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NCTGA
NORTH CENTRAL TURF GRASS ASSOCIATION

TALKING TURF

NORTH CENTRAL TURFGRASS ASSOCIATION

Winter 2019

President's Message

By Victor Heitkamp

Greetings NCTGA members,

I hope you've had an enjoyable holiday season and this message finds you well and reenergized for the New Year! I love this time of year because it gives me time to reflect and start planning for the season that is soon to come.

We start our new year off with the 34th Annual Conference and Trade Show February 26-28. Sam and the conference committee continue to work hard finalizing the details making your experience the best it can be. One of the changes you will see this year is that we restructured the conference fees and have included the membership dues right into the conference price. We are hoping to simplify the registration process and make it easier to track membership. We realize that not everyone is able to attend the conference and we will miss not having you in attendance, but for those who are not able to attend and still want to maintain membership status just send Sam a note at info@nctga.net and he will get you signed up. Annual membership dues are \$90. Another change you will see this year is the educational format. We have eliminated Super Tuesday, which was more golf specific and decid-

ed to offer concurrent sessions to benefit both golf and turf. You will also notice that we moved the opening day registration on Tuesday to noon to make it easier for those traveling from longer distances with the first educational session starting at 1:00pm. I also encourage every member who is in good standing (paid 2019 membership) to attend the annual meeting on Wednesday from 2:00pm-3:00pm.

One of the items that you will be voting on this year is a cleaned-up version of the by-laws. The by-law committee felt the current language wasn't clear, so they have been working on cleaning up the verbiage and it is ready for member approval. We are also going to give an update on North Dakota's BMP program. Garrett Schultz will be the chair of this committee, and we are close to having the committee formed. I would also like to say thank you to the Golf Course Superintendent's Association of America and their Director of Outreach, Steve Randall for providing the NCTGA with a \$10,000 grant to fund our BMP initiative. We are still in the early stages of this, but it is our goal to have the project completed by the 2020 Conference and Trade Show. Continued on page 2....

President's Message

Continued from page 1...

Finally, we are seeking members who are interested in serving the association. There will be three seats open on the board of directors and we are looking for people who are passionate about the growth of the turf industry to serve on the board. If you are interested or have any questions please contact Sam, any of the directors, or me.

In closing I would like to thank you for the opportunity to serve as president this past year. We have a great group of people in our association and I hope to see you in February.

- Victor



Victor Heitkamp
@FargoParkVictor



I would like to give a shout out to these folks and the great work they did today getting the greens covered at [#OsgoodPublicGolfCourse](#). When we come together and work as one we can get any task accomplished! [#ILoveMyTeam](#) [#FargoParks](#) [#TeamOperations](#)

♡ 9 5:40 PM - Oct 29, 2018

(Follow along with Victor to hear about the great work they are doing at Fargo Parks @FargoParkVictor)



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34th Annual Conference and Trade Show

Join us for the 34th Annual NCTGA Conference and Trade Show from
February 26th-28th, 2019 at the Holiday Inn in Fargo, ND

Register at: nctga.net/conference

Schedule at a Glance

Tuesday, February 26th

12:00pm - 1:00pm: Registration and Networking

1:00pm - 1:30pm: President's Opening Remarks
and Executive Director Update (Victor Heitkamp
and Sam Bauer)

1:30pm - 3:30pm: Dr. Chase Straw, University of
Minnesota

1:30pm - 3:30pm: Dr. Jon Trappe, University of
Minnesota

3:45pm - 5:00pm: Mark Michalski, TPC Twin Cities

5:00pm: Social

Wednesday, February 27th

6:00am - 1:00pm: Vendor setup

7:00am - 8:00am: Registration and Networking

8:00am - 12:00pm: Dr. Nick Christians/Dr. Adam
Thoms, Iowa State

12:00pm - 1:00pm: Lunch

1:00pm - 2:00pm: Dr. Nick Christians, Iowa State

1:00pm - 2:00pm: Dr. Adam Thoms, Iowa State

2:00pm - 3:00pm: NCTGA Annual Meeting

3:00pm - 8:00pm: Trade Show

6:30pm - 8:00pm: Silent Auction, Raffle, Social

Thursday, February 28th

7:30am - 9:00am: Trade Show

9:00am - 11:30am: Dr. John Ball, South Dakota
State

11:30am - 12:00pm: Educational Points Distribu-
tion

12:00pm - 3:00pm: NCTGA Board Meeting

Conference Pricing

**(This year conference fees include your
2019 NCTGA Membership Dues)**

Individual Registration: \$300.00

Student Registration: \$50.00

Vendor Booth: \$500.00

Additional Booth: \$175.00

Vendor Representative: \$200.00

Manufacturer Representative: \$300.00

**(Note: registration increases by \$50 after
February 8th, 2019. Register early to
receive the above discounted rates)**

