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Our Mission is to promote the welfare of the game of golf, the science and art of golf course management, the organizational and business effectiveness of the profession, the professional image and well-being of individual members, and to unite golf course superintendents within the Greater Kansas City area.

Volume 47, No. 7

THE OFFICIAL PUBLICATION OF THE HEART OF AMERICA GCSA

August 2015

MO Cup Challenge Oct. 5 & 6



Lake Valley Golf Course



Old Kinderhook Golf Club

- MO Cup Challenge
- Skin Cancer and Sun Exposure
- Employee Tournament Recap

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GCSAA
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President's Message

One of the very few challenges of serving as president of the HAGCSA is writing the monthly presidents article for the Heartbeat. The main challenge is just coming up with something to write about every 30 days. All board members and others who write for this publication must also remind themselves though to be timely about the topic of their article as the deadline for article submission is 3 weeks before the issue is sent to members. A lot of things can change over the course of 3 weeks in our business this time of year! One may write about the unrelenting rain and inevitably by the time the issue is published we have had 3 weeks of mini-drought that makes them seem crazy.

This month it kind of puts a smile on my face to put myself 3 weeks into the future for the purpose of writing this article. This is because I know that between when I write this and when you read it our average nighttime temperature will have dropped 5 degrees in just 21 days! While we might not to-

tally be out of the woods by September 1st, we all know that the worst is behind us and nighttime temperatures in the 50's will soon send cool-season turf roots heading back in the right direction!



July and August are certainly when we earn our keep as turf managers. This may be why we can't seem to ever get enough signups to hold a Heart event in July anymore. We had planned on our Past Presidents event to be a "Nine and Dine" at Heart of America Golf Complex on July 21st. Zac Reichers was all set to come in and provide what certainly would have been an entertaining and educational talk. Unfortunately, due to lack of sign-ups we had to cancel the event. This was the case in 2014 as well. I think

Continued on next page

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President's Message - cont.

the reality is that we all just have too much to do and too much at stake in mid-July to step away from work for an association event. We will likely look to make a change to when we host an event to honor our Past Presidents in the future to ensure that we get a great turnout to thank those who have served our association. In the meantime, we are still working on plans regarding an event yet this year to thank our Past Presidents. We will keep you posted.

Thanks to all of those who helped out Gary Sailer, Nick Kray and the staff at Lionsgate with the Digital Ally Open on August 6th-9th. I know how difficult early August is to lend a hand to another course and Superintendent. Seasonal staff leaves to head back to school earlier and earlier every year. That is exactly the reason to find a morning or evening or two to help out for this event. Gary is up against the same thing in regard to seasonal staff on the way out the door while trying to prepare the golf course for a professional event. I made it out there one morning and can say that Gary and his staff

were very appreciative of the help our Heart members provided them. By the way...the course was in awesome condition for the pros!

I hope to see you all at the Vendor Appreciation event at Twin Peaks on September 15th. Please sign up to come out and show your appreciation to our vendors who go out of their way to help us survive these stressful summers! Vendors... please sign up to come out and let us buy you a cold one and shake your hand for taking all those early morning and late night phone calls and bringing out that emergency part or chemical at 5:30am! Also...don't forget the MO Cup Challenge is only a month away. Get your teams and housing ready!

Hope everyone gets a chance to unwind a little sometime soon as another summer is almost behind us!

Steve Wilson, CGCS

SAVE THE DATE!



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~ Attendance and Sponsorship Information Forthcoming. ~

A MUST Attend. Save the Date!

2015 MO CUP CHALLENGE OCTOBER 5 & 6

The MO CUP Challenge will be hosted at Lake Valley and Old Kinderhook Golf Club this year. We will have a combined 2-day scramble to determine winners. Lake Valley will host day one followed by the Brookside-Agra/Midwest Pump & Fountain shootout and dinner. Day two will take place at Old Kinderhook followed by awards/prizes. Thank you to all our sponsors for this event!

