

TEE-OFF TIMES

Vol. 35, No 2 | Fall 2023

Published by the MGCA "The Voice of Michigan Golf Business"

THRIVE

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SECURE 2.0 Act of 2022

AI and the Golf Industry

FireKeepers Casino Hotel

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Get Plugged-In and Thrive

by JIM DEWLING, MGCA President



What a ride 2023 has been so far! Are you thriving in your golf business? As president of the Michigan Golf Course Association

and my many years in the golf industry, my bet is you are. Although the last few years have remained strong in the golf industry, I'm also willing to bet you still feel uncertain about how long the steady stream will last. Or maybe you are feeling uncertain about other areas of your golf business.

Is uncertainty a negative? Or is it just a reality that it's always present.



Tee Off Times is published 2 times a year by the Michigan Golf Course Association. Opinions expressed by guest writers do not necessarily reflect the views of the MGCA. For information on *Tee Off Times* please contact us at info@MichiganGCA.org

No matter what the situation is, there's always uncertainty. Uncertainty is an inherent characteristic of any business.

Through my years of leadership when I am involved and share ideas is when I am at my best. The greatest strength we have as golf course owners and operators is the power of unity.

I am certain about that. Whether it's for our legislative advocacy, workforce development initiatives, industry career awareness, and education and networking opportunities.

When we continue to network and learn from each other is when the Michigan golf industry thrives. The upcoming Michigan Golf Business Conference November 27-29 is a great way to stay plugged in. Continue to look forward to expand your network, get involved and pay attention! No matter where you are in your golf business career those action items apply.

Let's continue to thrive together as we move into 2024. See you at the MI Golf Business Conference.

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Use MGCA group code **112723GOLF** for special conference room rate Sunday-Wednesday.

Please note, reservations must be made by 5:00pm on **Saturday, November 11** to receive the discounted group rate of \$109.00 + tax.

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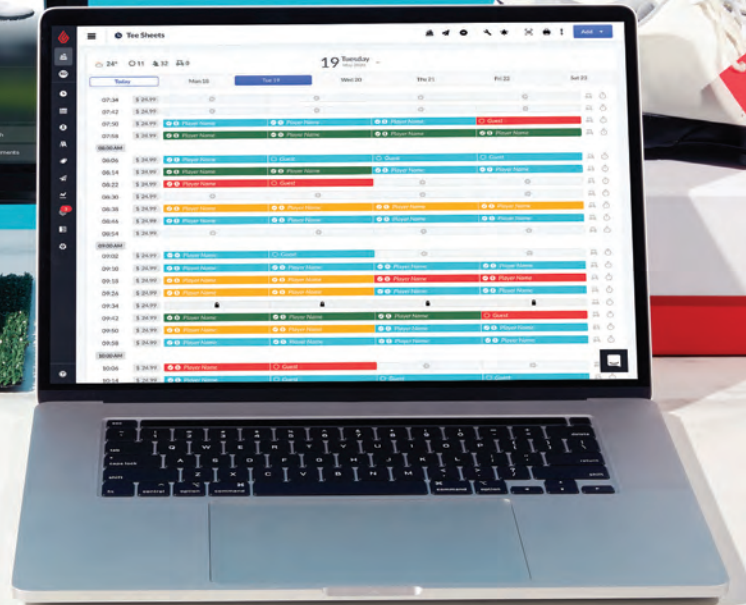
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On Par With Registered Apprenticeship and Workforce Development

by JADA PAISLEY, Exexutive Director



This past June marks our association's first year with the Registered Apprenticeship "Golf Course Maintenance Technician".

Currently we have 13 active apprentices. Recently at our 30th MGCA Annual Golf Outing at Bedford Valley, I had the opportunity to meet Mitch Sayers, Registered Apprentice at Gull Lake View East and West Courses. It was great to talk with him in person, and see how proud he was of furthering his education. Building our talent pipeline for the golf industry is exciting to see in action.

As the "Voice of Michigan golf Business," our mission for our members is to promote and preserve the best interests of the Michigan golf industry through advocacy, education, and promotion.

