

# THE GREEN SHEET



VOLUME XVI, PART 4, JULY/AUGUST 2000

NEWSLETTER OF THE FLORIDA GOLF COURSE SUPERINTENDENTS ASSOCIATION



## Harrell's Turf Academy

The Ridge Chapter won the Team Championship at Innisbrook by posting the four lowest net scores in the medal play event held on the Copperhead course. (Left to right) Jeff Brown, Lake Region Y&CC, Dobie McManus, Publix Par 3; and Bayne Caillavet, Southern Dunes GC. Not pictured is Glen Harrell of Lakeland.



## UPCOMING EVENTS

- |         |  |              |   |          |   |
|---------|--|--------------|---|----------|---|
| July 10 | Seven Rivers chapter meeting, Inverness                | July 21      | North Florida Transition - 23 Tournament, Jekyll Island                     | Aug. 24  | SFGCSA chapter meeting, Crystal Lake GC   |
| July 13 | Everglades GCSA Annual Meeting, Bay Colony             | July 24      | West Coast Annual Meeting, Cypress Run GC                                   | Aug. 28  | Treasure Coast GCSA Blue Pearl Tournament, Indian River Club, Vero Beach                                |
| July 17 | Coastal Plains annual fundraiser, Killlearn CC         | July 27      | Palm Beach chapter annual meeting, Boca Del Mar GC                          | Sept. 21 | Joint meeting, SFGCSA and PBGCSA, The Hamlet  |
| July 17 | Central Florida Annual Meeting, Lake Nona GC           | July 28      | CFGCSA/GCSAA Regional Seminar, Reclaimed Water Irrigation, Dr. A. Harivandi | Sept. 29 | CFGCSA/GCSAA Regional Seminar, Wildlife Management and Habitat Conservation, Jean Mackay, Audubon Int'l |
| July 18 | Suncoast chapter meeting, Legacy, Bradenton            | Aug. 6/7     | Larry Kamphaus Crowfoot Open, Bay Hill Club                                 | Sept. 30 | FGCSA Golf Championship, Southern Dunes GC  |
| July 19 | Treasure Coast Annual Meeting, Johns Island Club       | Aug. 14 - 16 | FTGA Conference and Show, UF, Gainesville campus                            | Oct. 6   | SFGCSA annual Missing & Abused Children Tournament, Colony West CC                                      |
| July 20 | South Florida GCSA Annual Meeting, CC of Coral Springs | Aug. 22      | Suncoast chapter meeting, Tara G&CC, Bradenton                              |          |   |



## President's Message by Darren Davis

### Money Makes the World Go Round!

Am I compensated adequately? Should I be paid more? Are my peers receiving higher compensation than I am? How can I get paid more? Am I greedy to want a higher salary? Should I be hesitant or embarrassed to share my compensation package with my peers?

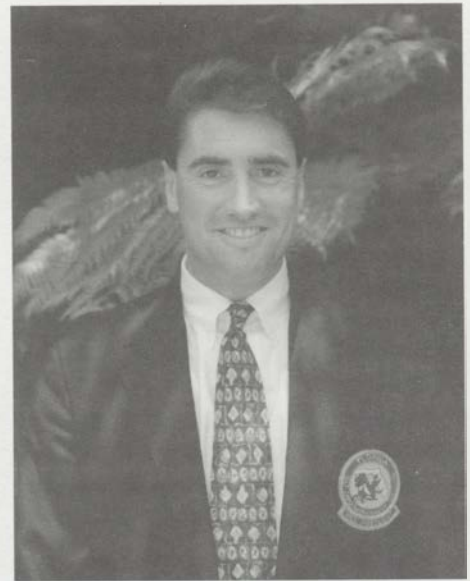
I am fairly certain each of you has asked yourself these or similar questions throughout your career. Let's face it, if you are not addressing the issue of compensation for yourself, who is going to do it for you? I know this can be a sensitive subject but it should not be considered a taboo to share the specifics of your compensation package so others in the profession can benefit.

