

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.

Since 1933

Heart of America Chapter

**GCSAA**

GOLF COURSE SUPERINTENDENTS ASSOCIATION OF AMERICA



Environmental  
Institute for Golf

Governor's Club



Volume 42, No. 4

June 2010

## ***S&R Tournament***



### ***Mission Hills Country Club June 14, 2010***

**Date:** Monday, June 14, 2010

**Location:** Mission Hills Country Club,  
5400 Mission Drive  
Mission Hills, KS 66208

**Superintendent Profile:** Brad Gray has been superintendent of Mission Hills Country Club since December 2005. Prior to MHCC he was superintendent of Lake Quivira Country Club from late 2000-2005 and The Club of the Country in 2000. Brad graduated from Kansas State University in 1992 and is a Past President of the HAGCSA.

**Assistant Superintendent Profile:** Mike Mathews has been Asst. Supt. of Mission Hills Country Club since December 2005. Prior to MHCC, Mike worked eight months with Landscapes Unlimited and four years with Lake Quivira Country Club, both as an Assistant Superintendent. In addition, he was Superintendent at Marysville Country Club from 2000-2001. Mike graduated from Northwest Missouri State in 2000. His hobbies include tweaking the Geo Metro and driving an International Harvester.

**Assistant Superintendent Profile:** Greg Milligan has been Assit. Supt. of Mission Hills *Continued on page 6*

## Heart of America GCSA

### Officers and Board of Directors:

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**Vice President:** Darin Pearson - Alvamar Country Club, 785.843.6303

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**Tournaments:** Todd Bohn - Creekmoor Golf Club, 816.331.3306

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**Education:** Paul Davids, CGCS - Sycamore Ridge Golf Course, 913.592.2085

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Alex Tucker - Meadowbrook Country Club, 913.642.2338

### Chapter Delegate Liason:

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### GCSAA Secretary/Treasurer:

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### HeartBeat Editor:

Tony Bertels - Swope Memorial Golf Course, 816.513.8911

### Executive Director:

Kim Weitzel, 816.561.5323

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## Assistant Superintendent Professional Development Session

By Alex Tucker, Special Director

I would like to thank all of the Assistants who attended the first Assistant Superintendent Professional Development Session held on Thursday, April 29 at Overland Park Golf Course Maintenance Facility. We had a total of 22 Assistants in attendance and hope for an even larger turnout for our next session. We are currently in the process of planning for our next session, tentatively scheduled for sometime in June. I would like to thank Doug Melchior, Jeff White and Sandy Queen for speaking to our group, as well as Jeff Stoecklein and John Deere Golf for supplying food and beverages.

If you have questions regarding the Assistant Superintendent Professional Development Session please contact Alex Tucker at atuck101@yahoo.com or 785-760-5249.

## FUNCTION FORECAST

### DATE

June 14

August

October 4-5

November 1

December 3

December 14-15

### EVENT

S&R Tournament

Employee Tournament

MO Cup Challenge

Annual Meeting

Holiday Party

Common Ground Conference



# Heart of America Golf Course Superintendents Association Scholarship & Research Tournament/Auction

**Date:** Monday, June 14, 2010  
**Location:** Mission Hills Country Club  
 5400 Mission Dr.  
 Shawnee Mission, KS 66208

**Host Superintendent:** Brad Gray

**Schedule:** 8:00am Registration  
 9:30am Shotgun  
 Lunch At the Turn  
 2:30pm Live Auction, Hors d' oeuvres & Trophy Presentation



~ S&R Mission Statement ~  
*"Organize and generate the financial means to enrich the game of golf through funding regionally based research and scholarship to qualified applicants."*

**Format:** Five-person scramble  
 The golf professional's ball will be played as part of the team and not counted separately. Only one professional per team. You are not required to have a golf professional on your team. Please include all names on the entry form below, as it allows pre-printed score cards and cart assignments to be made.

**Cost:** \$150 per person or \$750 per team. Field is limited to 30 teams – singles will be placed by the S&R Committee.

**Dress Code:** Country Club Attire - Collared Shirts, No Jeans or Cargo Pants. Please clean your soft spikes.

**Donation:** Please help us reach our fund-raising goal by donating additional funds. Our long-term goal is to raise enough money to allow us to fund an entire research project relevant to golf courses in our region. Your generous help is key to attaining this goal.