A block of hotels rooms has been reserved
under "North Central Turfgrass Association".
For reservations, call: **1-877-282-2700**

Register at: nctga.net/conference

34th Annual Conference and Trade Show

Speaker Spotlight: Tuesday, February 26th

Dr. Jon Trappe

Post-doctoral Research Associate

University of Minnesota

Jon Trappe is a Postdoctoral Research Associate in the Department of Horticultural Science at the University of Minnesota. Jon received his Ph.D. in Turfgrass Science from Purdue University in 2015, where he conducted research on carbon sequestration in turfgrass systems. In his 12 years as a turfgrass scientist, Jon has conducted research and education activities related to weed control, shade and traffic tolerance, fertilization, best management practices, cultivar and species evaluation, and is currently conducting research on low input turfgrasses.



1:30-2:30pm: “Calendar of Weed Control in Turf”

This hour-long discussion will focus on the timing of optimal weed management strategies in turfgrass systems as they relate to common or difficult to control weeds. Specific topics include preemergent herbicide use for annual grassy weeds, optimal products and timings for difficult to control broadleaf weeds, best management practices for reducing weed pressure, and updates on new tools for the turf manager's handbook.

2:30-3:30pm: “Optimizing Nitrogen Uptake While Minimizing Nutrient Loss on Golf Courses”

This hour long discussion will entail developing a golf course fertility program that focuses on optimizing nutrient uptake while incorporating strategies to reduce nutrient loss

Dr. Chase Straw

Post-doctoral Research Associate

University of Minnesota

Chase earned his B.S. degree from the University of Kentucky in Turfgrass Science. During his undergrad he gained experience managing sports fields at the collegiate (University of Kentucky) and professional (Boston RedSox and Cincinnati Bengals) levels. He went on to earn his M.S. and Ph.D. degrees in Turfgrass Science from the University of Georgia. Chase's research focuses on spatial and temporal variability within turfgrass systems in order to develop practical strategies for reducing management inputs and improving the overall user experience. He is currently a Postdoctoral Research Associate at the University of Minnesota.



1:30-2:30pm: “Precision Turfgrass Management Applications for Golf Courses”

The golf course management industry is under increasing public pressure to improve environmental impacts by reducing management inputs. The concept of precision turfgrass management is a viable strategy to achieve reductions by making management input applications only where, when, and in the amount needed. Precision turfgrass management currently relies heavily on mapping technologies for identifying variability and implementing variable-rate or site-specific applications. This presentation will provide an overview of currently available mapping technologies and explain how they can be used for precision turfgrass management at your golf course.

2:30-3:30pm: “Technologies for Sports Field Performance Testing”

Due to increased concerns over athlete safety, sports field performance testing is becoming more common to quantify surface properties (such as surface hardness). New technologies allow for a more robust testing than currently practiced, which involves combining GPS field sampling devices with GPS athlete tracking devices. This presentation will 1) provide an overview of currently available technologies that sports field managers can utilize when testing their fields, and 2) discuss previous and on-going athlete-surface interaction research using these technologies. Focus will be on natural turfgrass sports fields, but there will be some applications for synthetic turf fields too.

34th Annual Conference and Trade Show

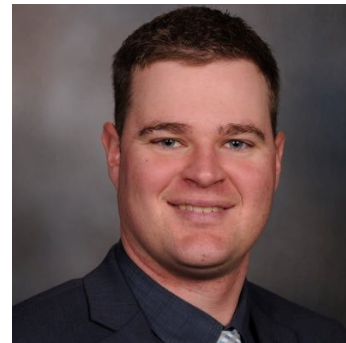
Speaker Spotlight: Tuesday, February 26th

Mark Michalski

Golf Course Superintendent

TPC Twin Cities

Mark Michalski is from Silver Bay, MN and began working at Silver Bay Golf Course full-time when he was 16. He has worked at two other golf courses since leaving Silver Bay, Wayzata Country Club and TPC Twin Cities, where he is presently the Superintendent. Michalski feels that there is nothing better than being a Golf Course Superintendent, and it is all he has wanted to do since that summer he began working at Silver Bay Golf Course.



