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TALKINGTURF

NORTH CENTRAL TURFGRASS ASSOCIATION

Winter 2024

President's Message

By Tim Fleegel, MTI Distributing

Greetings NCTGA members,

2024 is here! I hope everyone was able to have a happy, healthy, and safe holiday season.

Weather-wise, this Christmas was much different than the past few, with many golf courses in Minnesota remaining open for play into January. On January 6th, I was even asked if I wanted to play golf, which I promptly turned down. As much as I love playing golf, I wasn't going out in the snow. I did receive the following picture later that day though.



Christmas came, and I'm sure a lot of members would have been happier if Santa had brought gifts instead of the rain that fell. Much of



the area received a considerable amount of rain, which we all know can quickly turn to ice this time of year. Having spoken to several members around the region, tree damage was widespread, and there is some concern over the ice coverage that has settled in. I know several members have been actively applying black sand, Milorganite, and black oil sunflower seeds to mitigate any potential turf damage from the unfortunate storm.

The conference and trade show are just around the corner. We are thrilled and proud to present the lineup of speakers we've put together. For those of you still considering attending, consider this my not-so-subtle nudge off the fence.

Continued on page 3...

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President's Message continued

Continued from page 1...

We want to see you there! The board is dedicated to providing the best value, offering a range of educational topics and networking opportunities. Our goal is to not only provide education offerings, but also provide opportunities for personal and professional growth. None of this would be possible without incredible support of our vendors and sponsors. I urge you to spend time with them at the trade show and social events, thanking them for their continued support. If there are vendors you wish were at the trade show, reach out and let us know and encourage them to explore opportunities with our organization. Additionally, if you have items suitable for donation to the silent auction, please consider donating. A wide selection of silent auction items always enhances the experience.

A heartfelt thank you to Garrett Schultz and Mark Michalski for their dedicated service on the board. Mark served for two years, and Garret, an impres-

sive seven. Notably, Garret played a pivotal role in developing and distributing the BMP (Best Management Practices) guide. Garrett, Mark – thank you for your time and commitment to the NCTGA; our organization is stronger because of your efforts. Lucas Palczewski's term is also up in 2024, after four years of dedicated service, and we are glad that he is interested in running for the board and treasurer role for another term. With Garrett, Mark, and Lucas' terms expiring, there are now openings on the board. If you have ever considered running or are currently contemplating it, I strongly encourage you to do so. The board is a fantastic group of individuals who all share the same goal and vision – to make the NCTGA the best organization possible by serving the needs of its members.

Thank you for providing me the opportunity to serve as your president. We have an exceptional association, and it's the people that make it truly special. I'm looking forward to seeing each of you February 27-29th at the Holiday Inn in Fargo.



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39th Annual Conference and Trade Show

Join us for the 39th Annual NCTGA Conference and Trade Show from February 27th - 29th, 2024 at the
Holiday Inn in Fargo, ND

(Room blocks available under “North Central Turfgrass Association”)

[Register Here](#)

Schedule at a Glance

Tuesday, February 27th

8:00am - 3:00pm: Vendor Setup

11:00am - 12:00pm: Registration and Networking

12:00pm - 12:30pm: President’s Message (Tim Fleegel, MTI Distributing)

12:30pm - 1:00pm: State of the Industry (Randy Robinson, GCSAA)

1:00pm - 2:00pm: Managing Nuisance Wildlife Around Your Turf and Landscape (Dr. John Loegering, UMN-Crookston)

2:00pm - 3:00pm: Communicating with Customers About Pesticides (Dr. David Gardner, OSU)

3:00pm - 4:00pm: Management of Turfgrass in Shade (Dr. David Gardner, OSU)

4:00pm - 7:00pm: Trade Show/Social

Wednesday, February 28th

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

8:00am - 9:00am: Vendor Seminars (in trade show, open to all vendors)