Monday night shootout will take place on the 18th hole at Lake Valley. We choose this location because of the great viewing from the clubhouse and elevated green. Teams will be decided from a blind draw based on handicaps with an alternate shot format. SIGNUP IS AVAILABLE ON REGISTRATION FORM.

Tuesday will take place at Old Kinderhook Golf Club. We tee off at 9:00am with lunch at the turn. After golf we will award the MO CUP Trophy and prizes. Prizes will be awarded based on participation.

Sunday we are playing golf at Deer Chase Golf Club if you are so inclined but is not part of the MO Cup Challenge. Cost is \$20.00 per person for prizes. Contact Richard Shumate @ 816-807-2919 or Richard.shumate@vanwall.com. Lodging is available through Old Kinderhook @ 573-346-4444 ext. 3. Look forward to seeing everyone there!!

Schedule of Events

- Oct. 4** 12 p.m. - Deer Chase GC - Modified Stapleford Game - \$20.00 pp. (email Richard to participate: Richard.shumate@vanwall.com)
- Oct. 5** 10 a.m. - Lake Valley GC
3 p.m. - Brookside-Agra/Midwest Pump & Fountain Shootout and Dinner
7 p.m. - Reception at the Trophy Room
- Oct. 6** 9 a.m. - Old Kinderhook Golf Club
Trophy and Prizes Immediately Following

Cost - \$155.00 per person - Includes golf, shootout, tee prize, dinner, lunch and drink tickets

AWARD NOMINATIONS

Deadline: November 20, 2015



Who will take home this year's awards?

Now is the time to submit your nominations for Assistant Superintendent of the Year, Superintendent of the Year and the Chester Mendenhall Award for 2015.

Complete the enclosed form and submit nominations no later than November 20.

Recipients will be awarded at the New Year Party on January 8, 2016.

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Employee Tournament Recap

By Jonathan Bennett, Special Director

Congratulations to Heritage Park Golf Course on winning the 2015 Employee Tournament hosted by Minor Park Golf Course. Thank you to Matt Delventhal and his team for providing this tournament a great venue. Thank you for all the participating golf clubs and courses. This tournament lived up to its history and was played on one of the hottest days of the year. This year we had a total of 66 players.

Upcoming events for the Assistant Program include a site visit at Sporting Park on September 24. Since the Happy Hour venue is directly across the street, please meet at the Hooter's parking lot between 1:00-1:15 p.m.. At 1:15 p.m. we will go over to the stadium together for the tour. Once the tour is completed, we will return to Hooter's for appetizers and beverages. The tour will focus on the maintenance facility at the park, but will also include a tour of the locker rooms and other parts of the stadium.

The third Assistant Program will focus on an assistant's career and future. The final date has not been set, but will take place in November or December. Carol Rau from Career Advantage will be speaking to the group about career advancement including prepping resumes, interviewing and portfolios.

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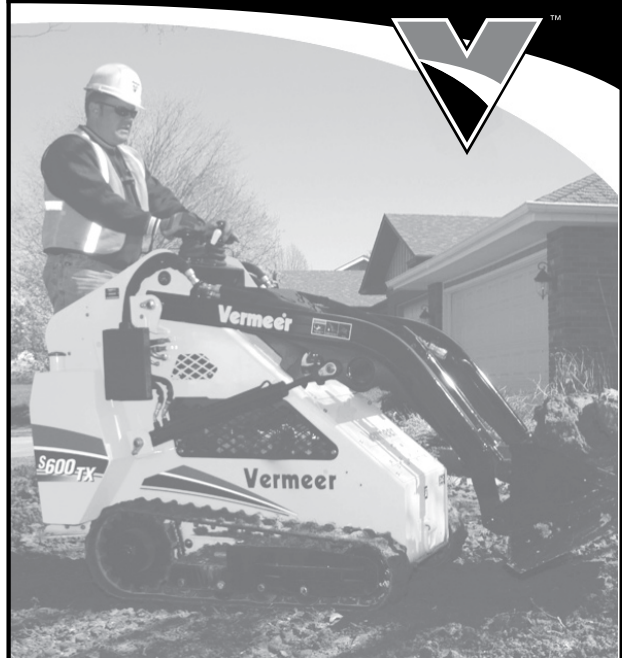


