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PRESIDENT'S REPORT

by Marcus King, PGA, CCM, CCE

Balata and the Millennials



I had the good fortune a couple of weeks ago to hang out with one of our more experienced and seasoned PGA veterans and a truly great professional championship player. He shared with me how he used to use golf balls made out of “balata” (I had to look it up since “balata” sounded like some sort of pain medication, or the name of a low end foreign-made

vehicle and I didn’t believe him), steel spikes on his golf shoes, steel shafts with leather grips and wooden heads attached with some sort of windings, and a golf bag with a single strap. **WEIRD!**

He told me about the old Business School system and how all they had to do was fill out a half-inch thick workbook to become a PGA member, and pull the shrink wrap off some ancient out-of-print texts for a week long party class at a remote hotel usually located near a Hooters Restaurant, and how they actually had to pass BOTH rounds of the P.A.T. *at the same time* to become a PGA member. **BARBARIC!** ...or in other words, the “good ol’ days.”

In our Millennial times, it ain’t so bad to become a member of the PGA fraternity/sorority, aka frarority. We’ve “mellowed” over the years to make the PGA more “accessible” and “user friendly” and to “meet the needs of a more sensitive generation,” but for those of you who are like my long-in-the-tooth, single strapped, balata slinging, hand-tingling PGA friend and can’t keep up with the dizzying rate of changes to the path to becoming a PGA member because you don’t have a computer or access to a public library, here’s your chance to catch up with the 460-headed, cavity backing, back pack strappin’, i-everything using, internet-dependent flat bellies.

Steps to Becoming a Registered Apprentice and a PGA Member

In order to become a PGA member nowadays, you will first need to become a registered apprentice and go through the PGA Professional Golf Management (PGA PGM) Program. To register into the PGA PGM Program and become a registered apprentice, here are the steps to follow:

1. Complete a background check.
2. Access the Qualifying Level Courses on the PGA Knowledge Center and pass the Qualifying Tests
 - Introduction to the PGM and the Golf Profession
 - PGA History and Constitution
 - Rules of Golf 1
3. Satisfy the PAT requirement.
4. Meet the Eligible Employment requirements
5. Complete an apprentice registration form verifying employment which must be signed and submitted by you.
6. Pay all apprentice fees.

Once accepted into the PGA PGM program as an apprentice, here are the additional steps to becoming a badge-carrying, logo-using, one-putting PGA member:

1. Maintain acceptable progress in the PGA PGM. Acceptable Progress in the PGA PGM Program is defined by the successful completion of each Level and matriculation into the subsequent Level.
 - Level 1 must be successfully completed within two years of the Level 1 start date
 - Level 2 must be successfully completed within two years of the Level 2 start date
 - Level 3 and election to PGA Membership must be successfully accomplished within eight years of the Level 1 start date
 - Individuals who have not successfully completed the Level at the end of their two-year suspension will be

terminated from the PGA PGM Program. Apprentices have eight years from their Level 1 start date to graduate from the PGA PGM Program, meet all election requirements and become elected to PGA Membership.

2. Have a high school diploma or be at least 18 years of age and have the equivalent of a high school education. You are eligible for educational credits toward PGA membership with a college degree.
3. Must be either a U.S. Citizen or resident alien.
4. Accumulate a total of 36 work experience credits in addition to fulfilling the PGA PGM Program. (One credit per month while eligibly employed full time.) 12 credits are awarded for a four year college degree and six credits for a two year college degree.
5. In the Pacific Northwest Section—unlike most other Sections—we also have a requirement of attending a New Member Interview after completing your Class A requirements (just to be on the safe side!)