3:45-5:00pm: "Preparing for the PGA Tour at TPC Twin Cities"

PGA Tour players have a new home in Minnesota at TPC Twin Cities. Recently announced with a seven-year agreement, the 3M Open will be held for the first time in the summer of 2019, bringing the world's best golfers to one of the premier courses in Minnesota. Mark and his team have been busy with golf course renovations, such as extending tees and reducing fairway size to make the golf course more challenging for these PGA Tour professionals. In this session, Mark will provide an overview of how the 3M Open came to be and the work required to ready the golf course for the world's best players.

Conference Sponsorship Opportunities

Without question, our NCTGA Annual Conference and Trade Show would not be possible without the support from our incredible vendor sponsors. On behalf of the NCTGA Board of Directors, we wish to thank all of the vendors who have previously supported the conference. This sponsorship enables our association to provide outstanding educational speakers and superb catering at our events, in addition to keeping our conference prices low. This year we are offering three opportunities for sponsorship: food and beverage sponsors, speaker sponsors, and silent auction prizes. To signup for sponsorship, please follow the exhibitor registration page on the website at: nctga.net

Food and Beverage Sponsorship Levels:

- Coffee break sponsor (\$175.00)
- Social sponsor (\$275.00)
- Lunch sponsor (\$375.00)

Speaker Sponsorship Levels:

- Bronze (\$200.00)
- Silver (\$300.00)
- Gold (\$400.00)
- Platinum (\$500.00)

Silent Auction

To include a prize or prizes in the silent auction, please select the donation on our webpage and you will be contacted for the item description and value.



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34th Annual Conference and Trade Show

Speaker Spotlight: Wednesday, February 27th

Dr. Nick Christians

Professor

Iowa State University

Dr. Nick Christians is a University Professor of Horticulture at Iowa State University in Ames, IA. His area of specialization is Turfgrass Science. Dr. Christian's awards include: The 1999 Fred V. Grau Turfgrass Research Award, The Outstanding Undergraduate Educator Award from the American Society of Horticultural Science, Iowa State University Outstanding Advisor Award, ISU Teaching Excellence Award.



8:00am-noon: "Developing Topdressing and Cultivation Programs for Golf and Sports Turf"

Topdressing is one of the best cultural practices that can be done to improve the quality and playability of turfgrass, but it is also one of the most misunderstood practices. Topdressing material selection, rate, and frequency all can play a role in how successful your topdressing program will be. This presentation will cover the basics of developing a successful topdressing program, and present some of the recent topdressing research. It will also show examples of what successful and unsuccessful topdressing programs look like.

1:00-2:00pm: "What's New in Poa Annua Control: What's Working and What's Not Working"

This hour long discussion will discuss research surrounding poa control strategies in various turf situations. There will be time for questions and comments about what has worked for you.

Dr. Adam Thoms

Assistant Professor

Iowa State University

Adam Thoms, Ph.D. is an assistant professor in the department of horticulture at Iowa State University. He earned his B.S. in horticulture with the turfgrass option from Iowa State University, a master's in plant science in the turfgrass option from the University of Tennessee, and his Ph.D. in plants, insects, and soils from the University of Tennessee. While at the University of Tennessee he was a research leader overseeing many turfgrass research projects. His appointment allows him the opportunity to be involved with extension, research, and teaching. Adam's research focuses on the performance of turfgrasses subjected to various management techniques.



8:00am-noon: "Developing Topdressing and Cultivation Programs for Golf and Sports Turf"

Topdressing is one of the best cultural practices that can be done to improve the quality and playability of turfgrass, but it is also one of the most misunderstood practices. Topdressing material selection, rate, and frequency all can play a role in how successful your topdressing program will be. This presentation will cover the basics of developing a successful topdressing program, and present some of the recent topdressing research. It will also show examples of what successful and unsuccessful topdressing programs look like.

1:00-2:00pm: "Decoding Athletic Field Safety and Performance"

Athletic field safety is becoming more of a talking point in the media every day. Staying up to date on the latest athletic field safety research is key. This presentation will cover how to increase traffic tolerance through various cultural practices, the comparison of safety data on natural and synthetic turf, and what safety data really means on each surface.

34th Annual Conference and Trade Show

Speaker Spotlight: Thursday, February 28th

Dr. John Ball

Professor

South Dakota State University

John Ball is a Professor of Forestry at South Dakota State University where he also serves as the extension forestry specialist and the state's forest health specialist. He previously managed tree care companies in the Midwest and East that contracted with lawn maintenance companies and golf courses for their tree care.