I for one am very happy to see that there is a growing trend in the industry for increased compensation of the Golf Course Superintendent. Through the hard work of our predecessors, our peers and our professional associations, the golfing public has begun to realize the value of a "professional Golf Course Superintendent" and we will all benefit to some degree. However, it is still up to each and every one of us to

prove our value, and strive to be compensated adequately.

This week I received the 2000 Compensation and Benefits Report from the Golf Course Superintendents Association of America (GCSAA) in the mail. Obviously, this type of report is one of the tools that each of us should use to assist in our efforts of increased compensation. The report offered me several insights. The first thing that caught my eye in the report is, of the 10,106 surveys that were sent out by GCSAA, ONLY 3,527 responses were returned. Obviously, the reliability of a statistical summary depends, to a large degree, on the number of observations used in the summary and while the 34.9% that were returned did provide fairly accurate information, where were the other 65.1% of you? Come on guys! Other than job satisfaction, family, and religion isn't your life style directly influenced by your compensation package?

On the positive side, the report showed a continuation in the trend of increased salaries. The average national salary rose to \$57,057. It also reported that 25% of superintendents nationally earn more than \$68,000 annually and 10% earn more than \$88,000 a year. The observed increase in the national base salary of Golf Course



*Darren Davis*

Superintendent's is an average increase of 3.6% annually, consistent with general industry and national trends.

At an average annual base salary of \$63,955, Florida superintendents rank slightly higher than the national average of \$57,057. Also higher than the national average, 25% of Florida superintendents earn more than \$77,500 annually and 10% earn more than 100,000 dollars a year.

There were also some other interesting points to develop from the survey that in a round about way also affect a Golf Course Superintendent's compensation. Many in the profession have presumed there has been a large increase in golf courses being controlled by management companies. Many also feel that these companies pose a threat to the industry. Among other things, people feel this type of profit driven approach to golf course management will drive superintendent salaries down. Whether or not this is true remains to be seen. However, the results of the 2000 GCSAA survey shows this scenario is not a threat at this time. The report revealed that there was only a very modest increase in the number of facilities managed by these companies. In 1995 management companies held 12.4%, 1998 the number rose to 13% - in 2000 they still only control 14%.

Another perceived threat to superintendent salaries has been the number of "young

## THE GREEN SHEET

### Editor:

Joel Jackson, CGCS  
(407) 248-1971 (fax/phone)  
e-mail: FLGrn@aol.com

### News Coordinator:

Mrs. Marie Roberts  
1760 NW Pine Lake Drive  
Stuart, FL 34994  
(561) 692-9349  
(561) 692-9654 (fax)  
(800) 732-6053 (Florida Wats)  
e-mail: fgcsa@tcol.net

The Green Sheet is a bimonthly FGCSA newsletter printed as follows: Jan/Feb, March/April, May/June, July/August, Sept/October, November/December.

### Financial Support:

This issue of the Green Sheet is being sponsored by:

Golf Ventures  
2101 E Edgewood Drive  
Lakeland, FL 33803  
800-330-8874  
800-481-8911  
888-222-7072

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: August 15.



people" entering the profession that are in some people's opinion, "driving down salaries". The results of this survey do not recognize that trend. In fact, the survey reported that the average beginning age for a Golf Course Superintendent is 30 years old. And, superintendents age 30-49 represent 77% of all superintendents. Finally, the survey revealed that nearly 80% of all superintendents hold a minimum two-year certificate, associate's, bachelor's degree or have completed graduate studies. How you feel personally on the issue of education is not being argued. However, reading this survey seems to imply that the increased amount of superintendents with formal turfgrass management education correlates with an increase in the respect of the Golf Course Superintendent and subsequently is raising the bar in salary levels.

Whether or not you responded to the GCSAA survey, whether or not you use this survey, I hope that you agree that this type of information will only help the profession grow in both it's respect and level of compensation for the Golf Course Superintendent. I also hope that you make yourself available to others and share the specifics of your compensation package, or your negotiating strategies when you are asked. It is this type of free sharing of personal information that is going to allow everyone in the profession to rise to his or her fullest potential.