I hope this primer has been helpful, and for more detailed—and accurate!—information, along with information on the “university” route to becoming a PGA member. just go to www.pgalinks.com,

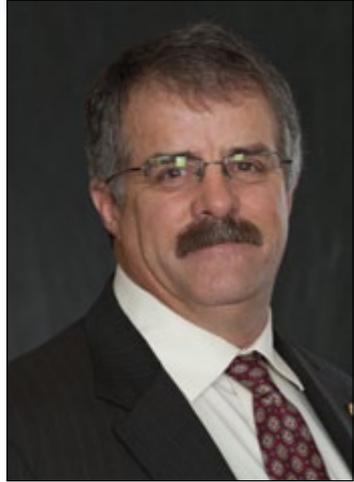
I’m off to the Pro Shop to ~~coerce~~ beg our best player and PGA Member Adam Alldredge to play with me in the Pro-Assistant tourney in March at Royal Oaks CC. With my strong 7 handicap, I’ll be lucky if I can get away with paying for his entry fee, gas, steak dinners, massage, hotel, “appearance fee,” paying his mom to babysit his daughters, and giving him a week off to recover from the sore back he is sure to incur by carrying me around for two days.

See y’all on the first tee!

– Marcus King

CEO's REPORT

by Jeff Ellison, PGA
CEO



February 1 and all's well. After a busy January, February is a sprint. The Hawks are going to win on Sunday, we will finish up the 39th edition of the Hawai'i Winter Pro-Am, and here's a look at the rest of the Section schedule this month:

• Three great education programs being offered—Bandon Dunes Playing Workshop, Nike Mentoring

Conference and Sweet 16

- Three Chapter Spring Meetings
- Sales meetings scheduled with two potential bank sponsors
- Planning the new Special Awards Ceremony
- Getting ready for our busy tournament schedule

Each January I journey to Orlando for the Executive Director Conference to share in the experiences of the other 40 Section executives with the aim to make us all better. Many of us have made a few trips around the sun and the collaboration makes us all better. "Borrowing" ideas from your friends is the shortcut to improvement. On the National front, there are a few exciting new programs being rolled out to benefit all of you: The new Samsung sponsorship will soon result in an online store for PGA Professionals – and the discounts will be real. The target launch date is March 1. Polo Ralph Lauren is the new Ryder Cup apparel sponsor and you'll soon be able to offer the official Ryder Cup uniforms to your customers. This program will include a "Sunday Shirt" promotion, designed to build fan excitement and connection with the team.

A few sales for you would be good as well! GameGolf is partnering with the PGA to develop a social media

presence. Watch for more information on this one as you'll soon see PGA Branded apps offered in Apple Stores and of course for Samsung devices.

Finally, the PGA Player Development team is working on an update to the strategic direction of our efforts to grow the game and the National staff will involve Section leadership in the development of the plan. We welcome the new input first approach replacing the annual roll out of new programs. It's a nice new direction we are headed! Many of you know Mike O'Donnell, formerly of Nike Golf, Mike is heading this new effort.

Following our meetings it was time to walk the aisles of the PGA Merchandise Show. If you have not had the opportunity to attend, I recommend adding this even to your bucket list. Visit Augusta first, Scotland/Ireland next and then maybe the Show. You will be impressed with the commitment by so many companies to our business. Each year the creativity is enlightening. This year, we had a TANK in one of the booths...yes, a full functioning tank.

My job at the Show is to make money for you! I'm happy to report that thanks to our local representatives, I was able to share our message with National Sales Managers and Marketing Directors. I see my cohorts in the aisles and we get more than our fair share. It is all a result of your thank yous, orders and support for our sponsors. Please keep it up.

At the Show this year we confirmed the following Section sponsors – Antigua, Bridgestone, Bushnell, Club Car, Cutter & Buck, EZ Go, Greg Norman, Imperial, JaniKing, Lorente, Nike Golf, PTE Golf, Range Servant, Sterling Cut Glass, SunDog, Sun Mountain, Under Armour, Voodoo Towels and Yamaha. A busy three days. We have a few



I'm sure you are just as busy getting ready for the season:

- Planning to host a PGA Junior League team
- Recruiting corporate tournaments
- Preparing for your member tournaments
- Scheduling your Get Golf Ready classes
- Apprentices, you are working on the materials (right?)
- Most importantly, working on your own game in anticipation of an enjoyable season of competing in Section and Chapter events.

more in process and we'll update you when confirmed. Please support these folks.

On the National sponsorship side please also remember Cobra Puma, Mercedes, National Car Rental, Nike Golf, OfficeMax, Omega, Pepsi, TaylorMade adidas, and Titleist-Footjoy. They support the local version of our National events.