Our new workforce development initiatives with Registered Apprenticeship has garnered significant attention from the MI Department of Labor and Economic Development (LEO), and Governor Whitmer. At our Legislative Day this past June, our proclamation signed by Governor Whitmer included our contributions to workforce development initiatives.



Adam Ikamas with high school students at a Michigan Works! Career Exploration Event



Presented by Senator Mallory McMorrow

"Whereas the Michigan golf industry continues to provide workforce development initiatives and career pathways to the communities they serve through the state."

— Excerpt from June 2023 State of Michigan Certificate of Proclamation declaring June 2023 as Michigan Golf Month



Left to Right:

Scott Jedele, Administrative Manager, Apprenticeship Expansion, Michigan Department of LEO
Katie Eccleton, The Emerald Golf Course
Stephanie Beckhorn, Director, Employment & Training, Michigan Department of LEO
Deb Lyzenga, Division Administrator, Industry Engagement, Workforce Development, Michigan Department of LEO

The Emerald, one of our golf course employers, had a chance to share with legislators and MI Department of LEO how Registered Apprenticeship is impacting their local community with their two apprentices they currently have.

In the spring the Michigan Golf Alliance promoted "Make Golf Your Career" in Michigan, and participated in creating career awareness to high schoolers. All of these stories are from collaborative industry efforts. Yes, everyone knows collaborations are key in business. But when you see them in action it truly is amazing.



Michigan Golf Alliance Executive Directors promoting "Make Golf Your Career" in Michigan at Legislative Day on June 8



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Educational Support Foundation Activities

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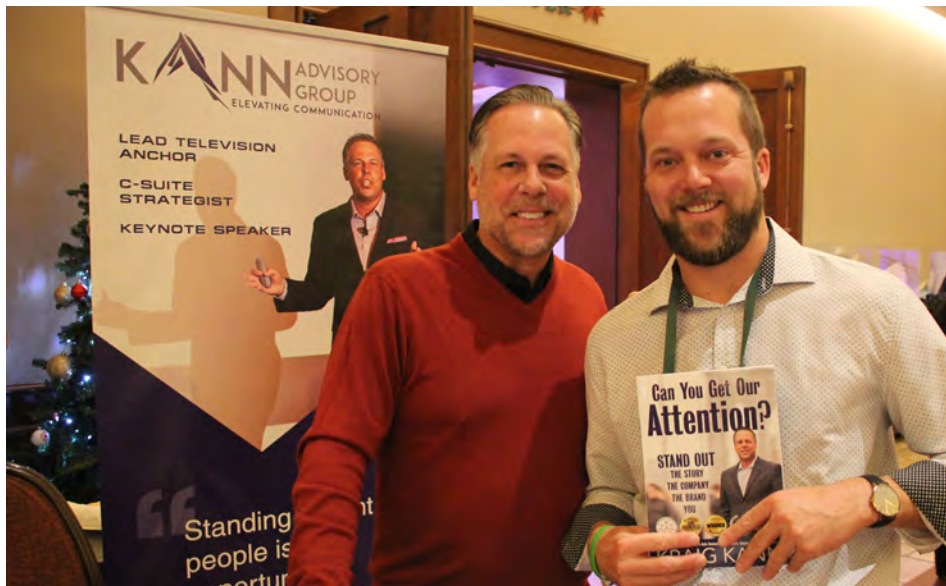
Knowledge Equals Success

In 1996 the Michigan Golf Course Association created a separate tax exempt foundation with a mission of “providing training, education and professional development for Michigan golf course owners and operators.” Because of the generous initial financial support from the Scott family of Gull Lake View Golf Course in Augusta, the Foundation was named in their honor.

The core belief of the MGCA “Scott Family” Educational Support Foundation is that continuing education opportunities are vital to the success of golf course owners and operators.

Activities Of The ESF

The Foundation provides low cost seminars and training programs for owners, operators and key employees. Additionally, the Foundation helps underwrite the cost of presentations by nationally recognized speakers at our Golf Business Conference each fall. Also the foundation gives grants for Player Development Leadership and entrepreneurship.



“I am an Educational Support Foundation Trustee because I have seen how much the golf industry has improved because of the MGCA and am excited to be part of the team helping us navigate, and improve golf’s future in our state through education”

—Chase Kuyers

A Commitment To The Future—Donate Today!