8:00am - 11:30am: Trade Show

11:30am - 12:15pm: NCTGA Annual Meeting

12:15pm - 1:00pm: Lunch

Wednesday, February 28th cont’d

1:00pm - 2:00pm: Developing a Weed Resistance Management Program (Dr. David Gardner, OSU)
concurrent

1:00pm - 2:00pm: Managing Turf Diseases in Sports Fields and Lawns (Dr. Paul Koch, UW-Madison)
concurrent

2:00pm - 3:00pm: Managing Turf Diseases on Golf Courses (Dr. Paul Koch, UW-Madison) *concurrent*

2:00pm - 3:00pm: Tree Management for Parks and Urban Sites (Joe Zeleznik, NDSU) *concurrent*

3:00pm - 4:00pm: Cradle to the Grave– Taking Care of Equipment (Chad Braun, Town and Country)

4:00 - 5:00pm: Tree Selection for North Dakota (Joe Zeleznik, NDSU)

5:00pm - 7:00pm: Social/Silent Auction/Raffle

Thursday, February 29th

7:00am - 7:30am: Registration and Networking

7:30am - 8:30am: Electrical Troubleshooting (Jac Price, MTI Distributing)

8:30am - 9:00am: Equipment Q&A (Jac Price, Chad Braun)

9:00am - 11:30am: The 5 Characteristics of a Weak Leader (Steve Keating, The Toro Co.)

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

2024 NCTGA Vendor Sponsorship Levels

The NCTGA Board will continue with the same vendor sponsorship levels for 2024. The goal is to simplify sponsorships and allow more opportunities for NCTGA to promote our vendors. Newsletter advertisements will begin with the spring issue of our newsletter, and vendors will have the option to pay in the 2023 or 2024 fiscal year. The NCTGA will work with you on a case by case basis if you would like to modify your sponsorship level to one that doesn't fit the sponsorships outlined below.

Sponsorship Levels

Platinum (\$2,500): includes 4 conference booths, 4 conference attendees and memberships, full page newsletter ad, large logo on website, platinum sponsorship advertised at conference and in publications

Gold (\$2,000): includes 3 conference booths, 3 conference attendees and memberships, 1/2 page newsletter ad, medium logo on website, gold sponsorship advertised at conference and in publications

Silver (\$1,000): 2 conference booths, 2 conference attendees and memberships, 1/3 page newsletter ad, small logo on website, silver level sponsorship advertised at conference and in publications

Bronze (\$500): 1 conference booth, 1 conference attendee and membership

If you have questions on structuring of sponsorship levels or if you would like to modify your sponsorship, please reach out to Sam Bauer (612-205-4428, info.nctga@gmail.com) or a NCTGA Board Member.

Thank you to all vendors for your continued support of the NCTGA!

[Signup and pay for your sponsorship here](#)



39th Annual Conference and Trade Show Speaker Spotlight

Randy Robinson

**Central Plains Regional Representative
Golf Course Superintendent's Association of America**

Robinson joined the GCSAA staff following six years as executive director of the Iowa Turfgrass Institute. From 2006 to 2015, he was the golf course superintendent at Ballard Golf and Country Club in Huxley, Iowa. He resides in Huxley.



Dr. John Loegering

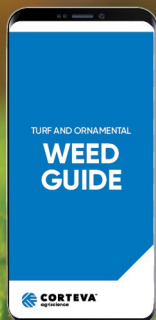
**Professor and Department Chair
University of Minnesota- Crookston**

Dr. Loegering is a Professor of Wildlife Ecology at the University of Minnesota-Crookston and an Extension Wildlife Specialist. Through Extension, John works with the Master Gardener, Master Woodland Owner, Community Science, Pesticide Safety, and Master Naturalist Programs.