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Skin Cancer and Sun Exposure

By Duane Sander, CGCS, Vice President

Golfers and golf course workers are, unfortunately, at a much higher risk of receiving skin cancer than other professions. Not only do golf course employees spend more time in the sun than most other professions, but the majority of a golf course's staff are men who also have a higher predisposition for the disease. According to U.S News Health, a fair skinned person can get the maximum amount of beneficial sunlight in just 20 minutes in the sun. Unfortunately, this means those who are employed outdoors are at a major risk of developing skin cancer and other related illnesses due to overexposure to radiation from the sun.

Ultra violet radiation, which is most commonly associated with exposure to the sun, can be both beneficial and detrimental. UV rays from the sun can deliver much needed vitamin D that the body uses for many different processes but they can also be dangerous if gained in excess. The most harmful of these effects are the carcinogenic effects that most commonly lead to skin cancer, but can also be associated with many other diseases including heat stroke, dehydration, and the formation of moles (Cahoon et. Al., 2013).

Not only is skin cancer the most common type of cancer associated with sun exposure, it is the most frequently diagnosed type of cancer in the United States with 1 in 5 people being diagnosed during their lifetime (Glanz et. Al., 2015). The exposure to harmful UV rays causes the mutation of the skin's DNA resulting in the accelerated growth of premature skin cells that don't function properly and the growth of tumors in the affected areas. This growth of nonfunctioning skin cells must then be excised before they can spread to surrounding tissues causing areas of missing skin and possible plastic surgery to repair damaged areas (Berhman).

Exposure to the sun is the number one risk factor for developing any kind of skin cancer. Luckily, there are many ways to minimize this risk while still maintaining an outdoors lifestyle. Some of the more effective ways of minimizing the risk of UV damage includes wearing hats, sunglasses, long sleeve shirts, regularly applying sunscreen with a SPF above 15, avoiding the sun between the hours of 11 and 4, and following sun precautions on cloudy as well as sunny days (Glanz et. Al., 2015).

Continued on next page

heartbeat magazine 10



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Sun Cancer and Sun Exposure
Continued from page 10

It is important to remember these guidelines when exposing yourself to the dangers of the sun on a regular basis. Simple measures like this can make a significant difference when it comes to the effects of the sun and UV rays. For further information, consult your physician.

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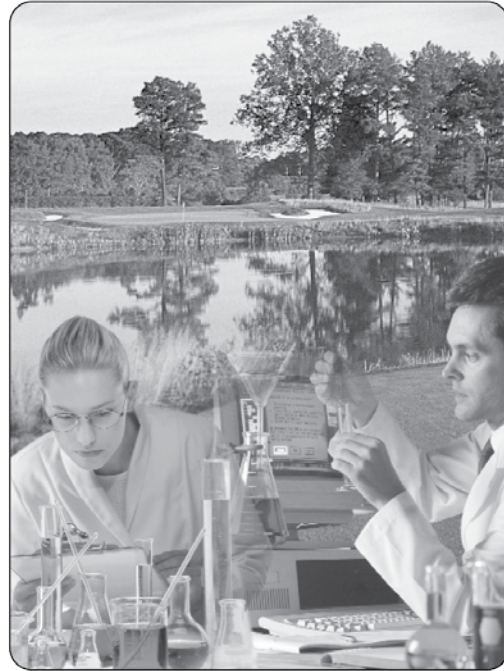
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<u>DATE</u>	<u>EVENT</u>	<u>LOCATION</u>
September 15	Vendor Appreciation	Twin Peaks
October 5-6	MO Cup Challenge	Old Kinderhook Golf Course
November 4	Annual Meeting	Indian Hills Country Club
December 14-15	Common Ground	Olathe Convention Center
January 8, 2016	New Year Party	Boulevard Brewery

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RECOGNIZING OUTSTANDING MEMBERS

Each and every Heart member deserves credit for surviving a hectic spring and summer, but there are ones among us who deserve special recognition for the job they have done this year or over their careers.