9:00am-11:30am: "Trees and Turf: the Frenemies"

Trees and turf, like cats and dogs, are not a natural mix. However, we put them together in lawns, parks, and golf courses and expect them to get along! The session will cover the key challenges to managing turf in a tree environment for the benefit of both.

NCTGA Trade Show Hours

As always, the NCTGA trade show will feature our vendor members with new equipment and technologies, cutting edge products, and networking and educational opportunities. Plan to attend the trade show during the scheduled times to support the vendors that enable our association to do what we do. Thank you to all vendors who plan on exhibiting and sponsoring the conference!

Wednesday, February 27th from 6:00am-1:00pm: Vendor setup

Wednesday, February 27th from 3:00pm-8:00pm: Open Trade Show

Thursday, February 28th from 7:30am-9:00am: Open Trade Show



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NCTGA Member Profile

Melissa Grafenauer, University of North Dakota

Employer

University of North Dakota

Job Title

Horticulturalist

Education

University of Minnesota-Crookston: Horticulture

Years of Service in Your Position

UND- 14 days!, previously 15 years with Grand Forks Park District

Years as an NCTGA Member

10 years

Favorite Part of the Turf Industry

Designing planters, beds, and new landscapes

Favorite Tool in the Shop

Trowel for planting flowers

Favorite Job to Perform in this position

Planting flowers

Any Projects or Big Events this Year

I will be designing renovations for old landscapes that need some “sprucing up”, and my designs will be on the chopping block because it is my first year and I want to impress the students, faculty and community. Essentially I would like to keep my new job!

Favorite Hobby

Walking my dogs, playing softball, and watching my kids play sports of all kinds!

(Editors note: the NCTGA Board of Directors would like to congratulate Melissa for her new position and we wish her all the best in the transition!)



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USGA's New Rule Changes Explained

GOLF'S NEW RULES: KEY CHANGES

The R&A and the USGA have released golf's new Rules, which will take effect on January 1, 2019. Here are five of the most significant changes.

How to Drop a Ball

You will drop your ball from knee height into the relief area.



Time for Ball Search



Three minutes will be the maximum allotted time to search for a ball, rather than the current five minutes.

Repairing Spike Marks



You will be allowed to repair spike marks and any other damage on the putting green caused by a person, an animal or maintenance practices.

Leaving Flagstick in the Hole

If you make a stroke from on the green and your ball hits the flagstick in the hole, there will be no penalty.



Relaxed Rules in Penalty Area

You will be allowed to ground your club and move loose impediments in a penalty area (an expanded concept of water hazards that does not include bunkers).



For more information on golf's new Rules, please visit usga.org or randa.org.

The new Rules will go into effect on January 1, 2019.



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NCTGA Receives \$10,000 Grant from GCSAA

Recently the NCTGA received a \$10,000 grant from the GCSAA through funding from the Environmental Institute for Golf. Grant dollars will be used to develop our BMP Program for the state of North Dakota.

Learn more about the BMP Program at the 2019 conference.



Golf Course Superintendents Association of America
1421 Research Park Drive • Lawrence, KS 66049-3858 • 800.472.7878

December 17, 2018

Mr. Victor Heitkamp
President
North Central Turf Grass Association
PO Box 10823
Fargo, ND 58106

Dear Victor,

Congratulations! This letter is to confirm approval to fund your Best Management Practices (BMP) Grants project submitted for North Central Turf Grass Association for 2018. NCTGA will receive \$10,000 from GCSAA. This grant is made possible through funding by the Environmental Institute for Golf, GCSAA's philanthropic organization.

Your project was approved because it met priorities as outlined within our grant guidelines, including incorporating activities associated with developing a BMPs program, and affording GCSAA the ability to support its mission. Please sign and return the enclosed agreement by January 15, 2019 to Betsy Myers, coordinator, environmental programs at bmyers@gcsaa.org and we will initiate your payment.

This agreement states that you acknowledge the grant and will use the monies as indicated within your grant application. GCSAA will consider alternative uses of the monies for your BMP project upon written request and subsequent approvals. Also, there are no restrictions that prohibit your chapter from applying for any future grants. Attached is a planning/timeline spreadsheet intended to help you achieve success.

Please provide the target dates for the launch of your BMPs.

Do not hesitate to contact us if you have any questions. We appreciate all you are doing for the superintendent profession, the golf course industry, and the game.

Sincerely,

A handwritten signature in black ink that reads "John R. Fulling, Jr.".