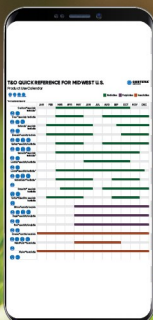
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39th Annual Conference and Trade Show Speaker Spotlight

Dr. Paul Koch

Associate Professor

University of Wisconsin-Madison

The overarching goal of Dr. Koch's program is to create sustainable, attractive, and functional urban and suburban landscapes. With appointments in extension (70%), teaching (20%), and research (10%) Paul's duties include developing science-based solutions to current problems affecting landscape managers in Wisconsin and beyond and disseminating those solutions to landscape managers through innovative means.

The goal of Paul's research program is to lower the non-target impacts of pest management in turfgrass and urban landscapes. As an extension specialist with a relatively small research appointment, Paul's program conducts high quality and client-relevant research that I can disseminate through my extension program. To accomplish this, he has focused my research on three areas; precision disease management using predictive models, pesticide fate and impact on turfgrass landscapes, and the turfgrass microbiome. Paul also oversees the Turfgrass Diagnostic Lab (tdl.wisc.edu) and the Turfgrass Fungicide Testing Program (tdl.wisc.edu/research) at the University of Wisconsin. The Turfgrass Diagnostic Lab receives over 200 samples annually from golf courses, home lawns, sod farms, and athletic fields from around the country. The UW Turfgrass Fungicide Testing Program is one of the largest of its kind in the country and tests approximately 200 fungicide treatments annually for efficacy against both winter and summer turfgrass diseases.



Dr. Joe Zeleznik

Extension Forester

North Dakota State University

Dr. Zeleznik has been with NDSU Extension since 2002 as the Forestry Specialist. He works throughout North Dakota and in the intersection of prairie and forests in western Minnesota. He has broad experience with tree pest management and focuses on tree species diversity in communities. He also has an interest in dendrochronology – tree ring analysis – of bur oak trees throughout the region.



Jac Price

Customer Support Manager

MTI Distributing

Following a career in the US Navy, Jac served as an oil field equipment operator followed by an aircraft technician for Northwest and Delta Airlines. With some time as a field service technician at MTI Distributing, Jac then moved to The Toro Company as a Sr. Service Engineer. In his current role, Jac leads the customer support team at MTI.



39th Annual Conference and Trade Show Speaker Spotlight

Dr. David Gardner

Professor

The Ohio State University

Dr. Gardner received a B.S. degree from Iowa State University in Horticulture in 1993, an M.S. in Horticulture from Iowa State in 1996 and a Ph.D. in Turfgrass Science from the University of Illinois in 2000. He teaches several undergraduate courses including turfgrass management, statistics, herbaceous and woody ornamental plants, and plant taxonomy. His research interests are in weed management and turfgrass shade stress physiology.



Chad Braun

Equipment Manager

Town & Country Club

If you are in the golf course equipment maintenance world, it's likely that you've heard of Chad. In his role as equipment manager at Town & Country, Chad maintains a fleet to exceptional expectations. From his superintendent—"Chad's shop and entire fleet of equipment is spotless. I have not run into another golf operation where the fleet looks like ours. His approach to cleanliness has run through the entire club. All departments have bought his culture and this has made our club even better." Chad spreads his knowledge through speaking engagements across the country.



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39th Annual Conference and Trade Show
Speaker Spotlight

Steve Keating

“The Five Characteristics of a Weak Leader”

9:00am to 11:30am



About Steve Keating

Recognized as a thought leader and authority on leadership he is an acclaimed and in demand presenter. He speaks dozens of times a year around the world on topics relating to leadership, sales, customer service, and business management. A 1977 Graduate of University of Minnesota, Steve is certified by Sales & Marketing Executives International as a Certified Professional Salesperson, Certified Sales Executive and Certified Marketing Executive.

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2023 Scholarship Recipients

NCTGA Turfgrass Scholarship

Tad Scherbenske received the \$1,000 NCTGA Turfgrass Scholarship. Tad is a senior majoring in Golf and Sports Turf Management at the University of Minnesota-Crookston.

