

THE GREEN SHEET

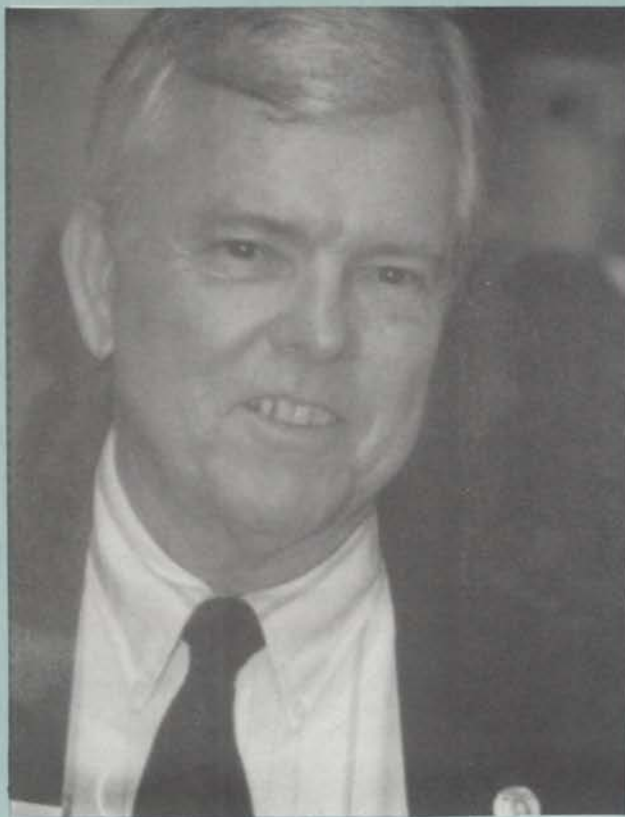


VOLUME XV, PART 1. JANUARY/FEBRUARY 1999

NEWSLETTER OF THE FLORIDA GOLF COURSE SUPERINTENDENTS ASSOCIATION

UPCOMING EVENTS

- FTGA Pesticide Seminars - See pg. five for details:
- Jan. 12 Lake Worth (American/Polish Club)
 - Jan. 13 Fort Myers (Knights of Columbus Hall)
 - Jan. 21 Tampa (St. Lawrence Catholic Church)
 - Jan. 22 Mid-Florida (Seminole Community College)
 - Feb. 3 North Florida (Duval Co Extension. Office)
 - Feb. 4 Gulf Coast (Pensacola Junior College)
-
- Jan. 4 West Coast chapter meeting, Renaissance Vinoy
 - Jan. 8 LCCC Alumni Fundraiser, Pelican Sound GC
 - Jan. 11 Central Florida GCSA Fundraiser, Interlachen CC
 - Jan. 21 Palm Beach GCSA Superintendents Only meeting, Emerald Dunes GC, West Palm Beach
 - Jan. 25 Seven Rivers GCSA chapter meeting, Golden Hills GC, Ocala
 - Jan. 25 Suncoast Suppliers Field Day, Bradenton CC
 - Jan. 28 South Florida GCSA meeting, Cramden Park GC
 - Jan. 29 FGCSA Winter Board Meeting, Bay Hill Club
 - Feb. 8 GCSAA 70th International Conference & Show, - 14 Orlando Convention Center
 - Feb. 12 FGCSA Reception, Omni Rosen Hotel
 - Feb. 14 Seven Rivers GCSA chapter meeting, Spruce Creek GC, Summerfield GC
 - Feb. 22 Central Florida GCSA Vendor/Supt. event, Alaqua CC, Longwood
 - Feb. 23 West Coast chapter meeting, Largo GC
 - Mar. 1 Ridge Invitational Tournament, Grasslands
 - Mar. 11 SFGCSA Exposition, UF IFAS, Fort Lauderdale
 - Mar. 18 Overseed Field Day, UF, Gainesville campus



Congratulations to Dan Jones, CGCS, who has been named the 1999 recipient of the GCSAA's Distinguished Service Award.

The FGCSA's nomination cited Dan's three decades of leadership and innovation in the field of turfgrass management and his unselfish dedication of thirteen years to the development of The Florida Green magazine. Dan received numerous endorsements to his nomination from past GCSAA presidents and fellow superintendents including those he mentored in the industry. Dan retired this past April from his 18-year position as superintendent of the Banyan Golf Club in West Palm Beach and is currently the East Coast Manager for Toro Liquid Ag, Inc.