John R. Fulling, Jr., CGCS
GCSAA Secretary/Treasurer
BMP Grants Task Group Chairman
john@kalamazoocc.com
(269) 345-5013

A handwritten signature in black ink that reads "Jeff L. White".

Jeff L. White, CGCS
GCSAA Director
BMP Grants Task Group Vice-Chairman
jwhite@gcsaa.org
(913) 362-4530

NCTGA Bylaw Updates

Notice to NCTGA Members:

NCTGA bylaw changes and additions will be voted on at the 34th Annual Conference and Trade Show during the annual meeting on Wednesday, February 27th. All members in good standing will be allowed to vote on these changes. On the pages that follow, you will see our current bylaws with changes highlighted in yellow, and deletions highlighted in yellow with a strike-through. For any questions on these proposed bylaw changes, please contact Sam Bauer at info@nctga.net.



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CONSTITUTION AND BY-LAWS
OF THE
NORTH CENTRAL TURFGRASS ASSOCIATION

ARTICLE I

This organization shall be known as the North Central Turfgrass Association (NCTGA). This organization is incorporated under the laws of the State of North Dakota as a non-profit organization.

ARTICLE II

Purpose and Objectives

The purpose of the Association is to promote the ~~turf grass~~ turfgrass industry in North Dakota; to encourage the support the further study and research of turf; to disseminate information related to this study and research, and to represent this group in matters of policy, regarding the turf grass industry.

The objective of this Association is better turf for all aspects of the industry including athletic fields, cemeteries, golf courses, lawns, parks, roadsides, institutional grounds, so production, and other turf grass areas.

ARTICLE III

Membership

Any person, institution, association, or business interested in growing and using ~~turf grass~~ turfgrass, or in the development, manufacturing, and supplying of products and equipment necessary for the establishment, growth, maintenance, renovation and/or production of turf may become a member of the North Central Turfgrass Association. Members must subscribe to the purpose and objective of the Association, and upon payment

of annual dues, shall be duly elected a member by the Board of Directors, as provided by the Constitution and By-Laws of NCTGA.

Membership Classifications

Educator	Nursery and Growers
Exhibitor Associate	Parks and Grounds Maintenance
Golf Course	Students
Lawn Care	*Retired
**Honorary Member	

*A Retired Member shall pay ½ the fee of a regular members annual dues. A Retired Member shall have all the privileges of other members except that of voting and holding office unless said member is currently sitting on the Board of Directors, than he/she will be able to finish their term.

** An Honorary Member is a person upon whom the members of the Association shall, for whatever reason, feel inclined to bestow such membership. An Honorary Member shall have all the privileges of other members except that of voting and holding office and shall not be required to pay dues. An Honorary Member shall be elected at the Annual Meeting by 3/4ths majority of voting members present and upon failure of election at any Annual Meeting shall cease to be an Honorary Member.

ARTICLE IV

Annual Membership Fee

As a condition of holding membership in this Association, each member, with the exception of Honorary Members, shall pay an annual membership fee. ~~The annual fees for membership shall be proportionate to the possible benefits to the member organization.~~ Membership fees will be set by the Board of Directors. Changes in membership fees can be considered only at the Annual Meeting and are not subject change during the course of the fiscal year. The fees of the North Central turfgrass Association are due and payable January ~~October~~ 1st of each year

and become delinquent on the final day of our annual conference ~~December 31st~~. No delinquent member can vote on business of the association. The Board of Directors may, for sufficient cause, temporarily excuse a member from payment of membership fees.

~~Student membership fees shall be one-half of the cost of regular member fees.~~

ARTICLE V

Meetings of Members

Section I: The fiscal year of the North Central Turfgrass Association shall begin the first day of October and shall end on the last day of September.

Section II(A): The Annual Meeting of the membership of this Association shall be held each year at such a time, specified by the Board of Directors

Section II(B): The Annual Meeting of the Association shall be held each year at such a time, place, and day as shall be designated by the Board of Directors.

Section II(C): Special Meetings may be called at any time by the President, by request of a majority of the members of the Board of Directors, or by request of 25% of the voting membership.

Section III: Notification of meetings shall be mailed to the members at least ten (10) days in advance to said meetings. Notification of Annual Meetings shall be made at least thirty (30) in advance of said meetings. Notification of Special Meetings shall be made at least thirty (30) days in advance of said meetings if Constitution and/or By-Laws issues are to be addressed. For Special Meetings called for any other purpose, notification must be made as far in advance as is practical. If notification of a Special Meeting is made less than thirty (30) days in advance, Constitutional and By-Laws issues may not be added to the agenda at that meeting. In all cases, announcements by

mal will be sufficient. The date of postmark determines the date of notice in all cases.