It has been an honor to serve as the FGCSA President this year and I hope to see you all soon.

## **FREE ADMISSION**

The Florida Turfgrass Association is offering a Free Turf Show Ticket to their annual Turf Conference to be held at the University of Florida, Gainesville campus from Aug. 14 through 16th.

The ticket is good for the Wednesday, August 16th Show only. Cut out the coupon on page 7 of this publication.

If you have never been to the Conference, this is your opportunity. Do not miss out on this free offer.

## **What's Up D.O.C.?**

by Joel Jackson

### **1. Government Regulations**

**Dursban** - Most of you may be aware that on June 8, 2000 the EPA made its ruling on Dursban. They have banned the use of the insecticide for home and garden use citing the danger to children under the increased risk factors of the FQPA. The good news for golf courses is that Dursban can still be used to control insects. Bill Miehle, general manager for T&O Products at Dow AgroSciences, had this to say in a recent news release, "We're pleased that golf course superintendents will continue to realize the benefits of this product. Dursban products have been on the market for more than 30 years. More than 3,600 studies and reports have been conducted examining critical aspects of chlorpyrifos products as they relate to health and safety. No other insect control product has been more thoroughly researched."

In a separate update, Dow AgroSciences explained why they agreed to pull Dursban from the homeowner market and agree to reduced uses in some fruit crops: "...In its ongoing implementation of FQPA, the EPA has demonstrated that it intends to apply standards far more restrictive than those historically established by the scientific community and accepted by the EPA and other regulatory bodies around the world...In recent months, it became increasingly clear that EPA's evaluation of chlorpyrifos products might result in eliminating certain chlorpyrifos use patterns. Despite enormous efforts by Dow and many others, it became evident that further efforts would not change EPA's position on critical science policies. We found that continued efforts to retain certain uses of chlorpyrifos no longer made business sense in the current regulatory environment. Under these circumstances we had to make some very difficult choices."

The update also responded to the question: "Do you believe this is just the beginning of more restrictions on other products? Answer: Yes. This is by no means the end of the story for our industry. All of the pesticides products you use today will be evaluated under FQPA in the months and years to come. Your continued involvement is critical."

Once again, I encourage each chapter to hold a meeting of key leaders and list the products you consider critical to turf management. You should also collect some real world usage data to show the true extent that the product is used so that EPA will not use 100-150 acres assumptions, if you are only treating 4-5 acres of greens. Manage the issue of pesticide use, don't wait for a product cancellation to respond!

**Water Restrictions.** Stuart Bozeman of the Seven Rivers GCSA has been e-mailing me with details springing from a Southwest Florida Water Management District Water Forum meeting held in late May. The issue of how water restrictions were determined came up and the six superintendents from the SRGCSA asked if it would be possible to discuss an alternative plan to the current one day per week on fairways and 3 days per week on greens and tees. The SRGCSA proposed a percentage reduction of the permitted amount most likely on a daily average, so that turf managers could water when they needed to and not by the calendar. I have passed along all e-mails from Stuart to each chapter and encouraged them to participate with input to Seven Rivers. There was a meeting in late June with SWFWMD to address the proposal.

**Nemacur.** No word as yet on the EPA reassessment on Nemacur. I had talked with the EPA Review Manager, Dr. Todd Peterson over a month ago. Last week I got a call from Greg Storey of the Bayer Corporation asking if I would participate in two conference calls. The first between stakeholders to make sure we're all on the same page with the issues, and the second with EPA involved to discuss the actual reassessments by the agency. There is no date set yet, but the tentative date is near the end of June. We are waiting for EPA to finalize their review so we can discuss reality and not "what if."

### **2. Media/Public Relations.**

I have received 4-5 phone calls from the media regarding the effects of the drought, a regrassing project at Tampa Palms G&CC, Fire Ant Control v.s. possible ban on Dursban and Fred Klauk, Golfweek's Father of the Year. In all cases I was able to answer general questions and provide background or to connect the writer with a source closer to the topic. Most of these referrals came from Jeff Bollig at GCSAA who directed the media to contact me.