The GCSAA will present the award to Jones on February 10, 1999, during the opening ceremonies of GCSAA's 70th International Conference and Show in Orlando

President's Message by Michael Perham, CGCS

The New Year is upon us and hopefully everyone had a joyous Holiday Season. Soon it will be time to renew old and new acquaintances at the GCSAA Conference and Show in Orlando. This should be an exciting time for all Florida superintendents. The world's premier turf conference and show is in our own backyard on its every third year swing across the country. Hopefully, all our members will partake in the abundant opportunities that this event offers.

This will be an especially important event for me. It will afford me the opportunity to personally thank the many members of our Association, and those across the country who offered their well wishes to me during my recovery from surgery. The outpouring of support that Marcy and I received was truly heartwarming. I was amazed at the number of

cards and faxes I received both in Boston and once I returned home.

I have realized for quite some time that our profession truly has some unique qualities. Where else can you go and have your peer share his secrets with you. Not only will our members offer help at any time they are called upon, so many of you took time out to extend words of encouragement to me. For this, I am eternally grateful.

FGCSA RECEPTION: While enjoying yourself at this year's reception, all members should take it upon themselves to personally thank Paul Crawford for his efforts. This reception will be the last organized under Paul's leadership. Paul has spearheaded the reception from its infancy and is stepping aside after this year to allow more time for FTGA responsibilities. Paul, on behalf of all our members, "THANKS FOR A JOB WELL DONE!"



Michael Perham, CGCS

Triplets Born to FGCSA Family

On page 7 of this newsletter you will find some professional accomplishments of FGCSA members.

Even though it seems that superintendents spend more time on the job than at home, Daniel Diaz has proven that there is still time for a family life! Congratulations to Daniel and his wife Angela on the birth of their three sons: Daniel Anthony - 5 lbs. 2 oz., Fernando Francisco - 4 lbs. 15 oz., and Kenneth Edward - 5 lbs.

Mother and babies are doing well. Dad is still smiling.

1999 FGCSA Survey

The FGCSA survey questionnaire has been sent to all FGCSA Class A and B members. Please take the time to fill out this important survey out and return it to the FGCSA office ASAP.

THE GREEN SHEET

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All material submitted for printing will be edited at the discretion of the editor. Material must be typed or clearly printed. Photos are encouraged. Items must be for the good of the association.

Deadline next issue: February 15.

What's Up D.O.C.

by Joel Jackson

1. Education

There is no doubt that the upcoming GCSAA Conference and Show in Orlando February 8-14, 1999 will be a tremendous opportunity for formal and informal education for Florida Golf Course Superintendents. The GCSAA Conference and Show was last in Florida in Orlando in 1996 and won't return again until 2002. There will be over 90 seminars and even more special programs and concurrent sessions open to all registered for the conference. Over 700 exhibits will be displayed on the trade show floor offering ample opportunity to get a look at all the latest equipment and products. What a great venue for networking with peers and industry representatives.

2. Government Relations

A. The FGCSA sent a letter to Florida's Senators and Congressional Representatives supporting the pro-active mission statement of the Florida FQPA Working Group of which I am a member. The mission statement calls for EPA to follow the original intent of the Food Quality Protection Act, and the letter also asks the Florida delegation to support House Resolution 290 proposed by Congressman LaHood also calling for EPA to carry out implementation of the FQPA in a fair and scientific manner.

B. GCSAA Announces Change in Government Relations Department: I received an Email containing this Memorandum from Steve Mona, GCSAA CEO to the GCSAA Board of Directors dated 11/12/98: As we approach the new millennium, GCSAA is undergoing many changes to better serve its members and improve its position as a leadership organization in the golf community.

As CEO, I have made a number of decisions - some easy and some very difficult - to align our resources in the most effective way to achieve our primary organizational goals. Today I am announcing one of the more difficult decisions: As of January 1, 1999, the Government Relations Department will be dissolved as a stand-alone department, and will be housed as a function within another depart-

ment. Our scaled-back government relations programs will be concentrated on chapter-directed outreach and assistance programs and a tightly focused set of key national initiatives.

As part of this change, the position of Government Relations Counsel will be eliminated, and Cynthia Smith will be leaving the association. She has agreed to stay through December 18 to help facilitate and consult on the transition. Carrie Riordan, Legislative Analyst, and Scott Sponholtz, Government Relations Coordinator, will remain with GCSAA to staff the refocused GR program. Their new department will be announced before January 1.