Help fulfill the mission of the MGCA “Scott Family” Educational Support Foundation by supporting our efforts. Both individual and business contributions are tax deductible.



Visit our website to apply for a grant or nominate one of your peers by October 6.

2023 Educational Support Foundation Trustees

Trustee Name	Golf Course	Term
Bill Mory, Chair	Meridian Sun Golf Club	2023, 2024, 2025 Officer
Jay Eccleton	The Emerald Golf Course	2023, 2024, 2025
Bill Johnson	Gull Lake View Golf Club and Resort	2023, 2024, 2025
Gilda Johnson	Lake Forest Golf Club	2023, 2024, 2025
Chase Kuyers	Pigeon Creek Golf Course	2023, 2024, 2025
Chris Sobieck	The Mines Golf Course	2023, 2024, 2025
Tom Schwark	Sycamore Hills Golf Club	2023, 2024, 2025
Brenda Velandra	Raisin Valley Golf Club	2023, 2024, 2025
Lowell Weaver	The Medalist Golf Club	2023, 2024, 2025
Frank Guastella	Franklin Golf Management	2022, 2023, 2024
Steve Tannar	The Majestic at Lake Walden	2022, 2023, 2024
Jada Paisley	Michigan Golf Course Association	Per By Laws Executive Director serves as a trustee.



Fund Safety News

by WAYNE FLEES, Risk Services Consultant | Sedgwick



Workplace safety cannot exist on best practice guidelines and policies alone. A safe working environment is based on how well your employees are trained, informed, adhere to and communicate about safety standards to reduce the risks for workplace injury and fatalities.

Food Service Safety

Commercial kitchens are some of the most injury prone areas for our employees. So far this policy year, food services account for 92% of all workers' compensation claims within the Michigan Clubs Fund. These claims have totaled over \$27,000 so far. According to the Bureau of Labor Statistics (BLS), 31% of reported injuries in food service resulted in days away from work. According to the National Safety Council (NSC), the average cost per worker compensation claim for kitchen injuries is \$42,008. While the financial consequences are daunting, the personal costs of a workplace injury can be incalculable. The best and only acceptable solution is preventing injury in the first place.



The top three injury categories in commercial kitchens within the Michigan Clubs Fund are:

- ✦ Slips, trips and falls causing 77% of claims.
- ✦ Sprains, strains and soft-tissue injuries are the result of 56% of claims.
- ✦ Cuts, lacerations and punctures are the result of 35% of claims alone.

These injuries range from minor to life-threatening, and while any employee can suffer a workplace injury, back-of-house (BOH) staff are particularly vulnerable. By taking steps to keep your BOH operations hazard-free, you can have a positive impact on the safety of your commercial kitchen, prevent unexpected costs from arising, and improve both profitability and employee morale.

Slippery or Uneven Floors

Commercial kitchen floors are often slick with oil or water, and in older kitchens the floors themselves may be uneven. All of these things can lead to employees slipping or falling, which is extremely dangerous when you're working with sharp blades and hot implements. You can install non-slip flooring materials and mats to make the floors safer and train your employees to clean the floors immediately after a spill.

Non-skid footwear should also be mandatory in your kitchen, and it can help a lot. Floors that are structurally uneven pose a tripping hazard but redesigning them may not be a practical option.

Dangerous Machinery and Equipment

Commercial kitchens are filled with equipment that's designed to cut, chop or shear foods, and they'll do the same to an unwary line cook. The potential for accidents is huge, so it's important to train your staff to use equipment safely. Make sure kitchen supervisors, who serve as role models for the other staff, always observe the best practices when using kitchen equipment.

Keep safety manuals for kitchen equipment in a designated place so that employees can refer to them if they have any questions or concerns. Post signs to remind workers of hazards such as "Unplug machine before cleaning blades."

Injuries from Heavy Lifting

Sprains and strains can result from heavy lifting in the kitchen, and that leads to injuries. Make back belts available to our employees on delivery or inventory days, to help reduce the risks.

