

NEWSLETTER

JUNE 1969



Golf Course Superintendents Association

OF NEW ENGLAND, INC.

Sponsors and administrators of the Lawrence S. Dickinson Scholarship Fund — Awarded yearly to deserving Turf Management Students.

NEXT MEETING

Blue Rock Golf Club is the setting for the Super-Greens chairman meeting. The date is June 2, 1969. We will meet for dinner at the Red Jacket Beach Motor Inn at 11:15 a.m. Directions: Follow 128 south to Rt. 3 to Rt. 6 to exit 8, which reads: Union St., Yarmouth, South Yarmouth, and West Dennis. Go right off exit on to Station Ave. to traffic light and go right on Rt. 28. Follow this for about two and a half miles and go left to Seaview Ave. and look for the Inn. Remember that this is not the golf course. After dinner we will have only a short ride to the course. Our tournament chairman wants me to remind you and your chairman that it is important that we all have dinner at the Inn together. Do not show up at the first tee and expect to play golf if you haven't first signed up at the Inn.



John M. O'Connell is the very capable super at the Blue Rock layout. He is married and has one child. Since John started in the turf field he has worked at Blue Hill Country Club, Cedar Hill, Braintree Municipal, and Cliffside in Avon Connecticut. All of the above were as assistant super jobs. When he came to Blue Rock it was as an assistant also but he took over the reins as head superintendent in 1964. John not only has to maintain an 18 hole par three course but has full maintenance of the Blue Rock Motor Inn, Red Jacket Beach Motor Inn, Lily Pond Town House Apartments, 25 duplexes and a shopping plaza. In 1962 John graduated from the Stockbridge School of Agriculture at the University of Massachusetts.

MAY MEETING

The tournament results for May are as follows:

1st low gross:	Joe Rybka 81
1st low net:	Al Auger 70
2nd low net:	Max Mierzwa 73
3rd low net:	Phil Cassidy 74

This tournament was the annual Lawrence S. Dickinson Memorial and congratulations to Joe Rybka for winning.

PUT UP OR SHUT UP!

The very tone of this piece's heading implies that some kind of verbal blast is forthcoming. Unfortunately, it applies to only the few but everyone must experience the ordeal of grimacing through it . . . if their curiosity has been aroused.

The exclamation of "put up or shut up" comes as official rebuttal to those who take it upon themselves to criticize the selection of golf courses for the association's tournament schedule. Then, in the next breath are nowhere to be heard from when committee chairman Wayne Ripley goes about the tedious task of locating layouts for play.

Undoubtedly, there will be thoughts that this tongue-lashing is being administered at the urgency of the aforementioned Mr. Ripley. Believe it or not (no pun intended), the tournament head had nothing to do with the decision to lay it on the line. It was only after brief conversation with Ripley that an awareness of unjustifiable criticism of the tourney slate was sprinkling through the membership.

Then, too, before further aspersions appear to be directed toward the particular host clubs for this season's lineup of events, an explanation is due. The association expresses 100 percent approval and appreciation for our 1969 action sites. In many cases the host superintendent went above his call to GCSA duty in making his course available. For you people, it is perfectly acceptable that you turn from this to our comic section.

It is all too evident, though, that certain members are abusing their right to criticize by insinuating that the tournament committee is lax in the pursuit of obtaining playing sites. While they feel duty-bound to knock the selection, they offer no alternative on their own part. In other words, they are harsh in their opinion of the donated course but very silent when it comes time to offer their own course.

The tournament schedule is a very important function of the association. On many occasions host superintendents have had to swallow their pride in offering their courses when conditions were not in top shape. These men are heroes in their own right.

The idea that fellow members refuse to take this under consideration in their assessment of a course is appalling. If the tournament schedule has regressed to such a low point that selection of playing sites becomes a personal match of professional ability, the association may as well scrap the golf competition and lose some of its identity as an organization where integrity is a vital part of its machinery.

There is additional fuel to fire this piece of piercing heights. Too many supers are shirking their responsibility of contributing to the GCSA goal of effecting a self-esteem second to none across the country. Everyone must do his bit in order that all of us rise to the peak of our potential.