**Reservation Deadline: Tuesday, June 1, 2010.**

**YES! I/We plan to attend the 2010 S&R Tournament.**

Player: _____	Club/Company: _____
Player: _____	Club/Company: _____
Player: _____	Club/Company: _____
Player: _____	Club/Company: _____
Player: _____	Club/Company: _____

**CONTESTS (Pre-Pay options):** (Note: You will also have the opportunity to pay for these games/contests the day of the event.)

- Skins Game - \$20 per team (half the pot goes to the skins winner, the other half to the S&R Fund)
- 50/50 Pot - \$1 per ticket (half the pot goes to the ticket winner; the other half to the S&R Fund) \_\_\_\_\_ # of tickets
- Tiger Woods Drive - \$25 per team. Your team is given a 350+ yard drive!
- Hole in One hole - \$25 per team. You receive a hole-in-one if anyone in your group lands on the green.
- Additional Donation to S&R Fund: \$\_\_\_\_\_ (Thank You!)

Submitted by: \_\_\_\_\_ Club/Company: \_\_\_\_\_

Full Address: \_\_\_\_\_

Phone/Cell: \_\_\_\_\_ E-mail: \_\_\_\_\_

*NOTE: If a cancellation occurs due to the weather, the "submitted by" contact will be notified. It will then be that person's responsibility to notify the remaining players on the team listed above. A rain date has been set for Monday, June 21.*

**PAYMENT:**

Check Enclosed  Invoice (\*)

(\*)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.

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

\*\*\* You may cancel without penalty 24 business hours prior to event registration time.

Entry forms with payments must be received by **Tuesday, June 1, 2010**.  
 HAGCSA, P.O. Box 419264, Kansas City, Missouri, 64141 or Fax to: 816-561-1991

# S&R SPONSORSHIP FORM

June 14, 2010 at Mission Hills Country Club

"Organize and generate the financial means to enrich the game of golf through funding regionally based research and scholarship to qualified applicants."



The HAGCSA's Scholarship and Research Tournament is considered our most important function of the year. This tournament is the pinnacle of our fund raising endeavors and provides the optimum opportunity to have your company's name honored and recognized by our membership for your support of this well-attended event.

**Title Sponsorships - \$2,500 (TAKEN)**

- Company name and logo recognition on main signage at the registration table.
- Prominently displaying of your firms name and logo in all lunch and meeting areas.
- Name recognition on all tournament material (i.e. rules sheets, sign up sheets, etc.)
- Complementary entry and lunch for a five some in the tournament.
- Verbal recognition as title sponsor by speakers during lunch and award presentations as a key component to the success of this event.
- Recognition in *Heartbeat* publication.

**K**ansas  
**C**ity  
**T**urf  
**S**upply, Inc.



**Food Sponsors - \$750**

- Verbal recognition as the benefactor of our meal and appetizers during lunch and the awards ceremony.
- Company name on signage at the buffet table and on table tents positioned around the room.
- Firm's name recognition on the main banner at registration table with other participating sponsors.
- Verbal recognition for your company.
- Recognition in *Heartbeat* publication.

**Beverage Stations - \$500 (3-TAKEN; 1-AVAILABLE)**

- Sponsorship of one of the four on course beverage stations that are positioned around the golf course.
- Perfect opportunity to greet event participants on the golf course and get your name out there as an important contributor to the success of the event.
- Company name on signage at the beverage station you are assigned.
- Name recognition on the main banner at registration table with other participating sponsors.
- Recognition in *Heartbeat* publication.

**Tee/Green Sponsorships - \$300**

- Affords your company to be recognized by each player with signage posted prominently on an assigned tee box.
- Company name will be displayed with other important affiliate partners on the main banner located at registration table.
- Recognition in *Heartbeat* publication.

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**YES! Count us in to Support HAGCSA Scholarship & Research Efforts!**

Company: \_\_\_\_\_

Contact Name: \_\_\_\_\_

Full Address: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_

**PAYMENT:**

- Check Enclosed    Invoice (\*)

(\*)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.

**RETURN COMPLETED FORM BY JUNE 1, 2010**

HAGCSA • P.O. Box 419264 • Kansas City, Missouri 64141 • FAX to 816-561-1991

If you have questions, please contact Kim Weitzel at 816-561-5323.