Train employees to pull or wheel the load as close as possible to them before lifting. Teach them to keep their heads up, backs straight and lift the load with their leg muscles. When putting items down, they should use their leg muscles as they squat, not their backs. Make dollies or hand trucks available whenever possible.

Burn and Chemical Hazards

Commercial kitchens are packed with hot surfaces, hot liquids and oils, and hot foods that spatter their surrounding area. Long-sleeved chef jackets are the industry standard for a reason, and cooks in high-splatter areas should wear bib aprons as well. Be sure your cooks have safe work habits, and plenty of hot pads, side towels or heatproof gloves for handling hot pans.

Continued on page 9

'Open and Obvious Danger' Rule in Slip-and-Fall Lawsuits Overturned

Article courtesy MIRS News for SBAM's Lansing Watchdog e-newsletter

The Michigan Supreme Court overturned July 28 a more than 20-year standard that property owners were free from liability in slip-and-fall cases if the danger causing the accident was "open and obvious."

Instead, a new standard that requires property owners to "take reasonable care to protect invitees" should be used going forward, according to the 5-2 ruling, which the majority says appropriately adjusts a previously "unfair" standard. The minority opinion cautioned that the ruling could "wreak havoc" on the judicial system and property owners by spurring more lawsuits.

The Supreme Court ordered both cases that caused the July 28 reversal of the 2001 decision in *Lugo v Ameritech* back to the trial court so the cases can be looked at through the new lens.

"... When assessing whether a defendant has breached their duty to take reasonable care to protect invitees from an open and obvious danger, courts should ask whether the possessor 'should anticipate the harm,'" wrote Chief Justice Elizabeth Clement in the opinion.

Ahlam Kandil-Elsayed sued F&E Oil, Inc., in Wayne County Circuit Court after slipping on ice in the parking lot of the gas station while walking into the store to pay for gas.

Renee Pinsky and David Pinsky sued Kroger in Washtenaw Circuit Court after Renee Pinsky tripped over a cable closing one of the checkout lanes and injured herself.

The circuit court judges dismissed the cases, and the dismissals were upheld by the Court of Appeals.

A main argument of the majority was that it wasn't up to the judge to make the determination of what is "open and obvious," but instead up to the jury to decide.

Justice Richard Bernstein wrote a separate concurring opinion, but arguing that the criteria would change for "open and obvious" when applied to people with disabilities.

"My hope is that, as this Court continues to shift premises-liability jurisprudence to more equitable grounds, we soon take up this salient quest and provide clarity for the litigants of our state," Bernstein wrote.

Justice Brian Zahra's dissent wrote that the decision would have negative effects on the state because every person with property would be impacted.

"The obvious doctrine was not perfect, but it reflected commonsense intuitions and the concept of duty in our law more generally. In overturning this doctrine, the majority misreads or ignores decades of precedent and saps the critical duty element of any real limiting force," Zahra wrote.

He said the result of the decision would expand the liability of property owners and lead to more lawsuits in Michigan.

"Few of our recent decisions in this area of law have had the potential to wreak such havoc. I dissent," he concluded.

Added Justice David Viviano, who wrote his own dissent, "The majority's unprecedented decision sweeps away a commonsense rule that has served Michiganders since the 19th Century."

Fund Safety News

Continued from page 8

Chemicals, in the form of cleaning supplies and sanitizers, present another hazard. Your supplier will provide data safety sheets for all of your chemicals, and will usually offer periodic training for your staff as well. Your in-kitchen first aid kit should include everything you need to treat burns and cuts, as well as an eye-washing station in case your cooks are splashed with cleaning chemicals.

The Michigan Clubs Fund offers a wide variety of workplace safety training; contact RPS Regency for more details on how to implement safety into your company's daily routine. 800-686-6640 or miclubsfund.org

Fund Safety News is brought to you by the Fund's third party administrator Wayne Flees | Risk Services Consultant | Sedgwick

Michigan Legislators Learn About Golf's Special Impact



LANSING – State Rep. John Roth has a grassroots understanding of the golf industry and its impact in Michigan.

