services to an international market that is seeking what we have to offer. We are in the process of a website redesign that will offer an enhanced job board and self assessment tool. Through GCSAA's <a href="Environmental Institute for Golf">Environmental Institute for Golf</a>, we are on the verge of rolling out a tool box to support the industry's sustainability efforts. And most important, our members continue to be recognized for their outstanding contributions to the game in the media and advocacy efforts. To continue this momentum and service to you we need the resources. Member dues account for 27 percent of GCSAA's budget, which is considerably less than the 44 percent for comparable associations.

Again, we need your input. If you have not talked about the dues increase with your delegate, please do so in the upcoming weeks. The association leadership wants to have a full discussion before making the final decision to place a dues increase on the ballot at the annual meeting in February in Orlando.

Lastly, I know that this has been a difficult year for many. Mother Nature did many of us no favors this year. I trust you have weathered the storm and have a chance in the near future to recharge your batteries and enjoy the fruits of your labor. I hope to see you at the 2011 GCSAA Education Conference and Golf Industry Show in Orlando this February.

Sincerely,

Jim Fitzroy, CGCS GCSAA President

#### 2010 GCSAA Chapter Delegates Meeting Discussion Topics

- State of the association (including CEO search and financial data updates)
- Member dues increase
- Field staff program update
- GCSAA's role in industry-wide initiatives
- Golf's Drive Toward Sustainability initiative
- Town Hall meeting with GCSAA Board of Directors
- Candidate Presentations
- GCSAA chapter success stories/case studies
- Update on GCSAA programs and service

GCSAA is dedicated to serving its members, advancing their profession and enhancing the enjoyment, growth and vitality of the game of golf.



We have some pretty smart cookies out there that will be entered into the 2010 Tony's Teasers drawing for (4) \$250 gift cards:

October Clue: Shipping Lane Debris

Answer: Water Hazard

Here is a list of those that submitted a correct answer:

• Bill Irving

• Dylan Senn

• Brad Lackey

• Paul Davids, CGCS

Chad Hinderliter

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.

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 3) to win, so everyone better get in the spirit of the season! All members in good standing are eligible to enter.

November Teaser: Single Bed Answer:

Hint: Did you put away the botany book?







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# GCSAA NATIONAL CONFERENCE & TRADE SHOW



# **National Conference & Trade Show**

February 7-11, 2011

Orlando, Florida

Information: <a href="http://www.gcsaa.org/conference/default.aspx">http://www.gcsaa.org/conference/default.aspx</a>



# **HAGCSA Room Block:**

Embassy Suites (8978 International Drive, Orlando, FL, 32819, 407-352-1400)

Rate: \$199 (plus tax/fee)

Make your reservation online (New process. Preset for HAGCSA Members):

https://www.tphousing.com/r/startres.asp?eicode=1980&attcode=1110

or call Holly Gallagher, Golf Industry Travel: 212-532-1660, ext. 2057;

hgallagher@tphousing.com

Deadline: November 24, 2010



# **Hospitality Suite (Networking)**

February 9, 2011

8:00pm - 11:00pm

Rosen Centre (GCSAA Headquarters)

Room: Salon 5/6



# The Un-Comfort Zone

# Change Please By Robert Evans Wilson

"Security is mostly a superstition. It does not exist in nature, nor do the children of men as a whole experience it. Avoiding danger is no safer in the long run than outright exposure. Life is either a daring adventure or nothing."

These are the words of the woman who became the poster child for overcoming adversity. A woman who was isolated into the two dimensional world of touch and smell at the age of 19 months. Yet, she went on to inspire millions around the world. Sightless and deaf, Helen Keller resolved to make something of her life. She lived with a keen understanding that change is inevitable, but growth is intentional. Unwilling to give in to her blindness, she chose to strive for a normal life.

Motivation is all about motion or movement. In other words, if you are comfortable, if you are happy and content, then you DO NOT move. You do not change. Why would you? On the other hand, if you are uncomfortable, if you're unhappy, then you want to change. You want to move back toward your comfort zone. There are millions of motivators in the world and all of us at any one time is being motivated by a dozen or more: Hunger, Safety, Sex, Love, Enlightenment to name just a few.



Interestingly, you can take all those motivators and boil them down to a variation of two basic emotions: Fear and Desire. You are either moving toward something you desire; or you are moving away from something you fear.

Fear, however, can become paralyzing and will keep us in one un-comfort zone because we fear the perceived discomfort that comes with change. We fear that change could open a Pandora's Box of more and scarier changes. I've seen it in relationships and in business.

I know a married couple who, over the years, have drifted apart and their marriage has become stagnant. I know they both desire greater intimacy with the other, but they both fear rejection and so they do nothing.

I know a small business owner who watched his business shrink in the recent recession. His self-esteem is closely tied to his success and his falling income triggered fears of inadequacy. Frozen by fear into doing the same thing over and over again and expecting different results, he has not adapted to the changes going on in his market.