# HAGCSA TAKES HOME THE TROPHY

## Joint Tournament with KGCSA



Deer Creek Golf Course and Brent Stephenson, Superintendent, hosted the Joint Meeting.



Full House for the Joint Meeting with KGCSA.



Lyne Tumlinson, CAE, Career Lift spoke on "Developing Your Personal Brand".



**HAGCSA Winner**

Brian Freeman & Jamie Chambers



**KGCSA Winner**

Shawn Spann & Barry Siems



New trophy created by KGCSA Members (creative & impressive). Trophy went home with Heart of America GCSA.



**Title Sponsor**



**Beverage Sponsor**



Looks like we're starting the year off with some clever people who'll be entered into the 2010 Tony's Teasers drawing for **(4) \$250 gift cards.**

May's Clue: Non-herbaceous villainous professor

**Answer: Woody Moriarty**

Here is a list of those that submitted a correct answer (as of 4-30-10):

- |                   |                 |
|-------------------|-----------------|
| Paul Davids, CGCS | Dylan Senn      |
| Brad Lackey       | Bill Irving     |
| Bill Tritt        | Graham Edelman  |
| Jay Fitch         | Gary Breshears  |
| Alex Tucker       | Matt Delventhal |

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.

**June's Teaser:** Lesser Public Green Space  
**Answer:** \_\_\_\_\_

*Hint: It's a place!*

### S&R Tournament - cont.

Country Club since April 2010. Previous work experience includes Asst. Supt. at Kansas City Country Club and Milburn Country Club as well as Superintendent at Bent Oak Golf Club. Greg graduated from Kansas State University in 1997.

**Course Profile:** Mission Hills Country Club was established in 1914 and the golf course was originally designed by Tom Bendelow. The club as well as the golf course has experienced several mild renovations. Perhaps the most interesting is that the clubhouse was originally located east of Stateline Road, known today as the Carriage Club. In 2004 the club retained Keith Foster, Golf Course Architect, to develop a master plan for a major renovation of the course. In May 2006 the golf course was closed to construct/install new greens, tees, fairways, bunkers, irrigation system, drainage, cart paths, cart bridges and creek bank stabilization. The newly renovated course opened June 30, 2007.

**LEGACY SCHOLARSHIP**  
funded by  
 & **Count on it.**

The Heart of America GCSA Legacy Scholarship Award offers educational aid to the children and grandchildren of HAGCSA members. Award of \$1,000 is funded by Professional Turf Products and the TORO Company. The award is administered by the Heart of America Board of Trustees. Applications will be reviewed by an independent committee consisting of three high school educators and three college administrators. All decision of the committee will be final. Applicants will be notified of their status by mail. All scholarship award checks will be made payable to the applicant and his/her educational institution. If you are interested you may obtain an application from the HAGCSA website: [www.hagcsa.org/scholarships](http://www.hagcsa.org/scholarships) or by calling the Association Office at 816-561-5323. Deadline is August 31, 2010.

**2009 Legacy Scholarship Recipient**  
**ARDEN DARNELL**  
(daughter of Ron Darnell, Mazingo Lake Golf Course)

# Tournaments Report

By Todd Bohn, Director

Wow this year is flying by I can't believe we are already into the month of May. So far this year we had our Joint Meeting at Deer Creek Golf Club in March and then were slated to have our April event in the

"Border Battle" at Winterstone in April. Unfortunately, the April event was canceled. However, our next event, the Media Day/Past Presidents' Event at Sycamore Ridge Golf Course was held May 5. We had a great day of golf and fellowship with our local media representatives and our attending past presidents.



**First place winners: Brian McGreevy, Tom Kohout, Jamie Schmidt and Manny Cervantis**

always was a tough test of golf especially for me – *right Loren and Woody?* Coming in first place in the four-man scramble format was the team of Brian McGreevy, Tom Kohout, Jamie Schmidt, and Manny Cervantis with a -12 score of 60 great playing men! In second place was the team of Ron Covert, Joe Bauer, Gary Higbie, and Dylan Senn with a score of -10, 62. Thanks to everyone who attended and to all the media who took time out of their busy schedules to spend the day with us.