"It is very special to me because I worked on golf courses for several years—at Crystal Mountain Resort for a while and then Traverse City Golf and Country Club for 21 years," said Roth, R-Interlochen, a former grounds spray technician turned legislator. "The golf industry to me is very, very special."

Roth enjoyed a homecoming of sorts, meeting up with former co-workers and friends from the industry as the state's allied associations presented the annual Michigan Golf Day at the Capitol event Thursday.

The Michigan Golf Course Association (MGCA), the Michigan Golf Course Superintendents Association (MiGCSA), the Michigan Section PGA, the Golf Association of Michigan (GAM) and the Greater Michigan Club Management Association, which form the Michigan Golf Alliance, convened with legislators and staff members for lunch on the lawn of the state Capitol, and also visited the offices of each legislator.

For 15 years course owners, operators and superintendents have gathered each spring to voice a cooperative message. To mark the day, Gov. Gretchen Whitmer proclaimed that "June is Michigan Golf Month," via a proclamation delivered and read into record by Sen. Mallory McMorrow.

The executive directors, presidents and members of the allied organizations presented multiple areas of impact to

the legislators in tourism, economic impact, employment and the industry's positive effect on the environment, but also informed them of concerns with developing legislation that would impact the industry and shared their new workforce development initiatives that now include the Michigan Career & Technical Institute and Michigan Rehabilitation Services.



Michigan Golf Alliance members on the State Capitol steps before visiting each legislator

"The Michigan Golf Alliance created this event to facilitate golf industry representatives introducing themselves and informing the legislators and their staff on who we are and what our industry brings to the state, as well as how the work they do impacts our industry," Jada Paisley, executive director of the MGCA said. "I can't overstate the importance of this day in delivering those messages to our government leaders."

The message imparted included industry facts like \$4.2 billion in annual economic impact in Michigan, over 60,000 people employed by golf courses in the state, \$1.4 billion in wages paid and over 150,000 acres of managed green space and wetlands that provide wildlife habitats.

Roth said he is fully aware that the golf industry is mostly small businesses that have a large impact on communities.

"Their businesses are big parts of a lot of communities and they are seasonal, and they never know what the weather is going to do and that can make it a good or bad year," he said. "I understand that and some of the other legislators know that. A lot of them play golf. Do they understand the business impact golf makes in communities? I'm not so sure. That makes this day very important. The industry is sharing its message in a very effective way."



Rep. John Roth, right, with a former co-worker Doug Hoeb, the director of recreation at Treetops Resort in Gaylord and the president of the Michigan Golf Course Superintendents Association.

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SBAM: What to Expect When the Legislature Returns This Fall

by **KELLI SAUNDERS**, Vice President Policy & Engagement, Small Business Association of Michigan



While SBAM would like to be certain of what's to come when the legislature returns to session this fall, that path is not clear.

There are many pieces of legislation and policy discussions that we were told would "happen in the fall." Well, here we are knocking on the door of the fall season, but no clear vision has been set by the Governor nor the legislature on what might rise to the top of their agenda.

Here's what we do know—the House of Representatives is held by Democrats with a razor thin majority (56-54) and they have two members who are currently running mayoral races. If those Representatives win their respective contests, the House would be at a tie. That makes it hard to pass things out of the Chamber with a Democrat and Republican divide. This is not necessarily a bad thing. We here at SBAM support an intentionally bipartisan approach and would like to see them work more collaboratively to produce policy that represents Michigan and the business community collectively.

Here's what else we know—Governor Whitmer is set to give a speech on August 30 that lays out her objectives for the coming months, but to achieve her priorities, the legislature will also need to buy into her vision. SBAM will tune in and watch carefully to see how agendas align.

As for the Senate side, we have heard time and again that the climate package is their priority. While we are not in line with the current package due to its lack of demonstration of being able to balance affordability and reliability—there's a lot of work and advocacy to be done.



Your call to action is to watch our problematic legislation section on our website to stay up to date. Visit <https://www.sbam.org/proposed-legislative-proposals-prove-problematic-for-small-business/> for a full synopsis of the bills SBAM is following and how they could harm small business.

As always, SBAM is on the frontline for you. We will keep you updated as details unfold.

MGCA Members are also SBAM and NGCOA Members.