PGA Members with children or grandchildren enrolling in college next fall don't forget to apply for the PGA Financial Assistance Fund Scholarship. There are a few changes this year to spread the awards around a little more so please apply. The application is available online at PGALinks. Just click on the link before you log in. When you apply for the PGA Scholarship you are also applying for the Pacific Northwest PGA Junior Golf Fund Bunny Mason Scholarship. Two chances to win!

February is the start of our Spring Meeting and Education

(continued from page 4)

programs. PGA Members, please make sure you are progressing toward your MSR requirements. As you've read before (I hope you have) a minimum of 36 credits of your 54 credit total must be in PGA Meetings, PGA Education or Golf 2.0 programs. Your opportunities for these important credits are limited and after this spring you will be left with just the fall 2014 and spring 2015 to get these credits....don't delay and get trapped. You can check your status by logging into your PGALinks account. If you have questions feel free to call Jennifer, Molly or I and we will help you determine your status. Call us on June 1 next year and we'll be left explaining what Class F means!



We have arrived at the final stage of our new awards process – the Special Awards Ceremony, March 16 at Royal Oaks Country Club. We will honor our Section award winners and recognize all our fine

Chapter winners. All members and apprentices are invited to attend. Look for the invitation in your email shortly and please plan to join us.

Have a great February and I hope I'll be seeing you at one of your destination pro-ams in Hawaii or Las Vegas. If you have not attended, your fellow professionals have a great time!

– Jeff Ellison

WINTER EDUCATION

DATE	EVENT	LOCATION	MSRs
February 10-12, 2014	Bandon Playing Workshop Click to sign up!	Bandon, OR	PGA Education
February 17-18, 2014	Nike Mentoring Conference Click to sign up!	Portland, OR	PGA Education
February 24-25, 2014	Sweet 16 Education Seminar Click to sign up!	Coeur D'Alene, ID	PGA Education



UPCOMING EVENTS

Holcomb-In-One Las Vegas Pro-Am
Las Vegas, NV | March 9 - 13, 2014

Holcomb¹In-One



Tournament Format

80% Handicap used in ALL competitions

Schedule of Events

Sunday, March 9

- Reception 7:00 p.m Monte Carlo

Monday, March 10

- Round 1 – The Legacy GC 9 – 12:00 Tee Times

Tuesday, March 11

- Round 2 – Tuscany GC 9 – 12:00 Tee Times

Wednesday, March 12

- Round 3 – Anthem CC 11:30 AM Shotgun
- Cocktails & Awards Dinner

Thursday, March 13 – Departures

Contact: Molly Cooper, 800-688-4653



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TOURNAMENT NEWS

by Molly Cooper, PGA

PNW Pro-Assistant Championship

Vancouver, WA | Royal Oaks CC | March 17-18, 2014

6,606 Yards, Par 72

Max. Field: 60 teams of two Professionals from the same facility.



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2012 - Brent Murray & Scott Erdmann



2010 - Steve Prugh & Corey Prugh



2009 - Marti O'Neil & Josh Immordino

A Popular Event - Now In Its 23rd Year!

The very first Pro-Assistant Championship took place in 1992, when the Progress Downs team of Jerry Minor and Ralph West defeated the Royal Oaks duo of Steve Bowen and Michael Wilkerson only after seven holes of sudden-death. The 1995 Redwood Golf Center team of Scott Williams and Mike Barnett still holds the tournament record with their 18-under 126. In 2008 and 2010, Steve Prugh and his Assistant Corey Prugh made history by being the first father-son duo to capture the title.

Royal Oaks CC

Royal Oaks is a popular tournament site and has hosted all major Northwest tournaments, including the PNGA Amateur where Tiger Woods won in 1994 and Nick Flanagan in 2003. Royal Oaks consistently ranks in the top five golf courses in Washington, and has been ranked in the top 100 nationally by Golf Digest Magazine.

Schedule of Play

The Pro-Assistant Championship begins on Monday, March 17 with a 1:00 PM shotgun start. The final round concludes on Tuesday with a shotgun start at 9:00 AM. The Pro-Assistant Championship is a two-man team competition with one head golf professional and their assistant golf professional playing a four-ball competition. The Spring Meeting will be held at 7:00 PM on Monday night after the first round and a hosted dinner.