Tad's Statement of Future Professional Goals:

As I reflect on my college journey culminating in my impending graduation, I acknowledge the profound influence of individuals who have shaped my educational and professional path. Their impact has ignited a fervent ambition, particularly within the realm of turfgrass management, cultivated through my experiences in the sports turf industry. Post-graduation, I envision a purposeful trajectory marked by continuous learning. To actualize my aspirations, I recognize key positions that will serve as stepping stones toward my goals. Initially, I aim to secure an Assistant Director of Grounds position with a Minor League Baseball team, a role I aim to occupy for a duration of three to five years. Subsequently, advancing to the position of Director of Grounds for a Triple-A or Double-A Minor League Baseball team will propel me closer to my overarching objective. Anticipating the future, my aspirations extend to assuming the role of Assistant Director of Grounds at the Major League level. Looking ahead, I am optimistic about striving for a Senior Director of Grounds position within any of the 30 Major League Baseball teams. Driven by my profound passion for Turfgrass, the prospect of entering the golf industry remains a compelling component within the framework of my long-term goals. I am steadfast in my belief that these aspirations can be realized through unwavering dedication, resilience, and a commitment to hard work.



NDGA Turfgrass Scholarship

There were no applications for the NDGA Turfgrass Scholarship for 2023.

Congratulations to the 2023 scholarship recipients!

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2023 Scholarship Recipients

Legacy Scholarship

In our fourth year of offering the \$500 Legacy Scholarship, we had one scholarship winner:

Jane Hetletved (daughter of Dustin Hetletved, Valley Golf Association)

Where do I see myself in five to ten years? It's a common question that is asked by scholarship committees, professors, advisors, and employers. I have been asked this question many times in the past and it seems like I give a different answer every time; however, answering this question now is no longer a struggle for me. In order to answer this question, I have to rewind a few years. In November of 2020, when people all around the world were dealing with different types of losses due to the COVID-19 Pandemic, I was dealing with my own type of loss. It was not a loss due to COVID but a loss due to the neurological disease, Parkinson's. My paternal grandmother had passed away after a long battle with Parkinson's disease. It was difficult to watch her decline in the last year of her life. Four years prior, my maternal grandmother passed away after a seven-year battle with another neurological disease, Alzheimer's. It was very challenging to watch my two grandmothers slip away and become versions of themselves that I no longer recognized and that is when I decided I wanted to be a doctor. I knew I was meant to help people and their families. When it was time for me to declare a major when applying to college, I chose biology with a pre-medicine minor. Biology seemed like the correct major for someone wanting to pursue medical school. After taking one semester of biology courses and learning more about medical school, I decided that was not the right career path for me. Most of my life I wanted to be a doctor, so when I decided to change my course, I was lost. I was a freshman in college going through a transfer from one university to another with no direction. Upon applying to the University of North Dakota, I needed to declare a major. I did not have a plan in my mind about what I wanted to pursue as I made the decision to move on from medical school. Scrolling through a list of potential majors, I came across psychology. I had not previously taken a psychology class, but I did take a sociology class that I enjoyed. Since sociology and psychology are similar, I decided to take a chance and declared psychology as my major. I knew I was not cut out to be a clinical psychologist, but I knew I wanted to do something in the area of medicine. While I was exploring the different options within psychology, occupational therapy caught my eye. I remembered that my grandmother with Parkinson's had worked with an occupational therapist and saw great improvements in her early stages of disease. I was not sold on the idea of being an occupational therapist right away, but the idea was always in the back of my mind as I continued to explore different career paths. As I continued to explore different careers paths, occupational therapy was the only one that really stuck out to me. Over the summer, I had the opportunity to observe an occupational therapist and see the different ways they help people. This experience helped me solidify that occupational therapy was the correct career path for me. I have recently been accepted into the Occupational Therapy program at the University of North Dakota and will begin the program in this fall. So, where do I see myself in five to ten years? I see myself as an occupational therapist helping people be the best versions of themselves and helping their families through similar events that my family went through.