As a member, you know who these individuals are. **Now is the time** to send your nominations for The Assistance Superintendent of the Year, The Superintendent of the Year and The Chester H. Mendenhall Award. These prestigious awards will be given out at the New Year Party on January 8, 2016. Please submit your nominations by completing the reverse side and forwarding to the HAGCSA office no later than November 20, 2015.

Eligibility and Qualifications

Assistant Superintendent of the Year

This award will be presented annually to the assistant who has demonstrated dedication and excellence at their job over the past year.

The guidelines are as follows:

1. Must be a member of the Heart of America.
2. Must be an assistant that represents their profession to the highest degree.
3. Must be at their present course for no less than two seasons.
4. This award shall be governed by the assistant's achievements in any of the following.
 - Competency in agronomic skills
 - Ability to efficiently run the daily operations of the course
 - Effectively running course projects
 - Assisting in the preparation of their course for regional or national events
 - Involvement with local, regional, or national turf related associations
 - Strong involvement in course renovations and new course construction
 - Goal oriented and striving to become a superintendent
 - Exceptional contributions to this association through involvement
5. These accomplishments must have occurred in the current year.

Superintendent of the Year

This award, established in 1970, has been presented annually to the golf course superintendent who has demonstrated dedication and outstanding service to his or her profession.

The guidelines are as follows:

1. Must be a "Class A or Superintendent Member" in good standing.
2. Must be a superintendent that represents the organization and himself to the highest degree.
3. This award shall be governed by the superintendents achievements in either:
 - Excellence in golf course management
 - Preparation of his or her course for regional or national golf tournaments
 - Achievements for renovation or new golf course construction
 - Involvement with local, regional, or national turf related associations
 - Exceptional contributions to this association through involvement
4. These accomplishments must have occurred in the current year.

Chester H. Mendenhall Award

This award has been established to honor an individual who has devoted extensive time and effort to the promotion of golf, the art of greens-keeping and other related fields. Begun in 1983, this award is named after a golf course superintendent who dedicated his life to his profession.

The guidelines are as follows:

1. Must be a HAGCSA member in good standing.
2. Must be an individual that represents the organization and him or herself to the highest degree.
3. This award shall be governed by the individual's achievements over an extended period of time:
 - Outstanding service to this organization
 - Involvement with local, regional, or national turf related organizations
 - Continued support and service to the golf industry or his/her community

HAGCSA AWARD NOMINATION FORM



AWARD WINNERS

Assistant Superintendent of the Year

- 2005 Greg Milligan
- 2006 John Sheeha
- 2007 Jeff Stoecklein
- 2008 Johnny Brockus
- 2009 Matthew Delventhal
- 2010 Andrew Jones
- 2011 Andy Klein
- 2012 Randy Heinz & Brad Lackey
- 2013 Mitch Bradbury
- 2014 Nick Kray

Superintendent of the Year

- 1982 Carl Beer
- 1983 Chet Mendenhall
- 1984 Jack and Bill Robison
- 1985 Del King
- 1987 Duane Patton, CGCS
- 1988 Nels Lindgren, CGCS
- 1989 Cary Tegtmeyer, CGCS
- 1990 Ed Huggins
- 1992 Loren Breedlove
- 1993 Jeff Eldridge, CGCS
- 1994 Pat Finlen, CGCS
- 1995 Jon Francis
- 1996 Chuck Hybl, CGCS
- 1997 Jeff Elmer, CGCS
- 1998 Jim Naudet
- 1999 Mark Pierce
- 2000 Paul Tormanen
- 2001 Tony Bertels
- 2002 Duane Sander, CGCS
- 2003 Brian Ruder
- 2004 Rusty Hamman
- 2005 Jimmy Angelotti
- 2006 Doug Melchior
- 2007 Brad Minnick, CGCS
- 2008 Terry Rodenberg
- 2009 Daryl Pearson
- 2010 Scott Cummins
- 2011 Steve Wilson, CGCS
- 2012 Eric Bickel
- 2013 Scott Johnson, CGCS
- 2014 Duane Sander, CGCS