.....(continued on page six)

The Spring 2000 meeting of the FGCSA Board of Directors was called to order by President Darren Davis at 3:00 p.m. on Thursday, May 18th, 2000, at the Naples Beach Hotel.

All officers were present. North Florida and Seven Rivers chapters were not represented.

Other FGCSA members attending the meeting were Joel Jackson - Florida Green editor; Steve Pearson - Research Committee Chairman; John Stach, incoming Calusa chapter president; Tom Crawford - Suncoastchapter president; Dale Kuehner, Voting Delegate; Paul Crawford - FGCSA Past President and Mark Jarrell - FTGA President.

**OLD BUSINESS:** Darren announced that the FGCSA web site is up and running at no cost to the association. Name is *Floridagcsa.com*.

Darren announced that the FGCSA has notified the FTGA of our support of Mike Goldie and urged all members to contact Mike if they have an issue with the Florida legislators.

**IRS UBIT APPEAL:** Darren led a discussion of the memo sent from Rick Mills, CPA for the GCSAA, replying to his concern about the lack of progress on our UBIT appeal. The CPA gave his reasons why he feels that the appeal will not be granted and we will be liable for the tax. He suggests that we begin to file a 990-T for all the years since 1994. As far as the chapters are concerned, as long as a volunteer is selling advertising for the chapter newsletters, it is not taxable income. If a paid person is doing the work, he feels it is taxable.

Darren has asked Mr. Mills to prepare a 990-T for the 1998-1999 fiscal year to determine what we might owe in taxes. After the 990-T is prepared, we will discuss whether or not to file the form at the next board meeting. Preparation of the 990-T will be paid for through the Florida Green account. Dale Kuehner suggested that — if the board decides to give up on the appeal from the 1993 and 1994 fiscal years— we should try to negotiate a reasonable settlement with the IRS rather than just pay the amount they have computed (\$14,000 and \$12,000 respectively).

**SECRETARY/TREASURER REPORT** - Geoff Coggan presented the minutes of the Winter Board Meeting which were approved.

He then gave a review of the third quarter 1999-2000 financial statements. He noted that we are in good shape with the budget and our reserves are sufficient to cover any emergencies. Mike Perham suggested that we take all of the advertising income producing items out of the Operating Account budget — that is, the Membership Directory and the Green Sheet. These items should be tracked into the "Florida Green" account which should be renamed to reflect all of our income producing publications.

The budget for 2000-2001 was then discussed. Several items were discussed with the board to come up with fair amounts for each line item. Some items discussed were reimbursement of board member expenses and board lunches which resulted in an increase in the line item amount to \$4,000; and the public relations line item which was increased to \$8,000. The line item for the accountant was lowered to \$2,000 although it might have to be increased should the board decide to file 990-T's for past years. The board decided to continue to contribute to the Platinum Tee Club and the Musser Foundation.

After a discussion on salaries for Marie Roberts and Joel Jackson, a motion was made by Joe Ondo and seconded by Jim Goins to keep Joel's D.O.C. salary at the same amount but to raise his editor salary to \$1,250/month. A motion was made by Jim Goins and seconded by Craig Weyandt to raise Marie Roberts salary to \$35,000/year. Both motions were approved. In the future, the board hopes to provide an annual written review for both employees. All of Joel's salary will continue to be paid through the "Florida Green" account and Marie's will be allocated to both the Florida Green and the Operating Account at a percentage to reflect the time devoted to each publication.

Geoff will redo the budget

worksheet and present the final version for approval at the Crowfoot board meeting. Eric Joy, External Vice President for the West Coast chapter, presented a check for \$1,000 for support of our lobbyist.