**Second Place Team: Joe Bauer, Gary Higbie, Ron Covert, and Dylan Senn, not pictured**

Don't forget about our next event – the S&R Tournament on June 14 at Mission Hills Country Club. We are working on some new things for the rest of this year so stay tuned to our website, [www.hagcsa.org](http://www.hagcsa.org), or the Heartbeat for further details.

# S&R Tournament Report

By Duane Sander, CGCS, Director

The Scholarship and Research Tournament is scheduled for June 14th at the beautiful and newly renovated Mission Hills Country Club. Come join friends, colleagues, vendors and others for this annual benefit. I urge everyone to pull their teams together and register as soon as possible, because the field is limited and it usually fills up fast.

As you know, the S&R Tournament raises money for the benefit of research, scholarships, and our full-time staff who are trying to earn a degree. This would not be possible without the support of our vendors, volunteers and participants. I would like to thank all our vendors in advance for all their continued support, especially through difficult economic times. If any HOA member has a comment or suggestion we would love to hear from you.



**Special Thanks to our Sponsors**

Who Will Take Home the 2010 S&R Trophy?

Mark your calendars and start forming your teams. Details forth coming.



The Van Wall Equipment team takes first place in the 2009 S&R Tournament.

Monday, June 14, 2010

Mission Hills Country Club  
Shawnee Mission, Kansas

Brad Gray  
Host Superintendent

## 2010 S&R TOURNAMENT

## Has Something Changed?

**Be Sure to Report Job Changes and Other Moves to the Heart of America GCSA**

**Phone: 816-561-5323**

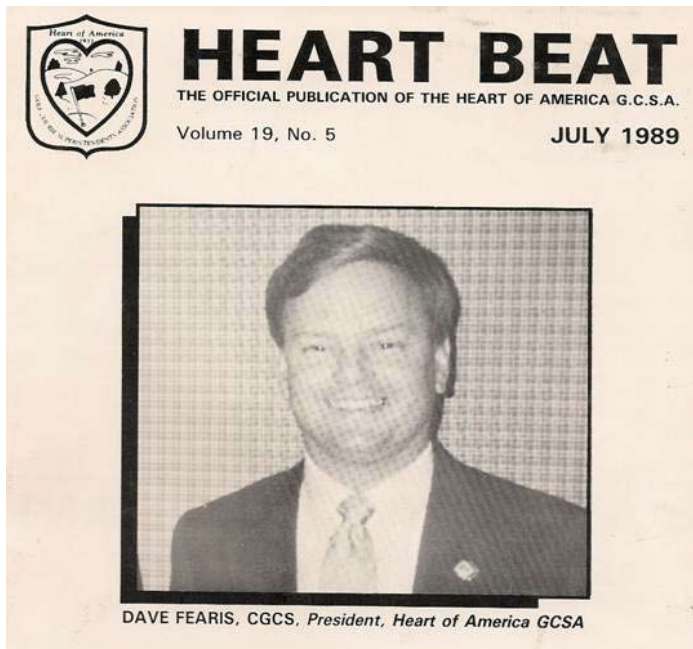
**Fax: 816-561-1991 or**

**e-mail: [kweitzel@swassn.com](mailto:kweitzel@swassn.com)**

# The Archives

**Editor's Note:** I thought you might enjoy a few sights from the Heartbeat taken from the last three decades of our association. If anyone has Heartbeats older than 1980, I would love to borrow them!

## 1990s



*The beginning of Dave's run!*



Mike Plantz of Topeka.

*Mike "Mullet" Plantz, pre-Heritage GC*



## Yesterday

*Lyrics by Tony Bertels*

*Music by Lennon and McCartney*

Yesterday, all that fungus seemed so far away  
Now it looks as though its here to stay  
Oh, I believe I'll have to spray

Suddenly, I used half the rate I ought, you see  
I've got budgetary woes on me  
Oh, turf disease came suddenly

Why it had to show I don't know, I'll have to say  
I sprayed something wrong, now I long for  
yesterday-ay-ay-ay

Yesterday, it'd been such an easy thing to spray  
Now I need a place to hide away  
Oh, I believe I'd better pray!