Chester Mendenhall Award

- 1987 Gil Collins
- 1988 Sandy Queen, CGCS
- 1989 Tom Kohout
- 1990 Dave Fearis, CGCS
- 1991 Duane Patton, CGCS
- 1992 Dick Stuntz, CGCS
- 1994 Meril Vanderpool
- 1995 Jud Coester
- 1996 Jim Shields
- 1997 Pat Finlen, CGCS
- 1998 Dave Fearis, CGCS
- 1999 Gene Eldridge
- 2000 Nels Lindgren, CGCS
- 2001 Dick Stuntz, CGCS
- 2002 Jeff Elmer, CGCS
- 2003 Melvin W. Anderson
- 2004 Loren Breedlove, CGCS
- 2005 Gary Higbie
- 2006 Tony Bertels
- 2007 Bill Maynard, CGCS
- 2008 Jeff Eldridge, CGCS
- 2009 Woody Moriarty
- 2010 Jeff White, CGCS
- 2011 Scott Johnson, CGCS
- 2012 Jim Naudet
- 2013 Terry Rodenberg
- 2014 Sandy Queen, CGCS

Please use this form to nominate individuals for the Assistant Superintendent of Year, Superintendent of the Year and the Chester H. Mendenhall Award. Qualifications and criteria for each award are listed on the back of this form. Please feel free to add sheets if additional room is needed.

Assistant Superintendent of the Year Award

Individual Nominated: _____

Reasons for Nominating: _____

Superintendent of the Year Award

Individual Nominated: _____

Reasons for Nominating: _____

Chester H. Mendenhall Award

Individual Nominated: _____

Reasons for Nominating: _____

*Please submit your nomination to HAGCSA by **NOVEMBER 20, 2015.***

P.O Box 419264 . Kansas City . MO . 64141

816-561-5323 . 816-561-1991 (fax) . kweitzel@westerneda.com

LOBENSTEIN SCHOLARSHIP TOURNAMENT: OCTOBER 2 – 8 AM



Join us after the MU Turfgrass & Ornamental Field Day for golf and camaraderie to benefit the Lobenstein Scholarship Fund. All proceeds will go to the Fund, which provides two \$1000 scholarships annually to meritorious MU undergraduate students in Turfgrass or Horticulture Science. The scholarships are the legacy of Dr. Bill Lobenstein, who tirelessly dedicated his career to teaching students and advancing the field of turfgrass science.

The tournament will be a 18-hole, four man scramble. Closest to the pin and straight drive individual contests will be held. Beverages will be provided on course. Individual/team registration can be found online at www.motoc.org. The field is limited to 72 players so register early.

Please also consider sponsoring a hole sign (\$150) or the individual contests (\$200) to help us attain our fund-raising goal. If interested, please contact Jeffrey Beeson (info@motoc.org) or Gabe Huffington (gehuffin@gocolumbiamo.com) for more information. A high resolution logo of your organization will be necessary to recognize your contribution.

EMAIL: INFO@MOTOC.ORG

Location

Columbia Country Club
2210 N. Country Club Dr.
Columbia, MO 65201

Details

18 Hole Event
4-man scramble
72 Player Limit
\$75 per player/\$275 team
Registration: www.motoc.org

- Promotion -

Call George Hobbs at 913-515-9877



CUSHMAN®



**For Cushman®, it's more than
delivering reliable, durable vehicles –
its supporting the industry we serve.**

Purchase a Cushman® Hauler® utility vehicle between **January 1, 2015** through **December 31, 2015** and Cushman will contribute a \$50 per car donation to the Heart of America Chapter of the Golf Course Superintendents Association.