Please join me in thanking Cynthia for her hard work and many accomplishments during her years here at GCSAA, and in offering her our support and encouragement as she seeks new career opportunities that match her areas of expertise and level of experience. Steve Mona, CEO, GCSAA"

I sent the following Email message to: Steve Mona, CEO, Joe O'Brien, COO, and George Renault, CGCS, President of GCSAA. Subject: Govt Relations Change: "I received an Email today announcing the dissolution of the current Govt. Relations Dept. I am troubled that we are losing someone of Cynthia's caliber. She has been very helpful in keeping me abreast of issues in this area, and I feel she was a strong representative for GCSAA in the Regulatory Community. She could hold her own.

I can only say that all my contacts and information exchanges with Cynthia have been helpful and educational in my new role as Director of Communications. I hope the new direction being contemplated will not decrease the knowledge and expertise in this area which remains so vital to superintendents. I know this decision was not made lightly, and I also know I don't have all the facts surrounding the decision. I hope more information will be forthcoming which will clarify and explain the decision. Thank you. Joel Jackson, CGCS.

Response from Steve Mona: "Joel. Thank you for your concern about GCSAA's government relations program. We will be explaining our change in this area in upcoming editions of Newsline.

You are correct about the great job that Cynthia Smith has done for GCSAA, and I'm glad that you had the opportunity to work with her and enjoy a positive experience. We will certainly miss Cynthia, her experience, her contacts and her expertise. We appreciate the relationships that she has helped to forge on behalf of the association, and will continue to work to strengthen those relationships. I have pledged to the board of directors that our tightened focus on key national initiatives and increased support for chapter government relations programs and information will not diminish our overall effectiveness in influencing positive decisions and communicating important information.

My pledge to the board, and now to you, is that we will continue to accomplish the work that the committee and board deem valuable and appropriate. Stephen F. Mona, CAE, Chief Executive Officer, GCSAA

4. Allied Associations

A. FTGA: One of the exciting outcomes of the October Committee and Board meetings was the formation of the Allied Association Committee. Committee Chairman Vernie Pickhardt of United Horticultural Supply has challenged his committee to truly make the FTGA the umbrella organization for all turf related associations. The committee will be addressing issues such as (1) More involvement by other associations in the trade show; (2) Finding common goals with the other associations; (3) Increasing FTGA membership by those in other associations; (4) Discussing views and benefits of FTGA membership of those in related associations.

B. Florida Golf Alliance: The Golf Impact Study is underway. Dr. Joe Cronin of Florida State University working with Larry Pendelton of the Florida Sports Authority has sent a copy of an outline of the impact study seeking input and comments. Jack Brennan, Treasurer of the FGA, has been acting as liaison for the information between Dr. Cronin and the FGA. Brennan has also been working with the Florida Golf Course Owners Association and getting their input and support for the project which will be a key part of the survey process.

The Fall 1998 meeting of the FGCSA Board of Directors was called to order by President Michael Perham, CGCS, at 1:00 p.m. on Friday, October 23rd at Grenelefe Resort.

All officers were in attendance. All chapters with the exception Ridge and North Florida were represented. Other FGCSA members attending the meeting were Steve Pearson, Research Committee Chairman; Roy Bates - Everglades chapter, Greg Pheneger - Treasure Coast chapter; Paul Crawford - Florida Green business manager; and Joel Jackson - Florida Green editor.

Mike Perham expressed his thanks for the many phone calls, letters and faxes he received during his recent recuperation from lung surgery. In order to conserve his voice, Mike asked Darren Davis to chair the meeting.

SECRETARY/TREASURER REPORT - Cary Lewis went over the Financial Statements for the first quarter of the fiscal year 1998-99. He noted that \$20,000 has been transferred to the FGCSA Research Account from the Operating Account and another \$15,000 would be added to the Operating Account reserve.

Accountability of the chapters was discussed. All chapters now have their own EIN which should be used on all local chapter bank accounts or C.D.'s. The Group Exemption has been approved by the IRS so that a separate Form 990 will be filed for the group of local chapters. Chapter figures will no longer be added to the account totals of the FGCSA. It was decided that the FGCSA will continue to provide Directors and Liability Insurance for all affiliated chapters. The FGCSA will also pay the accountant to file the separate 990.