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My Story– Sam Bauer

By Sam Bauer, NCTGA Executive Director

Mill Run Golf Course in Eau Claire, WI was pretty much your run-of-the-mill property. It's where I grew up from the age of 15 to 19. The first superintendent I worked for was a gentleman named Bob Steele at Mill Run. I don't tell too many people this, but I started out on the flower crew when I was 15. The head gardener was a friend of my mom's, and she would pick me up every morning and drop me off after work. I owe Betty Imler for getting me my first job on a golf course.



During that first year at the course, a second 18-hole course called Wild Ridge was being constructed. The man appointed for the grow-in was Barry Hines, fresh off the grow-in at Killarney Hills in River Falls, WI. I remember my interview with him like it was yesterday. I had to get off of the flower crew, and to my surprise, he obliged rather quickly - and so, it began. Twelve-hour days, five to six days a week. You couldn't get me out of there at the end of the day. Three of my best friends also got jobs there that summer including Nick Peinovich – now superintendent at Eau Claire Country Club - and they called the four of us the Durand boys. Nobody worked harder than the Durand boys. A reputation we fought hard to uphold for several years to come.



With some serious encouragement from several mentors at the time, including Barry, Ross Pudenz, Darren Gilgen; and some friends like Nick Peinovich and Corey Heasley, I was bound for turf school without a doubt. After a stop for my freshman year at UW-River Falls, working at both River Falls Golf Club (mornings) and Swede's Service Station (evenings), followed by Mill Run/Wild Ridge (weekends), Barry encouraged Nick and I to take a hard look at the University of Minnesota for turf school. He lined up a tour with Dr. Jon Powell, the turf pathologist there at the time; Dr. Brian Horgan was a recent hire and was just getting settled in. Dr. Don

White was lecturing and researching some then too. I was fortunate to be able to sit in on one lecture from Dr. White, it was very fascinating for a young aspiring turf geek.

Nick and I would be little fish in a big pond, heck we were from small town Durand, WI, but we were intrigued. We both applied, made the cut, and were on our way. We took school seriously. Yada yada. Some beers were had. Yada yada. We skipped class to go fishing a bit too much. Yada yada. We got degrees. Somewhere in the mix, at the encouragement of Barry again, I did an internship for Kevin Ross at the Country Club of the Rockies in Edwards, CO. Kevin doesn't mess around, he's a no bullshit dude. I went in there as a Durand boy, but I cut my teeth at CCR. At times I felt like the six holes I was responsible for were watered exclusively with my hose. Did we have an irrigation system? Did it ever get turned on? I remember busting my butt hard to get holes 2, 5, and 8 watered, so I could spend as much time as possible on...

Continued on page 16

My Story– Sam Bauer **By Sam Bauer, NCTGA Executive Director**

Continued from page 15

...my most prized hole, number 14. The bunker faces on that hole used to dry out so much, but I had it under control. I remember Kevin driving by one day, calling me on the radio, “Sammy, #14 looks decent, I give you an A- and I grade really hard.” I was on top of the world.

Following my junior year of college, I worked as an assistant superintendent doing a grow-in at Victory Links Golf Course in Blaine for the superintendent at the time, Jeff Reich. I learned a lot from Jeff. It was this summer, 2004, that I transitioned from a worker to a manager. There were a lot of moving parts with this grow-in, and I feel like a rose to the challenge.

I worked for the U of M turf program for most of my schooling, greenhouses in the winter and field plots in the spring and fall. I loved it. Initially I reported to Troy Carson, now with The Toro Co for quite some time. I remember mowing turf plots at night for a dollar spot and dew removal study directed by Troy. After Troy, I worked for Andrew Hollman, I learned a ton from him too. It was around this time that Dr. Eric Watkins was hired. I believe Eric knows his role in my career success.