Sterling Cut Glass proudly supports the Pacific Northwest Section PGA as the "Presenting Sponsor" of the Player of the Year



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HOLK'S HIGHLIGHTS

Spotlight on Craig Hunter

Craig was recently honored with the Master Kids Teacher Award from US Kids Golf.



- **Facility:** Sand Point CC
- **Became a PGA Member:** 1999 (British PGA); 2001 (PGA of America)
- **Background:** Born and raised on a remote island of the NW coast of Scotland called the Isle of Skye, Craig left school and home at age 15 to apprentice at Nairn Golf Club in Scotland. "I thought I'd try golf for a bit, if it didn't work out, join the Navy. Now the Navy won't take me because I'm too old!"

Who is your greatest influence in golf?

"Peter Cowen who is Europe's #1 teaching professional – I was his apprentice when going through the British PGA. Jerry Breaux, PGA from Boise really introduced me to junior golf. Jerry has an amazing junior program and always makes people have fun playing golf. Working at Aldarra with Bill Tindall, Mark Sursely & Doug Kauffman are very special to me – all three of these professionals treated me well and have so much you can learn from."

"If your club will permit, parent/junior scrambles are really special. Any parent will tell you playing golf with your kids is the best."

Can you tell us a bit about your junior program at Sand Point Country Club?

"My junior program is based on the US Kids certification classes and their level booklets. There must be a sense of achievement and not

just hitting golf balls on the range. The US Kids level booklets give you an easy way to accomplish swing fundamentals and skill challenges; there also needs to be rewards for accomplishments. If your club will permit, parent/junior scrambles are really special. Any parent will tell you playing golf with your kids is the best. Make your junior events a big deal and make your clinics have a purpose and a direction for success. The bottom line is whether or not junior golf is important to you and your club. Kids are so intuitive, they can tell if you're faking it. When starting a program or making your current program better, form a junior committee and use US Kids as a blueprint guide. Each year you can customize to fit your club and make it a fun experience for your juniors."

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PLAYER DEVELOPMENT IS NOT A BANDWAGON RIDE

Monte Koch, PGA

Player Development Regional Manager



With the Week Two hype of the Seahawks in the Super Bowl on my mind, (and not having grown up as a 'hawks fan, unbelievable, I know,) I must admit am still enjoying watching my friends, family and so many fellow golf professionals enjoying every moment of the "hype machine" celebrating their favorite team.

This brings to mind the concept of the "Player Development Bandwagon." Just like the Seahawks Bandwagon, those who've been on the ride for over a decade plus don't exactly admire those newbies who've been swept up by the success. Similarly, people who have been practicing player development at their facilities for many years *may* feel resentment toward people just beginning to adopt the practice. The fact is, **there is no "bandwagon" for Player Development.**



This idea of Player Development is not one program or one effort, and it's certainly not the shotgun approach that I admit we've undertaken at the PGA HQ level in the past. Rather, true Player Development is "Customer Development". To

do it, a facility must execute a continuous, interrelated sequence of consumer-centric products. Taken one step at a time, the elements are not perceptibly different from each other, but they build on one another and progress, laddering up customers from the start to their ultimate goal in the game.

I hope you can see from the description above, it takes a

fundamental shift in current thinking at the typical golf facility. Literally, it means "Player Development" becomes a core business practice of the professional staff and the facility. As a core business practice, player development is best seen as:

- Intentional new customer creation programs/efforts (focused not on exposure to the game, but conversion to "navigable golf customers")
- Purpose-driven customer retention efforts, events and products (focused on deepening engagement, increasing loyalty to the facility, increasing wallet share)...yes, this means it works at private clubs too!
- Community management and development (focused on events that "ladder up" customers to integrate them from playing golf alone, or just with another person, to interacting, participating in community events...typically low competition/high social value events)
- Revenue generating activities focused on driving revenue to employers/facility bottom-line (key metrics are rounds of golf, new customer rounds)... this is where the employer, owner or board member will always land...player development is a revenue conversation

Player Development is Good For Us - All of Us!