Renew or join at michiangca.org



Sample Company Policy for Using AI-Generated Content

by **SBAM Approved Partner ASE**

Artificial Intelligence (AI) tools are transforming the way we work. They have the potential to automate tasks, improve decision-making, and provide valuable insights into our operations.

However, the use of AI tools also presents new challenges in terms of information security and data protection. ChatGPT and other AI tools are being used by employees to perform their jobs. In one survey, it was found that around 43% of employees use AI such as ChatGPT at work, mostly without telling their boss. The problem isn't just the use of

these tools, but the fact employees are providing potentially confidential information to the tools to create solutions.

These policies are a guide for employees on how to be safe and secure when using AI tools, especially when it involves the sharing of potentially sensitive company and customer information.

Note: To view the sample AI policies, log in to sbam.org. This is a benefit of your membership with Michigan Golf Course Association.

NGCOA Legislative Update

by **RONNIE MILES**, Senior Director of Advocacy, NCGOA



In May, the golf industry celebrated National Golf Day during our visit to Washington, D.C. It had been three years since we were allowed to hold in-person meetings on Capitol Hill. This year's event kicked off with attendees undertaking a community project on the grounds of the Capitol. During this year's event, we spread more than 315 cubic yards of wood chips and planted more than 1,000 new plants. We held more than 240 meetings with members of Congress. There were 39 states and 162 unique House Districts with nearly 250 total attendees, a record for an in-person National Golf Day!

This year we presented Congress members with four issues impacting our industry. We requested their support for two tax-related bills. One was a bill we drafted and was adopted and sponsored by Congresswoman Claudia Tenney (R-NY) and Congressman Jimmy Panetta (D-CA), entitled "To amend the Internal Revenue Code of 1986 to remove private or commercial golf courses and country clubs from the list of uses for which certain proceeds cannot be used." This bill would remove golf from the so-called SIN list. The second

tax-related bill included in our request was "The Phit Act," which would permit individuals to use their health savings accounts to pay for recreation and fitness activities, which include golf-related expenses.

A labor-related issue requesting their support was the "H-2B Returning Worker Exception Act." This bill was originally filed in 2021. This bill would exempt H-2B workers who have worked for the same employer for at least three years from the annual visa quotas, almost doubling the number of H-2B workers available to the golf industry.

The fourth item we requested support of dealt with was the multi-year Farm Bill. Within the farm bill is an annual request for \$20 million for turf research. With the Farm Bill authorization length of 5 years, it would dedicate 100 million dollars toward turf research if passed.

The overall feedback from our meetings was positive, but we must keep the pressure on our legislators. We ask you to include these issues in your meetings with your legislative member. If you want to learn more, we have created short one-pagers on these issues and will happily send you a copy. Email me at rmiles@ngcoa.org.

Creativity=Grants from the Educational Support Foundation

Starting back in 2005 with a grant from the Dul Family, the Player Development Leadership Award has for the past 15 years provided over \$20,000 in grants to golf course owners and operators who developed proven steps to cultivate new golfers and new rounds. These on-going programs overcome the non-golfer's perceived barriers to playing golf and/or encourage golfers to play more. The award(s) are presented to MGCA members that demonstrate creativity and success in growing the game.



Each year the Scott Family Educational Support Foundation reviews dozens of applications for these grants. If you would like to be considered, visit the MGCA website for details. Watch for the entry deadline and check it out at michiganpga.org.

To be considered, an MGCA member's program must include actual playing opportunities, not just golf lessons. The following criteria will also be considered when reviewing and judging the entries:



- **BACKGROUND**

How did you develop the program and how long has it been in existence?

- **GOALS**

*What is the goal of your program?
Who is your target customer?*

- **INNOVATION**

What is innovative about your development program?

- **IMPACT**

How do you measure its impact or success?

Artificial Intelligence: The Disruptor Set to Transform the Golf Industry

by STEWART HEALEY, President, Handicomp



The golf industry, steeped in tradition and age-old practices, may seem impervious to radical change. But with the rapid advancements in technology, particularly artificial intelligence (AI), the game's time-honored parameters are set to be challenged.