LET'S WORK.®

MISSOURI CUP CHALLENGE

HAGCSA / MVGCSA / OTA



DATE: October 5-6, 2015

LOCATION(S): Lake Valley Golf Club
367 Lake Valley
Camdenton, MO 65050

Old Kinderhook Golf Club
Highway 54-80
Camdenton, MO 65020



SCHEDULE: October 5 at Lake Valley Golf Club

9:00am – Registration
10:00am – Shotgun (4 person scramble)
4:00pm – Brookside-Agra / Midwest Pump & Fountain Shootout & Dinner
7:00pm – Reception

October 7 at Old Kinderhook Golf Club

8:00am – Registration
9:00am – Shotgun (4 person scramble)
Following – Trophy Presentation and Prizes



COST: \$155.00 (includes golf/meals/drink tickets for both days, tee gift and prizes)
\$40.00 Monday Dinner Only Fee for each "guest" of a player

HOTEL RESERVATIONS: Please contact Old Kinderhook Golf Club to make overnight accommodations at 573-346-4444 ext. 3. Room charges are not included in golf registration fee. A special rate of \$109 for a lodge one-bedroom or \$120 for a 1-bedroom; \$185 for a 2-bedroom; \$245 for a 3-bedroom and \$285 for a 3-bedroom patio home.

- Yes, I/we plan to attend the MO CUP CHALLENGE! Yes, I/we plan to participate in the shootout!
(Enter Handicap if you are participating.)

Player(s): _____ Company: _____ HCP: _____

Guest(s) attending the reception ONLY at \$40.00 per person: _____

Contact: _____

Company: _____

Full Address: _____

Phone: _____ Email: _____

PAYMENT (Payment MUST accompany registration - First-come, first-serve bases. Limited to 36 teams.)

Check Enclosed Credit Card: No.: _____ Exp: _____ Code: _____
Name on Card: _____

Complete Form and Mail, Fax or Email no later than:
September 25, 2015
HAGCSA . P.O. Box 419264 . Kansas City . MO . 64141-6264
816-561-5323/phone . 816-561-1991/fax . kweitzel@swassn.com . www.hagcsa.org

VENDOR SUPPORT

Company: _____

Contact: _____

Phone: _____ E-mail: _____

Title Sponsor - \$3,000 – John Deere Golf & Van Wall Equipment

- Recognized as presenting sponsor over the two-day event both verbally and with signage at registration table, reception and during lunch (on banner).
- Complementary foursome in the tournament
- Tee sign with company name located on assigned tee
- Name or logo on the rules sheet that is in every participant's cart.
- Recognition in *Heartbeat* publication.



Food Sponsor - \$2,000 – Bayer Environmental Science

- Company Name on individual banner, located at food site.
- Complementary foursome in the tournament
- Company name on banner located near registration area.
- Verbal recognized as food sponsor over the two-day event
- Name on the rules sheet that is in every participant's cart.
- Recognition in *Heartbeat* publication.



Bayer Environmental Science

Shoot Out Sponsor- \$750 – Brookside Agra and Midwest Pump & Fountain

- Company Name on individual banner, located at onsite.
- Company name on banner located near registration area.
- Tee sign with company name located on assigned tee.
- Recognition in *Heartbeat* publication.



Beverage Sponsors - \$350

- Company name will be recognized on main banner near the registration area.
- Verbally recognized as reception sponsor during the awards presentation during reception.
- Name recognition on table tent cards during dinner for reception
- Name on the rules sheet.
- Tee sign with company name located on assigned tee.
- Recognition in *Heartbeat* publication.

Hole Sponsors - \$200

- Tee sign with company name located on assigned tee.
- Company name will be recognized on main banner near the registration area.
- Recognition in *Heartbeat* publication.

PAYMENT:

Check Invoice Credit Card No.: _____

Exp. _____ Security Code: _____ Name on Card: _____

GOLF: If you're interested in participating in this year's golf event, please fill out a registration form for your team. All donating vendors are guaranteed a spot in the tournament. Cost of the event is \$155.00 per player.