All PNWPGA members and apprentices benefit with successful Player Development going on at their facility, a neighboring facility or in our region. The famous phrase, "A rising tide raises all boats," applies very well here. Based on current tee sheet marketing practices, I believe we can all agree that "borrowing each other's players" through discounting, especially "below the floor rate" practices is detrimental to a single facility but also the micro-market that facility is in...discounting does not produce more rounds, but rather shifts rounds around a market on a day to day, month to month basis. The net

Player development is "customer development"...a continuous, interrelated sequence of consumer-centric products. Taken one step at a time, the elements are not perceptibly different from each other, but they build on one another and progress, laddering up customers from the start to their ultimate goal in the game.

result is lower average round rate, less loyal golfers and frankly, more damage done to courses by customers who don't care about a particular course. Another brutal fact: It won't get better on its own. Player development is the only solution, because it is the only way to create:

- More demand (through more customers)
- More rounds = more income/greater job stability
- More leverage for PGA golf professionals and more income potential
- More value placed on PGA professionals who can produce income results, versus manage a dwindling customer base

As you look ahead to the 2014 golf season, are you looking for a seat on the "player development bandwagon", or are you all in as part of the "Coalition of the Willing, Committed and Engaged?" Feel free to call or email me to tell me about it, as I'd love to see how I can partner with you to meet your career and facility goals in 2014 and beyond.



Monte Koch, Certified PGA Professional/Player Development Player Development Regional Mgr/Mentor**
PGA of America (Greater Seattle/PacNW PGA Section)
Email: Mkoch@pgahq.com Cell: 206/335-5260

EMPLOYMENT SERVICES

by Carol Pence, PGA

PGA Employment Consultant



For managers and staff alike, conversation is a critical component for success. That's a no brainer, right? Yet regular sit-down conversations just don't happen as often as may be necessary. There is always an excuse by managers such as "I have too much on my plate" or "I just never get around to it". All are unfortunate, as dialogue is at the heart of high engagement and sustainable performance.

While chatting about the US Open or jarring a 30 footer is a good thing, managers also need to focus conversations on that of the employee's job. There should be three types of manager-employee conversations conducted annually: engagement, performance review and career planning. Each plays a specific role in driving employee engagement and business performance.

Engagement

Engagement: The best managers inspire employees to engage themselves, assist to better understand what their role is and support them in those directions.

These conversations focus on what drives contribution and satisfaction by each employee.

So how do you start this conversation? Perhaps ask "What part do you feel you play in achieving the vision and goals of our business?" Asking this question will grab their attention, get them to think about their role, what motivates them as well as will create better understanding between the two of you.

Three Conversations

to Share

This Season

Other questions to ask may be:

- On the job, what keeps you going?
- What drags you down?
- What can we provide you to get you better prepared for the task at hand?
- What of your skills and knowledge are underutilized?
- In what areas do you need to grow to do your job better?

Performance Review

Performance Review: This conversation is generally viewed as the least fun, however, is also very important. Essentially it is about what your employee must deliver to drive the business' success. It is an opportunity to review goals and results, provide feedback and confirm expectations.

Although these reviews focus on maximum contribution, the greatest improvement results when an individual's values and talents are considered. While generally conducted annually, performance feedback should happen throughout the year.

Career Planning

Career Planning: This conversation is more about your employee's personal aspirations. The manager's goal is to support versus control. Help employees clarify what they want, how to build on strengths, identify needed development for desired future roles and create a roadmap how to get there.

Make sure to ask follow-up questions to better understand statements like "I want more responsibility" or "I want to do something new." You may find greater understanding and leads to a change in their current job scope, versus a

Asking for An Assist

As you know the PGA of America's annual Compensation Survey is live through Sunday, March 23rd.

I receive requests on a daily basis from the members and apprentices seeking comparable compensation statistics. While national figures are always available, my experience is that the most sought after and credible numbers are those specific to this section and better yet, on the chapter level.

I am personally reaching out to ask for your help. The data is vitally important and I hope that you will take the time to complete it. [Click here to access the survey.](#)

A final note: Those completing the Survey by the deadline receive 2 MSR credits.