AI's potential as a disruptor in the golf industry lies in its capacity to augment and transform several areas, from player performance and coaching to course management and customer experience.

Firstly, AI can personalize golf instruction by analyzing a golfer's swing, recommending improvements, and even predicting future performance based on existing data. Using machine learning, AI can adapt and learn from every swing, every putt, every score, providing unparalleled insights that could revolutionize golf training.

Secondly, AI can enhance golf course management. With the help of AI-driven analytics, golf course owners can optimize everything from turf health to course layouts.

AI could predict weather patterns and adjust irrigation schedules, saving water and energy, and providing optimal playing conditions. Furthermore, AI can provide actionable insights on player behavior, enabling course owners to tailor unique experiences and create new business models.

The prospect of slow play, a chronic issue in golf, could be mitigated with AI. Sophisticated algorithms can analyze player pace and suggest changes to tee-time schedules or course layouts to improve the flow of play, a solution that's been elusive for ages.

Lastly, AI can elevate the customer experience. From AI-powered golf apps offering personalized suggestions to virtual reality experiences simulating world-famous courses, AI can bring an element of excitement and accessibility previously unseen in the industry.

The time for disruption is ripe, and those who can effectively wield the power of AI will shape the future of golf. The real question is, who is ready to tee off with AI?

Note, this article holds a secret! Go to my Blog at www.stuhealey.com and search for a post that shares this title.



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SECURE 2.0 Act of 2022

by SBAM, Approved Partner Capitol Group

Finally signed into law, the **SECURE 2.0 Act of 2022** builds on the improvements made by the Setting Every Community Up for Retirement Enhancement Act (SECURE Act) of 2019 with more than 90 changes affecting qualified retirement plans, IRAs, SIMPLEs, SEPs, ABLEs and 529 plans.

SECURE 2.0 includes most of the major elements from the three separate retirement bills it consolidated. Here are summaries of the key provisions related to qualified plans and SIMPLEs. Not every provision is summarized below, such as those regarding the new “starter” 401(k) and long-term part-time employees.

Effective 2023

Provision (timing)	Summary
Significant expansion of startup tax credits (taxable years beginning after 2022)	The SECURE Act substantially expanded the startup plan tax credit for certain plan costs paid by the employer, such as recordkeeping, TPA and financial professional expenses. SECURE 2.0 strengthened the existing tax credit by removing its percentage limitation for certain smaller employers and, even more significantly, created a new tax credit that reimburses small businesses for a portion of the amount of employer contributions made. The tax credit starts at 100% of employer contributions made for each employee earning less than \$100,000 a year up to \$1,000 and phases down over 5 years from plan adoption (100%, 100%, 75%, 50%, 25%). Together, these two tax credits could make plan adoption extremely cost-effective.
Relaxed RMD rules (2023)	The age at which required minimum distributions must begin has increased from 72 to 73 and will increase to 75 in 2033. Also, the penalty for not taking an RMD from a qualified plan or IRA has been lowered from 50% of the required amount not taken to 25%. If an untaken RMD from a qualified plan or IRA is corrected in a timely manner, the excise tax has been reduced from 25% to 10%.
Roth option available for employer contributions (2023)	Previously available only as pretax, employers now have the option to allow employees to decide whether to take employer matching and nonelective contributions on a Roth after-tax or pretax basis. The employer may deduct Roth contributions, but employees take Roth contributions as income, and contributions and earnings would be subject to normal Roth rules thereafter.
Roth SIMPLE and SEP IRAs (taxable years beginning after 2022)	Employers are now able to offer Roth SIMPLE and SEP IRAs alongside traditional SIMPLE and SEP IRAs.

Effective 2024

Provision (timing)	Summary
SIMPLE plan enhancements (taxable years beginning after 2023)	<p>The SIMPLE plan contribution and catch-up limits (adjusted for inflation; \$15,500 and \$3,500 for 2023) are increased 10% for employers with 25 or fewer employees. Employers with 26–100 employees qualify for the higher limits only if they provide a dollar-for-dollar matching contribution up to 4% of compensation or a 3% nonelective employer contribution (up from regular requirements of 3% and 2%, respectively).</p> <p>Also, employers with SIMPLE plans have the option of making nonelective contributions above the currently required contributions (nonelective or matching) to each employee in a uniform manner, up to the lesser of \$5,000 or 10% of compensation.</p>
Required Roth treatment for catch-up contributions (taxable years beginning after 2023)	Catch-up contributions to qualified retirement plans for higher earners are required to be Roth after-tax contributions, even if regular contributions are pretax. Participants with compensation below \$145,000 (to be adjusted for inflation) are exempt and can elect pretax or Roth catch-up contributions (if available).