After my senior year, with some tutelage from Drs. Horgan and Watkins, I became interested in research and ventured into graduate school on an assistantship. That was a great summer for me, followed by fall and winter research and classes. In the spring of 2006, I began to miss working on a golf course. Plus, I was bitten by the muskie bug like no other. A person could only comprehend the depths of my muskie addiction by reading a book like Pete Maina’s “Muskie Suck”. It’s not necessarily something I was proud of at the time, but it’s all I could think about. I’ve had a love/hate relationship with muskies since I was 10 years old. Thankfully I’ve relaxed a bit on the whole muskie thing, bringing some sanity and stability to my life, thank God. Half joking here.

In the spring of 2006, I moved to Hayward, WI and worked for Tod Blankenship at Big Fish Golf Club. Tod took me under his wing, and we’ve been good friends since. I used to go to sleep right after work until about 7 or 8pm, then I’d fish all night long on Grindstone Lake where I was staying at my grandparents’ cabin. I would show up at the golf course at 2am and sleep until the mechanic, Don Adams, woke me up when he got there. That winter I worked again for the U of M turf program and the Minnesota Turf and Grounds Foundation. In the spring I did a short stint at the River Falls Golf Club as an assistant and mechanic, then I ventured off on an opportunity in SE Asia.

The 2008 Beijing Olympic Equestrian Events were held in Hong Kong. Through some prodding from Dr. Horgan and Jack Mackenzie, I jumped on a plane for an interview with Chip Lewison and Randy Witt at the Hong Kong Golf Club to be the Olympic Equestrian Course Superintendent. I’m not a good...

Continued on page 17



My Story– Sam Bauer

By Sam Bauer, NCTGA Executive Director

Continued from page 16

...enough writer to even begin to describe what was going through my mind. The environment, the people, the language, the smells; it was a sensory overload. For a small-town Wisconsin boy who wouldn't eat at the China Buffet, this would be the boldest move of my life. With a lot more yada yada's, a successful Olympics, a year stint at Kau Sai Chau Golf Course on an island working for Christine Chan, yada yada, and being blessed by mentorship from Darry Koster of Clearwater Bay Golf and Country Club, I was off to finish my M.S. degree under Dr. Horgan.



Degree in hand, my next stop was the TPC Sawgrass in Ponte Vedra Beach, Florida working as an assistant superintendent on Dye's Valley course for Andy Burrow. This was 100% a position secured for me by my previous boss, Jeff Reich. Upon Jeff's departure as the Stadium Course assistant superintendent, I filled the vacancy and began to puff my chest out quite a bit. I was a 1st assistant superintendent at the TPC Sawgrass responsible for the back nine holes of the Stadium Course. Are you freaking kidding me, this is awesome! The island green, #17, was under my watch. I was a bull in a China shop, a caged tiger, every day. I loved the pressure of THE PLAYERS Championship, tournament time, just the straight up intensity. Interns who worked for me at the time likely don't remember it as fondly. I was ruthless. I think I felt like I needed to be. It was important to me.

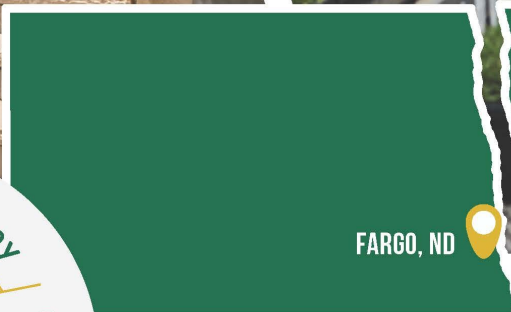


Accepting an Extension Educator position in turfgrass science at the University of Minnesota helped to lower my blood pressure a bit. I replaced a dear friend and mentor, Mr. Bob Mugaas, who held the position for 33 years - big shoes to fill. With the help of Drs. Horgan and Watkins, I collaborated on \$7.8 million in grants, provided hundreds of presentations, produced ten peer reviewed articles, and passed on some good turf management practices along the way.