Thank you very much in advance for participating. If you encounter any difficulties or if I can provide assistance in any way, please feel free to contact me.

change in position there or moving elsewhere. Finally, start now by putting in your calendar when these formal conversations will be conducted and do your best to inspire employees to be fully engaged.

Respectfully,

Carol Pence, PGA Employment Consultant
(510)706-1583 | cpence@pgahq.com

THE POWER OF COMPOUNDING

Blake Parrish

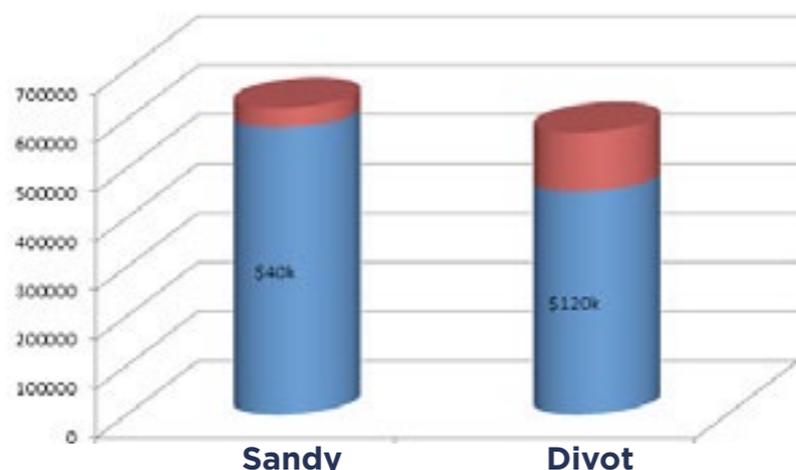
BP Financial Associates



I remember working in the bag room at Eugene Country Club during the 1980's, wondering how most of the members were able to afford a membership. Better yet, how was the head golf professional able to retire in just a few years? I wanted to follow a similar path. Did I need to strive to get a prestigious Head Professional title at a Private Club, limit my golf

instruction to wealthy pupils only, follow the sun during the winter months to maximize my paychecks, take on big risks in the stock market? The answer I came up with may surprise you. The following example should help to explain what I mean.

Consider this example:



Sandy Saver starts saving at age 25, contributing \$4,000 a year for 10 years into an IRA. Divot McLate starts saving at age 35, contributing \$4,000 a year for 30 years into an IRA. Thanks to the power of long-term, tax-deferred

compounding, Sandy's balance is more than \$140,000 higher than Divot's – even though she contributed far less for a shorter period of time. (Results based on both earning an 8% rate of return and retiring at age 65.)

Tax-deferred compounding is defined by the process in which earnings are added to principal and reinvested year after year. The longer this process continues, the higher the potential for significant growth.

Starting Age	25	35
Contributing time	10 years	30 years
Total contribution	\$40k	\$120k
Balance at age 65	\$583,091	\$453,133

For illustrative purposes only. This hypothetical illustration does not reflect the performance of any specific investment. Actual rates of return cannot be predicted and will fluctuate. Your results may be more or less. Taxes will be due upon withdrawal.

Key considerations as a golf professional no matter what phase in life you may find yourself, and no matter what the news of the world is saying:

- Start saving early to take advantage of the power of compounding.
- Just get started, even if 1%, \$10 bucks a month, \$5 bucks a lesson.
- Retirement plans may offer immediate tax advantages.
- 401(k) plans often come with an employer match—take advantage of this as it is just like giving yourself a raise!
- For even greater retirement savings, consider opening an IRA/Roth IRA in addition to an employer plan.
- With each paycheck comes your responsibility to assign each dollar toward something (bills, mortgage/rent, savings, retirement account, entertainment,

“The most powerful force in the universe is compounding interest”

— Albert Einstein

BP Financial Associates are committed to understanding your specific needs, and can help you create a game plan for your money.

food, etc.) but every dollar gets assigned.

- Just like in golf, always be aware of the things we can control like how much we make, how much is spent, and how much is saved.