Complete Form and Mail, Fax or Email no later than Monday, September 14 to:

Heart of America Golf Course Superintendents Association

P.O. Box 419264, Kansas City, MO 64141-6264; 816-561-5323/phone; 816-561-1991/fax; kweitzel@westerneda.com

PLATINUM PARTNERS



GOLD PARTNERS



SILVER PARTNERS



Assistant Superintendent Event: SPORTING PARK TOUR & HAPPY HOUR



DATE: Thursday, September 24, 2015

TIME: 1:00pm: Gather in Hooter's Parking Lot
1:30pm: Sporting KC Stadium Tour
3:00pm: Happy Hour

LOCATION: <u>Gather & Happy Hour</u>	<u>Tour</u>
Hooter's	Sporting KC Stadium
1712 Village West Pkwy.	1600 Village West Parkway
Kansas City, KS 66111	Kansas City, KS 66111

COST: FREE of Charge

~ Assistant Superintendent Professional Development Sessions ~

Business, communication, and leadership are just a few of the qualities that golf course superintendents acquire through a college education. However, real-world knowledge is often not known and understood by many assistant superintendents. Instead, these skills are learned through on-the-job training, chapter involvement, and development. We are looking for a way for local assistant superintendents to better prepare themselves to make that next step toward becoming a superintendent. One way to accomplish this would be to absorb as much insight and expertise of the local superintendents as possible. We have a huge advantage of having some of the best superintendents in the country in the Kansas City area and beyond. We would be missing out on a huge opportunity if we did not tap into that resource.

Assistant Superintendent involvement has painted a great picture of what the future of our profession will look like. Experienced superintendents know and realize the many difficulties that face our industry as we move forward. By promoting assistant superintendents involvement we will be fostering a large group of dedicated individuals poised to face those challenges and contribute to the success of the golf course industry.

I hope by forming the "Assistant Superintendent Professional Development" discussion group we offer opportunities for assistant superintendents to grow and learn in all facets of their lives as they progress toward becoming golf course superintendents.

~ Format ~

I envision having a bi-monthly "Assistant Superintendent Professional Development" session. Upon choosing a topic to discuss we would ask for a superintendent or superintendents to volunteer their time and experiences. Before each meeting with the superintendents we would have a compiled list of questions and an agenda prepared in order to keep the discussions productive. We would have the meeting area and time established well in advance. I hope by having these "Assistant Superintendent Professional Development" session we can attract local assistant superintendent that may not be members of the GCSAA and HAGCSA to realize all the benefits of our organizations.

~ Goals ~

1. Providing opportunities for networking with fellow assistants, superintendents and other industry leaders.
2. Provide opportunities for professional development and growth of assistant superintendents.
3. Encourage assistant superintendent involvement within chapter and attendance of local events.
4. Increase the number of diversified assistant superintendents in the profession.

Yes, I/we plan to attend!

Name _____ Club: _____ Email: _____
 Name _____ Club: _____ Email: _____
 Name _____ Club: _____ Email: _____

Complete Form and Mail, Fax or Email no later than Tuesday, September 22 to:
Heart of America Golf Course Superintendents Association
 P.O. Box 419264 . Kansas City . Missouri . 64141-6264
 816-561-5323 . 816-561-1991/fax . kweitzel@westerneda.com . www.hagcsa.org



MEMBERSHIP APPLICATION

Name _____ GCSAA Membership #: _____

Club or Company _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

E-mail _____ Spouse's Name _____

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

Home Address: _____ City _____ St _____ Zip _____

JOB INFORMATION: LIST CURRENT EMPLOYMENT FIRST

DATES EMPLOYED		EMPLOYER NAME & CITY/STATE	TITLE
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. Announce your HAGCSA or GCSAA membership 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.

ATTESTED: The applicant must be attested by two Heart of America GCSA members.

Attested _____ Date _____

Attested _____ Date _____

Applicant's Signature _____ Date _____

Please include Annual Membership Dues with Application (Term: January to December):

Superintendents/\$130 - Assistant Superintendents/\$70 - Supplier/\$130 - Golf Course Employees/\$70 - Student/\$25

Heart of America Golf Course Superintendents Association

P.O. Box 419264 • Kansas City, MO 64141-6264 • 816-561-5323 • Fax 816-561-1991 • www.hagcsa.org

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