Since the chapters are now separate from the FGCSA, the FGCSA will solicit quotes for an audit of the FGCSA records. The audit may also include guidelines for chapters to follow to insure accountability.

MEMBERSHIP DIRECTORY: Marie Roberts distributed a copy of the new 1999 Membership Directory which will soon be bulk mailed to all FGCSA members. The Directory is eight pages thicker this year due to an increase of advertisers and member listings. Advertising revenue will again be greater than budgeted thanks to the support of our affiliate members.

EDUCATION: A report on the Crowfoot seminar was given. Thanks to the GCSAA Etonic program, the net cost to the Education budget was very slight. However, it is only fair to note that the actual cost incurred by Etonic per attendee was extremely high due to the low attendance. Serious consideration needs to be given to next year's Crowfoot educational program.

The Central Florida chapter's GCSAA Regional Seminar, "Wetlands and Golf Courses", on October 8th was a success. This was the only GCSAA Regional Seminar offered in Florida this year due to our reliance on the Etonic program for the Crowfoot, the Poa and the FTGA.

MEMBERSHIP: The September chapter membership chart indicates that some chapters are not submitting names of new members who have joined their chapter during the year. It was decided that the FGCSA office will send a reminder to all chapter secretaries in January each year.

Darren Davis then discussed the draft of a Universal Membership Information Form for all chapters to use for Class A, B, C and S members. All Vice Presidents indicated that their chapter would be agreeable to using some version of the form. After a few changes were made to the form (including deleting the dues amount), it was decided that a duplicate form would be used with one copy for the local chapter and the original to be sent to the FGCSA with the chapter dues check. Each chapter would need to send a cover letter to serve as an invoice to their superintendents. Of course, all chapters would send a local chapter renewal form to their affiliate members in a separate mailing. A motion was made to approve the Universal Membership Information Form. The motion was approved.

POA: Roy Bates announced that the Poa would return to the Naples Beach Hotel in May next year. Schedule of activities would be about the same with the FGCSA to plan an educa-

tional seminar on Friday afternoon.

CROWFOOT: Since the FTGA Conference will be in August this year, the date for the Crowfoot has not been decided. It will be played at Grand Cypress.

GOLF: Joe Ondo reported on the FGCSA Chapter Championship. The change in date because of Hurricane Georges caused conflicts with some chapters and the field was decreased this year. However the tournament went on with five chapters sending teams. The West Coast team squeaked out a one stroke victory over the team from Treasure Coast. Jim Torba was the tournament winner and he will join Mark Hopkins, Chris Cartin and Buck Buckner in representing the Florida chapter at the GCSAA Championship. Joe Ondo hopes to enter two or three more teams in the competition. Any Florida superintendent who is playing in the tournament is asked to call Joe to be placed on a team. Deadline for entries is November 1st.

FTGA Since the FTGA Board Meeting had not adjourned before the start of the FGCSA meeting, all discussions concerning the FTGA will be postponed until the FGCSA adjourns. The only FTGA business to be discussed at this time was a request by the FTGA for sponsorship of their Regional Turf Conferences. A motion was made to donate \$300.00 for sponsorship of the Conferences. The motion was approved.

RESEARCH: Steve Pearson and Roy Bates discussed the procedure for grant requests from University personnel to the FTGA. A timeline is being worked on that would include a peer review before the FTGA review. Requests for grant proposals will be sent to UF researchers in February. Proposals must first be sent to UF Deans before final submission to the FTGA.

Steve also discussed the availability of funding from the GCSAA. Steve will contact Dr. Cisar in regard to sending requests for funding to the GCSA through the FGCSA.

GCSAA: The GCSAA Chapter Delegates meeting report was given by Dale Kuehner. He noted that the current Affiliation Agree-

ment expires in 1999. Changes were suggested for the new agreement. Dale stressed that any chapter who does not have a representative at this meeting for two years in a row will be defaulted and will lose their right to vote by delegate. Dale has always volunteered to represent any chapter but that chapter must report this change to the GCSAA before the meeting to avoid being defaulted. Dale advised all chapters that in the future the rep may need to be a member of your chapter.

All local chapters have been sent Delegate Forms which must be returned to the GCSAA by November 1st. Please be sure that your chapter secretary has signed and sent the form. Voting by independents will change dramatically this year with all independent votes reverting to the chapter unless the independent requests otherwise. Dale reported on the strength of the candidates this year and asked for information from anyone who has personal knowledge of any of the candidates.