**INTERNAL CONTROL EVALUATION:** Darren led a short review of the Internal Control Evaluation. It was noted that several of the recommendations are simply good accounting practices which should be approved and cause no hardships to chapters. However, there are a few items that — although good procedures — are impractical for most chapters and may be eliminated. These few recommendations will need some more discussion before a modified version of this Evaluation is put into the FGCSA Standard Operating Procedures Manual for all chapters to follow. Once again, Externals are asked to go over these specific recommendations and be prepared to vote at the next board meeting.

**D.O.C.:** Joel reported on his activities for the past quarter.

**PUBLICATIONS:** Florida Green. Joel noted that the Spring issue of the Florida Green has been mailed to all members. He discussed "freshening" up the magazine but sees no need to make any drastic changes to the overall contents.

**AWARDS:** Joseph Ondo has been nominated for the FGCSA Distinguished Service Award by the Central Florida chapter. President's Award for Lifetime Service nominees were: Palm Beach - Paul Crawford; Calusa chapter - Ken Shakeshaft; and South Florida chapter - Billy Entwistle, Jr. All President's Awards nominations were accepted.

**EDUCATION:** Tomorrow's seminar has a very strong Pre-Registration of 55 superintendents. The speaker, Dr. Fred Yelverton, and his topic, Advanced Weed Control for Florida Grasses, has proven to be a good draw. The seminar offers .55 CEU's from GCSAA and is offered at a minimal cost to members.

The Central Florida chapter is hosting two GCSAA Regional Seminars this year. July 28th, "Reclaimed Water" and September 29th, "Wildlife Management Habitat and



Conservation". No other chapter has responded.

The education for superintendents at the FTGA Conference will include a Superintendent Leadership Series seminar on Team Building by Gerry Sweda and concurrent sessions on Wednesday, August 16th. No seminar is planned for the Crowfoot this year.

**GOLF:** Joe Ondo reported on the FGCSA team in Mobile and is looking forward to forming a team for the GCSAA Championship in Houston next year.

**CROWFOOT/POA:** Joel reported that this year's Crowfoot will be played at Bay Hill Club during the weekend of August 5th - 7th. An attempt will be made to have the tournament played on a weekend next year at Grand Cypress rather than on a Monday.

**RESEARCH:** Steve Pearson announced the projects approved by the GCSAA's Chapter Cooperative Research program. Only one of the four Florida projects were approved. Letters were sent to the chapters explaining why the three rejected proposals were not funded. It was noted that turfgrass associations will be eligible to apply for funding next year.

Dr. Bryan Unruh will continue his study of alternatives to methyl bromide fumigation. Steve also included a list of Envirotron projects that are ongoing. Updates on these projects were available at the Overseeding Field Day in Gainesville and Dr. Cisar will have an update on the ultradwarf project ready for the July/August issue of the Florida Turf Digest.

**FTGA/IFAS:** Mark Jarrell, president of the FTGA, announced that Dr. Bryan Unruh has been chosen as Chairman of the Turf Advisory Research Group. The University of Florida has discontinued the position of Turfgrass Coordinator. Mark noted that the approval process for grants is good and expects some good projects to be approved this year. He reported that a Best Management Practices committee is to be established through the FTGA Board. Mark and Joel gave an update on the St. John's River Water Management District

proposal. Don Benham will continue to generate turfgrass research dollars through his presentations to individual golf clubs

**VOTING DELEGATE:** Dale Kuehner gave a report on the outcome of the GCSAA elections. Since Sam Snyder resigned, an election was held between Maddern and Wallace for Secretary/Treasurer. Wallace won the election and Maddern will be on the Board.

**PDI:** Dale gave a timetable for the PDI. The final MSRSG meeting will be held in June with the results given to the GCSAA Board. In August, the GCSAA will send a memo to all Class A, B, and C members with the finalized version of the PDI. External Vice Presidents were urged to be sure that all chapters members read and discuss this August memo with their chapter delegate. The PDI then goes before the Delegates Meeting in September. It is imperative that all chapters send a strong delegate to this meeting. If the PDI gets an OK at this meeting, it will likely be voted on at the GCSAA meeting in Dallas. If the Delegates are not ready to approve it, the GCSAA will continue to make changes and it will not come to a vote in Dallas in February 2001.