Section IV(A): Thirty (30) days preceding the date of any meetings is hereby fixed as the record date for the determination of members entitled to vote at such meetings. A list of members entitled to vote shall be available at the time of all meetings and shall be subject to inspection by any registered member.

~~(R-1/17/91)~~

Section IV(B): Any registered/current member, with the exception of Honorary Members, shall have one vote to cast in any determination. This shall hold for election of officers, or determination of matters of business that affect the functioning of NCTGA.

Section V: those present at any announced meeting shall constitute a quorum.

Section VI: the order of business at meetings shall be:

1. Call to order
2. Reading of the minutes of the previous meeting.
3. Reports by President and Secretary-Treasurer.
4. Committee Reports
5. Old Business
6. New Business
7. Election of Directors and Officers (when appropriate)
8. Adjournment.

* All matters coming before the Board of Directors and/or Membership, not coming within the order of business as described, and all disputed questions of parliamentary practice shall be controlled by Robert's Rules of Order Newly Revised.

ARTICLE VI

Directors-Membership and duties

- Section I: the business and affairs of this Association shall be governed by a Board of Directors composed of nine (9) members, divided into three groups of three directors each, so divided that the term of office of three directors shall expire each year. The immediate Past-President and the Secretary-Treasurer shall be considered as an ex-officio member to the Board of Directors, unless already elected member to that board.
- Section II: Nominations for Directors will be made by a Nominating Committee appointed by the President from current members for the Association and from the floor by members.
- Section III: A Quorum of the Board of Directors shall consist of a majority of (5 out of 9) of the existing Directors.
- Section IV: A Meeting of the Board of Directors shall be held immediately after the annual meeting. Additional meetings may be called by the President or a majority of the Directors or by petition signed by one-fourth of the members.
- ~~(R 1/13/87)~~
- Section V: the Board of Directors shall have general supervision and control of business affairs of the Association. They shall make all rules and regulation for the guidance of the membership, officers, employees, and agents of the Association in accordance with the current Constitution, By-Laws and policies of the Association.
- Section VI: Each member of the Board of Directors shall be required to advise the NCTGA administrative office and/or Executive Director if he or she will be absent from the Director's meeting. Due to the important nature of these meetings, if a

Director is absent for two (2) consecutive meetings, he/she will be notified by letter that his/her attendance at the next regularly scheduled meeting will be mandatory. If that Director fails to attend such a meeting, he/she may be replaced by appointment of the President with Board approval.

ARTICLE VII

Officers

- Section I: The officers of the Association shall consist of a President, Vice President, and a Secretary-Treasurer, who may or may not be members of the Board and are appointed by the Board.
- Section II: The President of the Association shall preside at all meetings and perform generally the duties required of such an officer. The President will appoint committees and designate committee chairmanship.
- Section III: The Vice President of this Association shall perform the duties of the President in his absence or at his request. The Vice President will function as an ex-officio member of all committees.
- Section IV: The Secretary-Treasurer shall have charge of the Seal, corporate books, and records of the Association; shall keep regular books and records of accounts of the Association; and shall issue notices of meetings of the general membership and the Board of Directors as designated in the Constitution and By-Laws of NCTGA. He or she shall perform all duties incident to such office, subject to the control of the Board of Directors.

~~{R-1/17/91}~~

Expenses over \$100.00 require a voucher to be signed by the President. The President shall be required to have a yearly audit of the books, either by a qualified outside agency or by some members of the Board of Directors.

Section V: In case of inability of any officer to serve his delegated capacity, the Board of Directors may delegate, for the time being, the powers and duties of such office to any other qualified member of NCTGA.

ARTICLE VII A

Executive Director

Section I: The President of the NCTGA shall appoint three members in good standing to serve on an Executive Director nominating committee. That committee shall submit to the Board of Directors their recommendation for an Executive Director.

Section II: the Executive Director shall be appointed upon approval by a majority of the Board of Directors

Section III: The duties, responsibilities, compensation, and terms of employment of the Executive Director shall be established by the Board of Directors.

Section IV: Those duties previously designated to the Secretary-Treasurer may be appointed to the Executive Director at the discretion of the Board.

ARTICLE VIII

Gifts and Donations

Section I: Donations and gifts to the Association shall be accepted subject to the approval or confirmation of the Board of Directors.