Continued on next page.

Investments are not FDIC-insured, nor are they deposits of or guaranteed by a bank or any other entity, so they may lose value.

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Learn More About SECURE 2.0 Act of 2022

Monday, November 27 at the Preconference Education at the
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Mitch Sayers
Registered Apprentice
Gull Lake View Golf Resort
East & West



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CONFERENCE SNEAK PEAK

Register for the full conference by 10/13 and the Preconference Education will be FREE!

Visit the conference website at MichiganGCA.com to register, to make hotel reservations and for the best value to bring your entire team!

Sneak Peek Highlights of our upcoming 2023 MI Golf Business Conference:



Meridith Elliott Powell
Featured Speaker

MONDAY

Preconference Education starts at 1pm.

Join us to learn more about **SECURE ACT 2.0: Four Changes for Retirement Plans** from our strategic partner, Small Business Association. Learn how this could be an additional retention tool for your golf business employees.

Are you ready for **Golf's AI Revolution?** Join us in this general session with a panel of experts that will cover current tools, practical tips, and how to prepare your golf business to successfully operate in an AI world.

Additional breakouts this afternoon will include **TWO INTERACTIVE ROUNDTABLE SESSIONS** to choose from. Designed so that your whole team can participate and engage. Attend Session 1 if you are an owner, CEO, or general manager. Attend Session 2 if you are involved in day-to-day operations. Facilitated by a MGCA Education Support Foundation Trustee, each session will be interactive and brainstorm common pain points and solutions during this peer exchange.

Opening Night Reception marks the official start of the conference from **6:00pm-8:00pm**.



Rachel Carter
NGCOA Sr. Director of Membership



Lowell Weaver II
Managing Partner
The Medalist Golf Club & Banquet Facility

TUESDAY

Meridith Elliott Powell is our opening and afternoon keynote **"THRIVE: Strategies to Turn Uncertainty to Competitive Advantage"**

With a passion for helping her clients learn the strategies they need to turn uncertainty to competitive advantage, Meridith has a cutting-edge message, rooted in real-life examples and real-world knowledge.

In her highly engaging keynote-speaking sessions, Meridith shares how you can think, feel and most importantly react to uncertainty, and the power of what you can do to start to control change rather than have change control you. She is the author of nine books, including **"THRIVE: Turning Uncertainty to Competitive Advantage,"** foreword by Tom Fazio.

Your choice of breakouts for the day will include choices for your entire team.

Hear from a team of experts on **"Fixed Income and Interest Bearing Investment,"** or **"Technology, Pace of Play and Profitability"** where your peers discuss how the supply chain, inflation, and technology have helped and hindered their golf operations this past season.

"Golf Course Valuation" will concentrate on current market trends and property valuations. Focus will also be given to what Buyers are seeking and how a Seller might prepare their property to maximize sales multiples and a swift divestiture. **Rachel Carter**, NGCOA Sr. Director of Membership will moderate a panel of your peers with **"NEW Customer Trends in 2023"** while also using the newest data from the NGCOA 2023 Pulse Report.

Celebrate your peers at the Annual Awards Banquet to end your day.

WEDNESDAY

"On Par with Registered Apprenticeship" will kick us off in the morning at breakfast. Hear from Michigan Department of Labor and Economic Opportunity along with Golf Course Employers that currently have registered apprentices in the "Golf Course Maintenance Technician Program."

Sessions for the morning will include **"Government Affairs and Golf"** with **Brian Calley**, President and CEO, Small Business Association of Michigan and Roundtable sessions focused on your agronomy concerns.

Conference will conclude by **11am**.

TEE-OFF TIMES

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