DIRECTOR OF COMMUNICATION: Joel discussed the press releases he has prepared during the past two months and his activities with chapters. He asked that the FGCSA show support of the mission statement of the State of Florida's FQPA Implementation Working Group and the LaHood Resolution. The board made a motion to support this by sending a group letter to Congress. The motion was approved. The sample letter in the agenda package will be signed by President Michael Perham and forwarded to Florida Senator Graham.

SURVEY: Joel Jackson will serve as Chairman for this year's survey and asked all Externals to send any new survey questions to Joel or advise him of those questions which should be eliminated this year. Survey questionnaire will be sent to all Class A and B members by the end of November.

FGCSA RECEPTION: Paul Crawford announced that Kilpatrick Turf will be the major sponsor of the 1999 FGCSA reception in Orlando. Kilpatrick will be a major source of funding (\$13-15,000) and several other sponsors have agreed to contribute \$5,000 each to make this event a

night to remember. The Board discussed the high cost of this reception and it was noted that as long as the reception is held at the headquarters hotel, the cost (and quality) will remain high. Paul Crawford reported that this will be his last year as chairman for this event and suggested the board look for a replacement who would be able to handle the sponsor solicitation for future events. He also reported his desire to withdraw as business manager for the Florida Green and that his successor would have to be prepared to deal with advertiser and tax problems.

NEW BUSINESS: Joe Ondo introduced a letter from Lake City Community College asking that each chapter send a representative to your local high school to discuss all the careers in the golf industry. John Piersol is available as a resource person if your chapter needs help, has questions, or needs brochures.

A GCSAA Chapter Strategic Planning/Leadership Training Conference will be held January 15-17 in Kansas. After a discussion, it was decided that the FGCSA will apply to participate in this Conference and, if selected, will send two representatives. If selected, the FGCSA will pay airfare and GCSAA will cover all other costs.

Dale Kuehner then discussed some of the research projects funded by the GCSAA. He suggested that we contact the UF to submit proposals to apply for these funds.

NEW MEMBERS: Three membership applications were reviewed (one At Large; two students) and, after a discussion, all three were approved.

The date for the Winter Board Meeting will be held on a Friday afternoon late in January (22nd or 29th) in the Orlando area or back at Grenelefe Resort. Final date and site to be determined.

Since there was no further business, the fall board meeting was adjourned at 3:00 p.m. so that all Board Members could then attend the joint meeting of the FGCSA and FTGA board of directors.

Central Florida and Ridge Chapters Plan Tournaments

The 11th Annual Turf Research Tournament will be held on Monday, January 11th at Interlachen CC in Winter Park co-sponsored by the Florida Turfgrass Association and the Central Florida GCSA. All proceeds will go to support the Envirotron.

The event begins with a 10:00 a.m. presentation by Dr. Al Dudeck on "Bermudagrasses for Y2K and Beyond". This is followed by lunch at 11:30 a.m. followed by the golf tournament at 12:30 p.m. The tournament format is a two-man team scramble consisting of the golf course superintendent and an official from his/her club. Call the FTGA for an entry form.

The Ridge GCSA will sponsor its 8th Annual Ridge Invitational on Monday, March 1st at Grasslands Golf and Country Club in Lakeland.

The goal of this fundraiser is to promote camaraderie and friendship between supplier and superintendent during an afternoon of golf. Please call one of the Ridge Board Members for a sponsor form.

FTGA Seminars Finalized

The 4th Annual Southeast Turf Conferences will be sponsored by the FTGA. See page one for the seminar in your area. These seminars are geared toward various individuals in the turf industry.

Speakers include representatives from turf companies, government agencies, extension agents, and university personnel from the University of Florida, Michigan State University, Auburn University and North Carolina State University. Each seminar location will feature its own list of speakers, so contact the FTGA if there is some topic - or some individual - in particular you would like to hear.

All seminars will begin with a 7:30 registration and adjourn at 2:00 p.m. CEU's are available for Lawn and Ornamental as well as Core requirements. Pre-registration is \$20.00 with a January 6th deadline. Please call the FTGA for registration information.

Florida Superintendents Recognized for Individual Achievements in the Turfgrass Industry

The Florida Golf Course Superintendents Association would like to take this time to recognize some of our FGCSA members who should be singled out for professional achievements in 1998.