Section II: No gift or donation shall, in any event, be accepted which shall or may require the payment

of any annuity or other charge from the funds of the Association.

~~(R1/18/99)~~

Section III: All contributions or gifts shall be payable to the North Central Turf Grass Association. All funds shall be deposited in the bank or banks selected by the Board of Directors as depository for receiving funds. The secretary-Treasurer shall keep a record of receipts and disbursements which shall be available for inspection or audit at any time.

ARTICLE IX

Advisory Committee or Council

The Board of Directors may, at their discretion, appoint an Advisory Council, or informally seek the advice and council of persons actively engaged in/or supervising research turf grass projects, particularly those projects that are supported in part or entirely by funds supplied by the NCTGA

ARTICLE X

Amendments

The Constitution and By-Laws may be amended, revised or replaced by three-fourths (3/4) majority of the voting members present at any Annual Meeting or any Special Meeting called expressly for that purpose. In any such case, the proposed amendment(s), revision(s) or repeal must be mailed to the membership at least thirty (30) days in advance of such meeting as specified in Article V, Section III.

Article X, Amendments

Adopted _____

Revised January 13, 1987

Revised January 18, 1990

Revised January 17, 1991

Revised January 18, 1995

Revised March 1, 2017

ARTICLE XI

Dissolution

In the event of the dissolution of this Association, all assets shall be assigned to a Land Grant Institution in North Dakota, Minnesota, or South Dakota or a Turfgrass/Horticulture Program as determined by the remaining Board of Directors ~~to the Dean of the College of Agriculture, North Dakota State University at Fargo, North Dakota,~~ for the specific use in the furtherance of ~~turf-grass~~ turfgrass research.

~~(R 1/18/90)~~

Do You Have a Plan for Success

By Steve Keating (@LeadToday)

I'm sometimes asked for my definition of success. I always start the same way, by explaining success is very personal and my definition is likely to be different than the next person's. But I'm convinced that whatever your personal definition of success happens to be you'll be more likely to achieve it if you have a solid plan.

To be sure, a plan does not guarantee success, there are other factors in play as well but a plan, a good, well thought-out plan, can take into account many of those factors and provide you with a level of control over seemingly uncontrollable events.

As I've seen again and again through the years the single biggest cause of failed plans is that they are never actually put into action. No plan, no matter how good it may be, will succeed if you never take action on it.

While a plan does not guarantee success not taking action on a good plan virtually does guarantee failure or at least much more limited success than you otherwise might have. The bottom line on plans is pretty clear, if your plan is not actionable then it's not really a good plan.

As we near the end of 2017 I'd like to share with you a planning method I've used through the years with great success. It is a simple process for developing an actionable plan; be careful however not to make the mistake of thinking that a simple process makes the execution of your plan simple, success is hard work.

I also feel the need here to add another caution; we're talking here about a strong 2018 but don't let that lull you into thinking 2017 is over, there's still time to finish strong. No matter what kind of year 2017 has been for you how you finish it absolutely matters. Finish strong!

So, first let's determine what an actionable plan is not: It is not, "I'm going to work harder" or "I'm going to work smarter" or any variation of the same. That is not a plan; it is a dream, a dream that turns into the nightmare of the same old thing.

A plan that succeeds has action built into it, the actions are very specific, and the actions have measurable standards *that leave no doubt* as to whether they have been accomplished. Each individual action has its own deadline, a deadline which is critical because you'll never find "someday" on a calendar.

Here is an 8-Step Planning Process that has been proven time and again to help people achieve success if they are willing to put in the required effort:

- 1. Develop a clear picture of your current situation** – we must know where we are before we can know where we are going
- 2. Be certain you know your vision of the desired situation** – specificity is a key here
- 3. Develop short, medium and long range goals** – it is perfectly okay to adjust your goals as circumstances change and don't forget, one of the secrets of goal achievement is to break big goals into smaller ones to make the big goal easier to achieve
- 4. Develop your program – how will you succeed – what will you sacrifice** – remember success is not just about what you will START doing, often what you STOP doing is just as important. Be as specific as you can possibly be in this step
- 5. Determine the investment you are willing to make (time & money)** – the commitment of time is frequently harder to make than a financial commitment
- 6. Set your Time Table – When will it all happen** – just like it says, *Time Table*, specific dates and times, giving yourself a range of dates is giving yourself the opportunity to delay your success
- 7. Implement the total plan** – no plan is more worthless than the plan never put into action
- 8. Follow-up – Check back often on how you're doing** – and while you're checking back find someone that cares about you to hold you accountable to your plan, this is a lot of work and is almost impossible to accomplish alone

That's it, there is your planning process, and before you start telling yourself you can succeed without doing all this "work" let me share something else with you: What you call success today will pale when compared to the success that is possible when you execute a solid plan.