Dale will have the finalized version of the PDI for the Crowfoot meeting. Dale then asked the board if anyone could foresee a question of Conflict of Interest since Dale is a member of the MSRSG and is casting the votes for the Florida chapter. It was decided that this should not be a problem since the local chapters can choose to split their vote if they differ from the way the Florida chapter will vote on this issue.

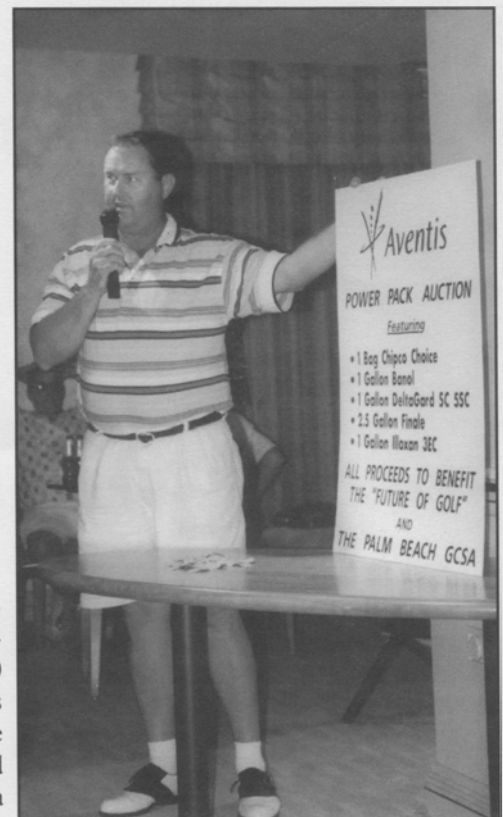
**RECEPTION:** Mike Perham announced that we had more than 600 attendees in New Orleans which was about 100 more than we expected. However, thanks to the support of our sponsors we were able to break even on the evening. He noted that sponsors were given wristbands on a dollar for dollar accounting and we will probably continue with controlled admission. Mike suggested that more of an effort be made to thank the sponsors during the pre-reception time — maybe even a reception line or at least a better showing of board members and chapter presidents.

It was suggested that more tables and chairs be set up next year at the Dallas reception.

**NEW BUSINESS:** John Foy, USGA, reported that he will have a memo available for all superintendents dealing with drought management by the end of next week. He noted that the USGA will be approving new research proposals in August. John is available to speak at any chapter meeting. He reported that attendance at both Regional Conferences were down this year — especially in the Tampa area.

Jim Walker, President of the South Florida chapter, presented a check for \$26,000 to the FGCSA Research Fund for support of the turf technician in Fort Lauderdale. The funds were raised at the very successful SFGCSA Expo at the UF Fort Lauderdale site in March.

Since there was no further business, the meeting was adjourned at 6:00 p.m



*Palm Beach GCSA 19th Annual Future of Golf host Steve Pearson, CGCS, The Falls CC in Lake Worth, plays auctioneer for a package of products donated by Aventis. This year's tournament raised more than \$20,000 for the Future of Golf.*

D.O.C. Column continued from pg. 3....

On Monday, June 5th, the Board of the Central Florida GCSA took on the editorial staff of the Florida Golf Central Magazine in a corporate golf challenge. The challenge is sponsored by Cutter & Buck golf apparel. Each group puts up \$100 to be donated to the winner's favorite charity. Superintendents John Kopack, Barry Shuman, John Lamrsh and Pat Murphy won the front nine two man best ball, but lost the head to head match on the back nine. Each team is made up of an A, B, C & D player with points being awarded for wins and halves on each hole. In a show of true sportsmanship the winning FGC team agreed to send the winnings to the CFGCSA charity - The Audubon Birds of Prey Center in Maitland, Fla.

Each player received a shirt from Cutter & Buck and will be invited to participate in a year end tournament of all teams that played in the corporate challenge. If your chapter is interested in participating in the challenge, please contact me for details.