Why it did not go I don't know, it's only May  
I sprayed something wrong, now I long for  
yesterday-ay-ay-ay

Yesterday, golf was such an easy game to play  
Now my greens are thin and frayed away  
Oh, where the hell's my resume? Mmmmmmm

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

An advertisement for the Heartland Green Industry Expo. It features a collage of four images: a golf course, a close-up of a green, a person working on a green, and a field of yellow flowers. The text reads "Heartland Green Industry Expo" and "Common ground" in a stylized font. Below that, it says "December 14-15, 2010" and "Overland Park Convention Center".



## On My Honor

With the morning mist still on the Hudson River, and the sun just kissing the cliff tops of the New Jersey Palisade, Aaron Burr, Vice President of the United States shot and killed former Secretary of the Treasury, Alexander Hamilton. Political opponents for years, the duelists faced each other after Burr sent these words to Hamilton, "Political opposition can never absolve gentleman from the necessity of a rigid adherence to the laws of honor."

Once upon a time people were motivated by honor. Acquiring it, maintaining it, defending it. Bitter duels were fought in its name. I don't hear much talk about honor anymore.

Could it be the concept of honor is too difficult to understand? Is it truly ineffable - impossible to define - to the point that no one really knows what it means? As a virtue, it has certainly taken a beating when some cultures identify the murder of family members as an "honor killing" and when criminals such as the Mafia call themselves "men of honor."

I looked it up in the Webster Dictionary and found the words "reputation" and "integrity." But, honor seems to be more than that. It is similar to the definition of character which is, "What you do when no one is watching." Again, it must be more than that. So, I researched what some historical figures said about it. Most of them described honor by what it is not.

Thomas Jefferson said, "Nobody can acquire honor by doing what is wrong." Ok, we'll assume he means you must do what is right or good. The problem may be that by today's standards those are up for debate.

The ancient Greek playwright, Sophocles, also tells us what not to do, but at the same time defines what is wrong, "Rather fail with honor than succeed by fraud."

Which reminds me of my favorite quote from *The Kite Runner* by Khaled Hosseini, "There is only one sin, only one. And that is theft. Every other sin is a variation of theft ... When you kill a man, you steal a life. You steal his wife's right to a husband, rob his children of a father. When you tell a lie, you steal someone's right to the truth. When you cheat, you steal the right to fairness."

Of course fraud is theft and any way in which someone defrauds another is wrong. Today, however, I feel as if fraud is the new coin of the realm. That it has become an accepted part of our culture. I hear so many conflicting claims from government officials – whether it is about global warming or the cause of terrorism or

how to repair the economy - that sometimes I don't really know what to believe. It reminds me of a bit of graffiti I saw years ago, "Believe nothing of which you hear and only half of what you see."

I also like this observation by former U.S. President Herbery Hoover, "When there is a lack of honor in government, the morals of the whole people are poisoned." In other words, if we feel like our government is cheating us, then a kind of a trickle-down corruption starts to exist.

Others say that honor is something that we are born with, and that we must strive to keep it. German philosopher Arthur Schopenhauer said, "Honor was not to be won, it must only not be lost." Here is a similar statement by French author and poet Nicholas Boileau, "Honor is like an island, rugged and without shores and once we have left it we can never return." Still, neither tells what it is.

And, you can't really claim to have it, as Ralph Waldo Emerson notes, "The louder he talked of his honor, the faster we counted our spoons." Could it be something that only other people can observe in you?

Leonardo da Vinci, endeavored to define it as, "He who sows virtue reaps honor." One of the best definitions I found is from journalist, Walter Lippmann, "He has honor if he holds himself to an ideal of conduct though it is inconvenient, unprofitable, or dangerous to do so."

I recall my father teaching me about honor and duty, and I have endeavored to teach my sons about it as well. I hope they will grow up in a world where honor has a resurgence and people are motivated by it once again.



**Robert Wilson**

*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](http://www.jumpstartyourmeeting.com).*

## Can Zoysiagrass Really Spring Back?

By Ty McClellan, Agronomist

Recently, during spring course visits, the obvious signs of cart traffic were evident on zoysiagrass fairways, especially when comparing those that receive moderate to heavy golf cart traffic throughout the winter to those that do not. In most cases, it is too early to determine the degree of winterkill or the square footage (and in some cases the acreage) that will require sodding, as the zoysiagrass has yet to fully emerge from winter dormancy. And, while zoysiagrass sod is not currently being purchased in large quantities, sod producers are fielding calls from turf managers ensuring its availability, if and when needed.