Don't think of your plan as work, think of it as an investment and it is the greatest investment you can make because it is an investment in yourself. You matter, your success matters and if you will commit to a plan you will see results almost immediately. The plan may not always "work" the way you intended but I can promise you the planning always will.

(Editors note: the NCTGA would like to thank Steve Keating for allowing us to publish his great articles)

Board of Directors Positions Available

The NCTGA has three Board of Directors positions available to be voted on at the Annual Conference. These positions offer an opportunity to be involved with a non-profit organization that provides educational scholarships for students, networking and educational events such as the Annual Golf Tournament and Annual Conference and Trade Show. The major responsibilities include:

- Attending quarterly Board of Director Meetings
- Recruiting new members and maintaining relationships with existing members
- Assist with event planning
- Lead an NCTGA committee
- Promote and support the NCTGA as a whole

These are volunteer positions and can be great for your resume.

If you are interested in this opportunity, contact a current Board Member or the Executive Director

2019 Pesticide Recertification Opportunities

2018-2019 Pesticide Training Schedule
Ground & Aerial/Ground Core
Ornamental & Turf and Greenhouse Categories
****Register at: <https://tinyurl.com/ndsupesticide>****

Training Date	Location	Time	Pre-Reg Deadline
Oct. 29, 2018	Bismarck , Bismarck Career Academy/Bis Pub Sch	Registration 8:00 am Training 8:30 am - 4:00 pm	10/22/2018
	1221 College Dr./BSC Campus		
	Devils Lake , Ramsey County Extension	Registration 8:00 am Training 8:30 am - 4:00 pm	
	524 4th Ave NE #5		
	Grand Forks , Grand Forks County Extension	Registration 8:00 am Training 8:30 am - 4:00 pm	
Jan. 30, 2019	151 S 4th St. Suite 302		1/28/2019
	Horace , Horace Community Center	Registration 8:00 am Training 8:30 am - 4:00 pm	
Mar. 1, 2019	214 Thue Court		2/25/2019
	Moorhead, MN , Concordia, Jones Conf. Ctr.	Registration 8:00 am Training 8:30 am - 4:00 pm	
Mar. 14, 2019	901 8th St S		3/7/2019
	Bismarck , Burleigh County Extension	Registration 8:30 am Training 9:00 am - 4:30 pm	
	3715 E Bismarck Expressway		
	Devils Lake , Ramsey County Extension	Registration 8:30 am Training 9:00 am - 4:30 pm	
	524 4th Ave NE #5		
	Dickinson , Dickinson State University	Registration 7:30 am Training 8:00 am - 3:30 pm	
	Klinefelter Hall, Room 220		
	Minot , North Central Research Extension Center	Registration 8:30 am Training 9:00 am - 4:30 pm	
	5400 Highway 83 S		

NCTGA Board of Directors

Victor Heitkamp

President
Fargo Park District
701 Main Avenue
Fargo, ND 58103

Gordy Flesberg

Vice President
610 39th Street North
Fargo, ND 58103

Kevin Gruber

Secretary/Treasurer
Little Crow Country Club
15980 Highway 23 NE
Spicer, MN 56288

David Wood

Director
Oxbow Country Club
40 Clubhouse Drive
Oxbow, ND 58047

Melissa Grafenauer

Director
University of North Dakota
3790 Campus Rd Stop 9032
Grand Forks, ND 58202

Garrett Schultz

Director
Prairie West Golf Course
2709 Longspur Trail
Mandan, ND 58544

Alex Orr

Director
Grand Forks Park District
1060 47th Avenue South
Grand Forks, ND 58201

Cammi Campbell

Director
Minot Park District
PO Box 538
Minot, ND 58701

Kyle Fick

Director
Bully Pulpit Golf Course
3771 Bible Camp Road
Medora, ND 58645

Sam Bauer

Executive Director
17028 Prospect Pl
Wayzata, MN 55391
info@nctga.net
904-271-0250



HERFORT NORBY GOLF COURSE ARCHITECTS



Phone: 952.361.0644 Fax: 952.361.0645
Email: knorby@herfortnorbygolf.com web: www.HerfortNorby.com