To begin with, please see the box at the bottom of this page to note how many of your fellow superintendents have taken the time and initiative to participate in the Audubon program.

Certified Superintendents

Next, we would like to congratulate those Florida superintendents who have received their GCSAA Certification during 1998.

Alan Bakos, CGCS, superintendent at the Moorings CC in Naples, is our most recently certified superintendent. Alan began his golf course career working as a foreman for Mark Black at Bonita Bay GC. Alan credits Mark for encouraging him to enhance his hands-on knowledge of the golf course by pursuing a degree in golf course operations. He began his degree program at Lake City and graduated with a Business degree in Golf Course Operations from Edison Community College. After gaining his degree, Alan worked as superintendent at Country Creek in Estero for seven years and then took over as superintendent at the Moorings in 1998. Alan's single days are about to come to an end as he and his fiancée, Susan, plan to be married.

Jeff Taylor, superintendent at Boca Pointe CC in Boca Raton, began his career in the golf industry by caddying during his high school and college years. Jeff earned a B.S. in Public Relations from Boston University and, upon graduation, decided to forego seeking an office position in order to pursue his first love, the golf course maintenance industry, by enrolling in the Turf Management program at the University of Massachusetts. Immediately after graduating with an A.S. degree, Jeff moved to Florida in 1984 and accepted a job as a crew member for Stanley Carr at Gulfstream CC in Palm Beach. From there, Jeff progressed up the ladder as Assistant Superintendent for Bob Jacks at St.

Andrews CC, for Dick Lemmel at oc Rio and for David Traoiano at Polo Trace GC from 1991 - 1993. Jeff achieved superintendents status in 1993 when he was hired by Boca Pointe. Jeff credits his members with making his job enjoyable.

Bruce Cummings, is employed by IGM at Poinciana Golf and Racquet Club in Kissimmee. He has been with IGM for three years beginning as superintendent at Tarpon Springs GC.

Bruce received his A.S. in Golf Course Operations at Lake City CC and began his career as an Assistant Superintendent at Pompano Beach GC. After only a year at Pompano he was offered the position as superintendent at Ironwood GC in Gainesville where he stayed 3 years before accepting the position with IGM.

Bruce is another superintendent who enjoys his work. He states that his job enables him to combine a love of nature and sports in an athletic endeavor on a beautiful piece of property.

Environmental Management

Two of our FGCSA members have recently earned an environmental management specialist certificate from GCSAA.

Bob Klitz, CGCS, general manager with Orangebrook CC, Hollywood, has earned two certificates - one for Golf Course Development and the second for Storage, Disposal and Recycling. The first program addresses issues ranging from environmentally-aware design to wetland and wildlife management. The second deals with preserving natural resources through safe chemical handling and establishing recycling practices.

Michael Swinson, CGCS, at Cypress Run GC in Tarpon Springs has earned the Integrated Pest Management certificate which focuses on discovering effective methods of reducing reliance

on pesticides and increasing the use of biological, mechanical and cultural pest management techniques.

Environmental Steward Winner

Matt Taylor, superintendent at Bonita Bay GC, was recently announced as a National Environmental Steward Award Winner for a Private Facility by the GCSAA. He is one of only three National Winners who will be presented at the GCSAA Environmental Session on February 12th. There were 28 entries for the private division and a total of 56 entries in all divisions.

Certified Audubon Cooperative Sanctuary Courses

Congratulations to the following Florida superintendents who have been instrumental in establishing their golf club as a "Certified Audubon Cooperative Sanctuary".

To reach certification, a course must demonstrate that they are maintaining a high degree of environmental quality in a number of areas. These categories include Environmental Planning, Wildlife & Habitat Management, Outreach & Education, Integrated Pest Management, Water Quality Management and Water Conservation.