### 3. Education.

For those of you seeking CEU's for certification or recertification there are three GCSAA seminars you can attend this summer in Florida. July 28th - GCSAA Regional Seminar, Reclaimed Water, Orlando; August 15th - GCSAA Leadership Series Seminar, Team Building, Gainesville; and September 29th - GCSAA Regional Seminar, Wildlife Habitat Management, Orlando. See the announcement in this issue.

### 4. Question of the Day

Have you personally ever donated to turf research out of your own pocket? I was just wondering because out of the nearly 300 people attending the Harrell's Turf Academy on June 7th & 8th, 140 attendees withheld the \$20 registration confirmation fee with their registration forms, which was going to be non-refundable for the first time...\$20.00 for a one night stay at Innisbrook, a golf tournament with prizes and a day of education. Hmm? The \$3,000 raised by the 150 who did send in their checks (some personal and some company I'm sure) will be matched by Harrell's and they will present a \$6,000

check to the FTGA at the Conference and Show in August. I'll bet Harrell's would still be very happy to receive a late check from those who didn't pay up front. I know the FTGA will appreciate the funds for turf research.

### 5. Off The Grapevine.

I have asked suppliers on my e-mail network to send in any latest factual news from job changes, new course construction, or other shop talk:

•Bob Sanderson of Heron's Glen GC in Port Charlotte is hanging up his cup cutter and taking retirement. Bob plans to remain in the Port Charlotte area and maybe look for some part time opportunities to stay busy. Anybody need some experienced help? ...Tom Wells, Lewis Equipment

•I am getting much questioning/comment on our selling of Choice bags directly to golf courses. The main issue is does it have to be slit applied, and yes it does. Any over the top application, at this time, is not in accordance with state or federal pesticide law. ...Todd J. Himelberger, Chipco Sales Rep, Aventis Env. Science

•Dave Lowe has left Plantation Country Club @ Ponte Vedra and taken a job @ Big Horn Country Club in Big Desert, Calif. 36 holes of bent grass. His replacement @ Plantation is Kevin Cavanaugh. Plantation is undergoing a renovation replacing their Pencross Bentgrass greens with TifEagle. They are also rebuilding tees and modifying some fairway berms. Golf Course irrigation ponds and lakes in the northeast section of Florida are an average of 3 to 4 feet below normal. Need rain bad....Bob Schroeter, Golf Ventures.

•Results from the recent G.C. Horn Tournament at the Poa:Overall: Barry O'dell & Dan Surman (-18) Alternate Shot: Rick Tatum & Charlie Campbell (-7) Scramble: Doc Holiday & Doug Kucera (-12.5)  
Please thank everyone who played, the sponsors, and of course the Everglades GCSA for the great support...David Barnes, Greg Norman Turf

## CFGCSA co-hosts GCSAA Regional Seminars

The GCSAA and CFGCSA will present two Regional Seminars in Orlando this year.

The first seminar titled Reclaimed Water Irrigation will be presented on Friday, July 28th by Dr. Ali Harivandi, turfgrass specialist at the University of California. The benefits and limitations of using reclaimed water for irrigation are analyzed. Topics included are the types of reclaimed water, water quality variation and evaluation, reclaimed water and soil chemistry, irrigation considerations, nutrient and cost benefits, and turfgrass management practices to cope with low quality reclaimed irrigation water. The textbook, "Wastewater Reuse for Golf Course Irrigation," is strongly recommended (not required) for this seminar.

Wildlife Management and Habitat Conservation will be presented by Jean Mackay, Education Director of Audubon International on September 29th. This .7 CEU seminar will show you how to organize and publicize wildlife management projects, manage woodland, prairie, meadow and wetland areas while promoting desirable bird and animal populations, and control undesirable species. This seminar also discusses ways to promote a positive public image of the benefits of wildlife and plan management to golf and the environment.

The Central Florida chapter invites all FGCSA members to attend one or both of these interesting seminars. Registration forms can be obtained by calling the GCSAA.