Winter cart traffic on zoysiagrass fairways is a growing concern among experienced turf managers who have witnessed severe winterkill and are worried that a potential disaster looms in the future should the upper Transition Zone experience a severe winter in the coming years. Given the absence of significant turf loss in recent years, golfers and turf managers alike have forgotten the potential for winterkill damage on warm-season turfgrasses in this region. Additionally, the younger among us may simply not have experienced a winter in which severe winterkill damage has occurred. Even golf facilities have relaxed winter cart use restrictions over time. Despite this current trend, relaxing the standards on cart use when zoysiagrass is dormant is risky.

The abbreviated growing seasons for zoysiagrass during the last two years have actually further contributed to the potential for severe winterkill in the upper Transition Zone. More specifically, recent summers have been much cooler than normal and have combined with greater than average rainfall. The overcast skies when added to the cool and wet soil conditions have further hampered zoysiagrass growth and thus, there really has not been a full season of active growth or recovery.

With low mowing heights being maintained late into the golfing season, zoysiagrass is also not as durable. A lack of leaf tissue disrupts necessary carbohydrate storage and hardening off that are key plant functions during fall, thereby leaving the zoysiagrass in a vulnerable state, as it enters winter.

Below are some of the risks and side effects of winter cart traffic on zoysiagrass fairways. These may largely be applied to bermudagrass as well.

• **Slow Spring Greenup** – Zoysiagrass exhibits excellent wear tolerance, but not when it is dormant and unable to recover through growth. As such, the effects of winter traffic accumulate, and this results in a less than durable stand of turf that is very slow to green-up in the spring.

• **Soil Compaction** – Oftentimes soils are not completely frozen during winter play, thus leading to wet soils that are easily compacted. Root systems are sacrificed and poor turf health follows. Additional aeration is needed on fairways that receive winter cart traffic.

• **Weed Contamination** – Thin areas or wear patterns often develop in high traffic areas and voids in the zoysiagrass are quickly established with winter weeds or resident bermudagrass populations. Winter weeds are fairly easy to control, but bermudagrass contamination in zoysiagrass can be a major, if not expensive, problem.

• **Large patch (Zoysia Patch)** – Damage from this turfgrass disease often lingers for weeks and months where zoysiagrass, weakened and stunted from winter cart traffic, is very slow to recover and unable to grow given the damage.

• **Weakened Turf** - The biggest pitfalls of winter cart traffic are the season-long weakened state of zoysiagrass and the increased potential for future turf loss.

As more and more golf facilities open up their fairways to winter cart traffic, those that do not face increasing pressure and criticism from golfers to do so. Unless this trend is reversed, it is truly just a matter of time before we learn the lesson.....once again.....the hard way, as basic plant physiology and agronomics have not conquered all that the environment can dish out.

*If you would like more information about a Turf Advisory Service visit, do not hesitate to contact either of the Mid-Continent regional offices: Bud White at [budwhite@usga.org](mailto:budwhite@usga.org) or (972) 662-1138 or Ty McClellan at [tmcclellan@usga.org](mailto:tmcclellan@usga.org) or (630) 340-5853.*





# MEMBERSHIP APPLICATION

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

Download an application at: [www.gcsaa.org](http://www.gcsaa.org) ~

Name \_\_\_\_\_ GCSAA Membership #: \_\_\_\_\_  
 Club or Company \_\_\_\_\_  
 Address \_\_\_\_\_  
 City, State, Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ Fax \_\_\_\_\_  
 E-mail \_\_\_\_\_  
 Home Address \_\_\_\_\_  
 City, State, Zip \_\_\_\_\_  
 Phone \_\_\_\_\_ Spouse \_\_\_\_\_

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

### JOB INFORMATION: LIST CURRENT EMPLOYMENT FIRST

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

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

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

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

Print Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_  
 Print Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_  
 Print Name: \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

**Please include Annual Membership Dues with Application (Term: January to December):**  
 Superintendents - \$130  
 Assistant Superintendents - \$70  
 Suppliers - \$130  
 Golf Course Employees - \$70  
 Students - \$25

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**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](http://www.hagcsa.org)