- Bonita Bay Club..... Taylor, Matt
- Cocoa Beach CC Roth, Richard
- Foxfire GC Hamilton, Mike
- Gainesville G&CC Keene, Buddy
- Hole-in-the-Wall GC.. Geiger, Russell
- IGM at the Habitat Marshall, Bob
- Loblolly Pines G C..... Hinkle, Fred
- Old Marsh GC Ehrbar, Stephen
- Olde Florida GC Davis, Darren
- Panama CC Spiwak, John
- PGA St. Lucie West ... Wise, Rick
- River Hills CC..... Livingston, Larry
- Royal Poinciana Grigg, Gary
- Tampa Palms Ballard, Michael
- The Floridian Bondeson, Paul Sr.
- TPC at Eagle Trace Moore, James
- TPC at Heron Bay Green, Charles
- TPC at Prestancia Perez, Tim
- TPC at Sawgrass Klauk, Fred W. Jr.
- TPC of Tampa Bay MacEwen, Scott
- Windstar CC Lerner, Jim

Florida Superintendents to be Featured Speakers during GCSAA Conference

Two Florida superintendents will be featured in the two days of Innovative Superintendent Sessions during the GCSAA Convention on February 12th and 13th.

Mark Black, CGCS

More goes into hiring and training employees than just placing an ad in the newspaper and giving the new hire a quick tour of the maintenance facilities. In the Feb. 12th Innovative Superintendent presentation, "Hiring and Training Employees," Mark Black, CGCS at Quail West G&CC in Naples, will talk about the science of hiring and training. Black will share his learning experiences, including setbacks that have helped turn his past mistakes into a process of success.

Black's secret to hiring and training is planning. "It is most vital to everything." "A manager's chance for long-term success is very remote without a good plan," he says. Through examples of organizational charts,

flow charts and proven methods for identifying the needs of a golf course, Black's presentation is an excellent resource for superintendents who need to define positions and hire employees that fit those pre-determined definitions. A solid training program must follow these hiring techniques for the process to be a success.

Kevin Downing, CGCS

Kevin Downing, CGCS at Willoughby GC in Stuart, says he feels there is a need to objectively evaluate a golf course through formal standards. In his Feb. 13 Innovative Superintendent presentation, "Your Golf Course...Does it Need a Written Set of Standards", Downing will discuss how standards can be beneficial to superintendents and how providing standards can give golfers a better understanding of what to expect at their course.

"Golfers analyze course conditions according to their own likes and dislikes," says

Downing. "In order to accurately measure the performance of the golf course superintendent, standards for a course should be consistent."

By using examples of golf course standards specified by the PGA Tour and other courses, Downing will discuss how to set course objectives that can be measured. A superintendent for 23 years, Downing will address how to monitor accomplishments and the importance of writing standards that can be approved and documented.

Downing's ten years at Willoughby have given him the opportunity to help design, construct and manage a course where he says he can be evaluated objectively rather than by the opinions of golfers.

.... reprinted from GCSAA
Newline, November 1998

FGCSA Reception By Invitation Only

This year's spectacular FGCSA reception will be held on Friday night, February 12th at the Omni Rosen Hotel from 7:00 - 10:00 p.m. Due to the tremendous crowd potential, this year's reception will be limited to FGCSA superintendents and assistants and to reception sponsors only! Invitations will be mailed in January.

The reception is being presented by The Kilpatrick Companies as they celebrate 40 years of service to the turf industry. Thanks to the support of our loyal sponsors listed below, we will have a great night to remember.

Platinum Sponsors: Rhone Poulenc, Club Car, Golf Ventures, Toro Distributors of Florida, Harrell's Fertilizer and the Florida Green magazine.

Gold Sponsors: Lesco, Florida Coast Equipment, Golf Agronomics, United Horticultural Supply and Novartis.

Silver Sponsors:

Quality Grassing, Valent, Bayer, The Scotts Company, FMC, NutriTurf, Turf Merchants, Laser Turf, Florida Superior Sand, AgrEvo, South Florida Grassing, Sullivan Electric, Dow Agrosiences, and Howard Fertilizer

If your company would like to be included as a reception sponsor, please call the FGCSA office for information.

Coming soon to Orlando, Florida,

the 70th International
Golf Course Conference
and Show will be held
February 8-14, 1999,
in the Orange County
Convention Center.

Don't miss this
action-packed week of
educational opportuni-
ties, the newest golf
course products and
services, and the chance
to network with fellow
professionals.



Educational Seminars

Monday through Thursday, Feb. 8-11
and Saturday, Feb. 13

Trade Show

Friday through Sunday, Feb. 12-14

Distributor Preview

Friday, Feb. 12

Educational Sessions & Forums

Thursday through Sunday, Feb. 11-14

GCSAA Golf Championship

Saturday, Feb. 6, Practice Rounds
Sunday, Feb. 7, Four Ball Championship
Monday and Tuesday, Feb. 8-9
Championship



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