After six years with the U of M Extension, it was time to do my own thing. I made some phone calls, lined up some business, and quit my job with nothing to lose. I was single and had a hunger to work my ass off to make some money. I had several projects to make my pie whole, as my buddy Bruce Williams calls it. Bruce of Bruce Williams Golf Consulting and Executive Golf Search has mentored me over the twelve years I've known him via our Breakfast with Bruce online chats (he calls Hour with Bauer), our golf tournaments, and our fishing trips. I admire Bruce, what he stands for, and how he got to where he is. I put our friend Roger Stewart in the same category.

Fast forward, 5.5 years since I quit my job, business is great. One of my main roles is as a professional turf...

Continued on page 19



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My Story– Sam Bauer

By Sam Bauer, NCTGA Executive Director

Continued from page 17

...specialist with Ramy Turf Products. Ramy is a smaller, family-owned business with branches in St. Paul, Mankato, and Rochester. The owner, Mike Ramy Jr., used to donate quite a lot to the U of M Turf program and we became great friends over the years. Additionally, I operate BauerTurf, LLC a consulting, education, and research business, Great Lakes Agronomy, LLC with Dr. Horgan offering the Great Lakes Turf Schools, North Central Sod in Pelican Rapids, Executive Director of the North Central Turfgrass Association based in Fargo, superintendent of Lazy Bone Golf Club in WI, and a private GC near Detroit Lakes. I teach Turfgrass Operations at Florida Gulf Coast University to approximately 40 Professional Golf Management Students in the spring and fall and am a teaching specialist at the U of M teaching turfgrass science the past two fall semesters. If there is any way that I can help you out via one of these endeavors, please reach out.

The premise of this article is why you joined the industry, what you enjoy most, and what keeps you motivated. I enjoy the people most, and I'm motivated by my family and friends and the desire to just kick life in the teeth. Life, this is it. This is our one shot to be the best version of ourselves that we can be. I thank God and Jesus Christ for the opportunity to be the best version of myself every day.

"Go out there, grab the world by the tail, pull it down, and put it in your pocket," as my man Matt Foley would say.

Keep it real gang. I appreciate you reading my story.



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North Dakota Pesticide Training Schedule

**Ornamental & Turf, Greenhouse, Research & Demonstration
2023-2024 Pesticide Training Schedule
Your Core Category will renew with this training**

Training Date	Location	Time	Pre-Reg Deadline		
Nov. 2, 2023	ZOOM WEBINAR	9 a.m. - 4 p.m.	11/1/23 12 NOON		
	On a computer at home or place of employment	8 a.m. - 3 p.m. (MT)			
Jan. 25, 2024 Hosted Training	Bismarck , Burleigh County Extension -4H Bldg 3715 E Bismarck Expressway	Registration 8 a.m. Training 8:30 a.m. - 4 p.m.	1/16/2024		
	Fargo , NDSU Loftsgard Hall Room 380	Registration 8 a.m. Training 8:30 a.m. - 4 p.m.			
	Grand Forks , Grand Forks County Extension 151 South 4th St Suite 302	Registration 8 a.m. Training 8:30 a.m. - 4 p.m.			
	Minot , Ward County Extension 900 13th St SE	Registration 8 a.m. Training 8:30 a.m. - 4 p.m.			
	Mar. 7, 2024 Face-to-Face	Fargo , NDSU, Memorial Union, Prairie Rose Rm 1401 Administration Ave.		Registration 8 a.m. Training 8:30 a.m. - 4 p.m.	3/5/2024
		ZOOM WEBINAR		9 a.m. - 4 p.m.	
Mar. 21, 2024	On a computer at home or place of employment	8 a.m. - 3 p.m. (MT)	3/20/24 12 NOON		



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