Helen Keller once again has wise words for such situations, "When one door of happiness closes, another opens; but often we look so long at the closed door that we do not see the one which has been opened for us."

When couples try new things together they actually stimulate the receptors in their brains that invoke the feelings of romance. Taking a class or starting a new hobby together is a great way for couples to renew their feelings for each other and discover a greater depth of intimacy.

For small business owners, a recession is a great time to try out a new idea or innovation. It attracts renewed interest in the business and can even create new customers and open new markets.

The trick is getting comfortable with change a little at a time. Start engaging in simple changes at home. Low risk changes will generate immediate rewards. Here are a few you can make that will help you get into a habit of adapting to change:

Of you drink coffee every day, switch to tea for a week. If you always listen to rock music on the radio, switch to country, jazz or classical for a week. Rearrange one piece of furniture in your house. Read a section of the newspaper that you've never read before. Take a continuing education class in a subject not related to your career. Join a hobby group on MeetUp.com. Taste an ethnic food that you've never tried before, (as an alternative, revisit a food you think you hate).

Robert Evans Wilson, Jr. is a motivational speaker and humorist. He works with companies that want to be more competitive and with people who want to think like innovators. For more information on Robert's programs please visit www.jumpstartyourmeeting.com.

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# MEMBERSHIP APPLICATION

If you are applying for membership as a Superintendent, you <u>must</u> also be a member of the national association, Golf Course Superintendents Association of America.
 Download an application at: <a href="https://www.gcsaa.org">www.gcsaa.org</a> ~

Name	GCSAA Mem	bership #:
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Phone		
Phone		
	receive your mailings at home.	
DATES EMPLOYED	DRMATION: LIST CURRENT EMPLOYMI  EMPLOYER NAME AND ADDRESS	TITLE
	·	
Realizing that the best his/her knowledge and opportunities for impro He/she shall endeavor employees take pride i In accomplishing his/he Seeking Employ qualified GCSAA with the person w Visiting: 1. Prese you are visiting; course making the Communication Consent: I agree to Course Superintendents of America vi	to maintain courteous relations with his/her employer and his/her associate in doing their work well. For own and the Association's best interest, observance of the following suggrament: 1. Seek counsel of local associations when applying for a position members; 3. Ascertain the wage scale in the district in which you are see who last held or now holds the position of Golf Course Superintendent. ent your HAGCSA or GCSAA membership card when visiting; 2. Always of 3. Honor requests for technical help from golf courses only when channeles	he/she shall constantly try to improve mbers and take advantage of all es and endeavor to have his/her agestions are recommended. In a new district; 2. Recommend only king employment, then uphold that talk contact the Superintendent of the course d through the Superintendent of the formation from Heart of America Golf in to fax, telephone or e-mail me such
Print Name:	Signature	Date
	Signature	
	Signature	
	Annual Membership Dues with Application (Term: Janu Superintendents - \$130 Assistant Superintendents - \$70 Suppliers - \$130 Golf Course Employees - \$70	

Students - \$25

# A Few Random Thoughts:



2010 was definitely a season with many challenges for most of us. Zoysia Patch this spring was monumentally atrocious. So was the rain and cool temperatures. Nut sedge this summer was astronomically ridiculous. So was the rain and hot temperatures. Coolseason turf loss this year was stupendously insane. Thank God seed prices were reasonable, as were the temperatures this fall! We will all be telling war stories about 2010 for years to come.

The Lake event may just be my favorite, for many reasons. But the best part is the camaraderie and banter that I thoroughly enjoy with the many participants that make it down for the annual event. It is the perfect fix for the end of a long season. We are indeed a special band of brothers!

The HAGCSA seems to be at a crossroad in regard to an infusion of new leadership from the ranks. It may be time to begin thinking outside the box and open up the BOD

to other members besides Class A's and SM's. The last thing we should want is to become stagnant due to a lack of new blood and different ideas. We all must deal with time restraints and expectations at work. I have a feeling that many members have a misconceived notion that the time requirement may be greater than it actually is to successfully do their share as a Board member. I have yet to meet a Board member who has regretted his time served. I have been fortunate to have served with many different members. My network has been greatly expanded because of my participation. I have many allies that I feel I could call anytime a need might arise. Get involved for your sake. Get involved for ours!

The GIS show is heading back to Orlando in February. Sandy will become VP and hopefully Pat will be elected Sec-Treasurer. Maynard still has a year to go on his term. The HAGCSA is well-represented on the national stage. I would love to be able to stay in the Chapter room block, close to the action...but not at \$199.00 plus tax a night! That is an expense that would be hard for me to justify in today's economical climate. Master Inn or I-Drive, here I come!

I hope everyone has a great off-season and gets a chance to cool their jets, heal up and get invigorated before the next onslaught. Be sure to take advantage of the HAGCSA's Holiday Party, as well as the educational seminar and show at the OP Convention Center next month. Of course, I hope to see you all at the Annual Meeting at Blue Hills CC in a few days!

Tony Bertels, Editor

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