Why should you invest in an IRA? If your employer does not offer a 401(k) plan, you should consider saving for retirement on your own with an IRA. If your employer does offer a 401(k) you may want to maximize your contribution there (\$17,000 in 2012, \$22,500 if over 50 years of age), and then save even more toward retirement by contributing to an IRA (up to \$5,000 per year, \$6,000 if over 50). At the end of the day,

PAY YOURSELF FIRST!

Your financial security is in your hands today; you can't rely on your employer or the government for your personal long-term financial security. Nor can you wait until next year when you get a bump in pay or a better job, or the markets turn around.

Blake Parrish

Senior VP, Portfolio Manager

BP Financial Associates, LLC

Phone: (503) 619-7237

E-mail: blake@bpfinancialassoc.com



Financial Associates, LLC.

2014 SECTION SCHEDULE

Winter Education Schedule

DATE	EVENT	LOCATION
Feb 10-12	Bandon Playing Workshop	Bandon, OR
Feb 17-18	Nike Mentoring Conference	Portland, OR
Feb 24-25	Sweet 16 Education Seminar	Coeur D'Alene, ID

Tournament Schedule

DATE	EVENT	SITE
Jan 30 - Feb 6	Hawai'i Winter Pro-Am	Mauna Lani, Hawaii
Mar 9-13	Holcomb-In-One Las Vegas Pro-Am	Las Vegas
Mar 17-18	PNW PGA Pro-Assistant Championship	Royal Oaks CC Vancouver, WA
Apr 29-30	Senior Players Championship	Wine Valley GC, Walla Walla, WA
May 17-21	Washington Open Invitational	Meridian Valley CC, Kent, WA
Jun 10-12	Oregon Open Invitational	Black Butte Ranch, Sisters, OR
Jul 16-20	Rosauers Open Invitational	Indian Canyon GC, Spokane, WA
July 29- 31	Senior Oregon Open Invitational	Wildhorse Resort & Casino, Pendleton, OR
Aug 4	Assistant Professional Championship	Rainier G&CC, Seattle, WA
Aug 18-20	Northwest Open Invitational	Wine Valley GC, Walla Walla, WA
Sep 3-5	PNW Senior PGA Championship	TBA
Sept 16-18	PNW PGA Professional Championship	Salish Cliffs GC, Shelton, WA
Oct 2-3	Pacific Northwest Pro-Amateur Championship	Circling Raven GC, Worley, ID
Oct 23-24	66th Hudson Cup Matches	Tualatin CC, Tualatin, OR

ForeWord Press is published by the Pacific Northwest Section, Professional Golfers' Association of America. Contributors should contact the Section office at:

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MEMBERS ON THE MOVE

by Jennifer Dodd

Tournament & Membership Administrator

Welcome, New Apprentices!

Name	Facility
Nicholas Jarrett	Portland GC

Newly Elected Members

Name	Class	Facility
Robert K. Hendrickson	A-1	Three Lakes GC
Joshua M. McKinley	A-6	GolfTEC - Spokane
Drew J. Zins	A-8	Meadow Springs CC

Employment Changes

Name	Class	New Facility	Former Facility
Jeremy J. Nadeau	A-4	Aldarra GC	Rock Creek Cattle Co.
Christopher Repass	A-4	Veterans Memorial GC	Peninsula GC

Changes IN to the Section

Name	Class	New Facility	Former Section
Gene E. Jackson	LM	unaffiliated	S. California
Benjamin J. Weyland	A-6	unaffiliated	N. California

Changes OUT of the Section

Name	Class	Former Facility	New Section
Howard J. Robertson	A-4	Santiam GC	Metropolitan

MEMORIAM

Don Kirkpatrick, PGA: 2/6/1928 - 1/24/2014

Don Kirkpatrick of Everett, a 50-year member of the PGA, died the morning of January 24. He was 85. He worked at Earlington Golf Course in Renton, Puetz Golf Range in Seattle and Whidbey Golf & Country Club in Oak Harbor, where he was head pro for a dozen years. He won the 1970 (Western Washington Chapter) PGA (Match Play) Championship and was the 1980 winner of the Pacific Northwest Senior PGA Championship.