## 5th Annual FGCSA Team Championship

The 5th Annual FGCSA Team Championship will be held on Saturday, September 30th at Southern Dunes GC with Bayne Caillavet serving as host for the fifth consecutive year.

Entry forms will be sent out in July to all FGCSA chapters. Chapter teams as well as individual entries will be accepted. Prizes for low gross and net will be awarded to 1st, 2nd and 3rd. The low gross superintendent also qualifies for the state team with entry paid to the GCSAA tournament in Dallas.



# Florida Golf Course Superintendents invited to 'Premier Turf Show'



Clip for free admission

## Free Turf Show Ticket

'Largest Warm Season Turf Show in Southeast

Location: Stephen C. O'Connell Center  
University of Florida, Gainesville FL



**August 16**

10:00 am - 3:00pm

This Ticket good for one or more admission

Visit our Website - [WWW.FTGA.org](http://WWW.FTGA.org)  
E-Mail - [Turf@FTGA.net](mailto:Turf@FTGA.net)

**Included in the 3 day Event:**  
Specialty Seminars  
Current Research Reports  
2 Hour Innovative workshops  
Keynote Speaker - Dr. Mike Martin  
University Athletic & Research Tour  
Long & Short Grass Concurrent Sessions  
Tradeshow Grand Opening Reception  
Prizes Galore in Tradeshow  
FTGA Annual Meeting  
Awards Luncheon  
2 Golf Tournaments  
Corn Boil



*Florida Turfgrass Association . . . the organization that supports and leads the entire Turf Industry in the preservation of Florida's natural environment.*

FTGA proudly welcomes Florida Golf Course Superintendents

### GCSAA Presents Seminar at FTGA Conference

Again this year, the GCSAA will present a seminar at the FTGA Conference and Show. The four hour seminar, "Team Building", presented by the popular Gary Sweda, will be held on Tuesday, August 15th at the Doubletree Hotel. .35CEU's.

This presentation provides an introduction to team building concepts. It explores building productive relationships, the team performance model, team communication, defining and identifying purpose, diagnosing causes of team problems, problem solving, etc. The seminar includes numerous questionnaire and analysis "tools" that make the process of team building more measurable and more effective. As the golf course work environment provides an ideal setting for team building opportunities, this workshop can be very helpful and informative for those superintendents wishing to improve productivity, create better working conditions and accomplish more of the goals and objectives that measure their own effectiveness.

### Crowfoot Open at Bay Hill Club August 6-7

The 24th Annual Larry Kamphaus Crowfoot Open will be played at the prestigious Bay Hill Club on Monday, August 7th.

Take this opportunity to play this famous golf course. Practice rounds will be available on August 5th and 6th at \$30.00 for superintendents and \$55.00 for commercial members. Tee times will be available in the afternoon and can be booked one week in advance.

The activities begin with a reception at 6:00 p.m. on Sunday followed by the annual Crowfoot banquet at 7:00 p.m. at the Bay Hill Club. Shotgun start will be at 8:00 a.m. on Monday morning. Golf will be followed by a cash bar and awards presentation beginning at approximately 1:00 p.m. Three levels of sponsorship are offered for commercial members.

Rooms are available at a special rate of \$69.00 per room by calling Bay Hill 1-888-422-9445.



**GOLF VENTURES**

A Meadowbrook Company

Lakeland  
Fort Myers  
Jupiter

800-330-8874  
800-481-8911  
888-222-7072

## JULY ACCESSORY SPECIAL

**ALL ACCESSORY ORDERS OVER \$1,000  
RECEIVE A 15% DISCOUNT**



**BUY NOW AND SAVE**

---

---

**Free Admission to FTGA Conference & Show in Gainesville  
Cut out Coupon on Page Seven**

FGCSA  
Marie Roberts  
1760 NW Pine Lake Drive  
Stuart, FL 34994



Beard, Dr. James B.  
International Sports Turf Institute  
P O Box 10065  
College Station, TX 77842-0065

FIRST CLASS  
U.S. Postage  
PAID  
Permit #137  
Stuart, FL