So, the challenge is presented in clear-cut form. In the most convincing and appropriate language at this writer's command, the opening salvo is repeated: Put up or shut up.

— Gerry Finn

Golf Course Superintendents Association

UNDER THE GUN

Usually by this time of year, winter has been written off . . . often as a bad dream . . . occasionally as a nightmare. Yet, this past season to be jolly and all that tinselly stuff continues to haunt the superintendent. Winterkill and its close relatives remain the topic of conversation and wrath long after the departure of ice and snow. It is as though some great curse were cast upon our cult.

If you have done your homework, you realize that winterkill is the result of a number of adverse weather conditions and soil makeup. And if you are among those given false hope by the early snowfall, you were caught with your defenses down. Evidently, an early and appreciable cover of snow is not the written guarantee you will escape winterkill.

Experts agree that the results of the past winter were not expected, nor were they received with any kind of welcome. They now fall into the explanation that the snowfall was too heavy, forming a compaction of a sort that proved more harmful than protective.

Unfortunately, the average club member is a victim of some unintentional double talk. This is the typical reaction. Says typical member: "When we had all that winterkill a few seasons back, our superintendent blamed it on the lack of snow that year. He came up with the strange idea that ice moved over the area before the snow, forming a lid which cut out all oxygen to the grasses.

"We bought that as pretty quick thinking on his part, but generally we accepted him as an authority. This season he has more snow but more winterkill. So, now he hits us with this overabundance theory. If you don't mind the inference, what are we paying him for?"

This may be overexaggerating just a bit, but you get the point. It is not only a perplexing assault on the mental condition of the golf superintendent, the winterkill malady now weighs heavy on the responsive cells of the club member. Alas, it is becoming contagious.

What every member should realize, though, is the attention his super is shooting toward the ravages of winter. There are several remedies under experimentation, those which turf doctors recommend and those which the supers discover themselves.

It is something of a deceptive juggernaut, this winterkill. There may be certain courses that avoid it for a spell and there is where the club member gets to looking at his superintendent with a jaundiced eye. For reasons that only nature can attest to, winterkill often is selective. When the superintendent knows why and how, the problem will be dealt with accordingly.

Meanwhile, the super remains under the gun. Here we are crowding our way into June and evidences of December are still on some courses. Both sides must exercise patience in the matter. The member, as he becomes more familiar with the myriad of diseases the super must encounter, surely can see this problem of conditioning is a tough nut to crack. The super, on the other hand, must pick his way through this particular setback and come back with a course that will dazzle the membership in mid-July. Let's make sure winterkill isn't completely fatal.

— Gerry Finn

CHECKING YOUR LABOR COSTS

Prof. James Aylsworth, University of Illinois
Reprinted from Illinois State Flor. Assoc. Bulletin

It is widely recognized that wages in the common labor market have been increasing for many years. What has not been so widely recognized is that the total labor cost is much more than the basic wage. The minimum wage now is \$1.60 for greenhouse workers. But the hourly wage rate is no longer a true reflection of the labor costs of operating a business. Labor-management agreements today place even greater emphasis on fringe benefits. In 1929, a Dept. of Commerce study indicated that the non-wage benefits amounted to slightly over 1% of the labor bill. But in 1949, this was up to 15.4% of the total bill. The trend is that these fringe benefits will continue to increase. These studies do not include the cost of supervision or the cost of keeping the labor records, making out payroll and other costs incurred with having labor. In order for a manager to properly evaluate his business operation, he must know the total cost of labor.

Every employer knows that he must make certain legal payments such as social security and workmen's compensation on top of the basic wage. This amounts to an additional 4.4% above the basic wage rate. Then, too, what firm can hire a full-time employee without a paid vacation, paid holidays, and that bug-a-boo of all efficiently run operations, the so-called coffee break once or twice a day.

When a manager calculates the cost of labor, he should include all the costs that he incurs in getting an hour of labor from an employee. This includes not only the basic wage but also the "fringe benefits", the nonproductive time, and the office time to keep labor records, make labor reports, etc.

Since most of these fringe benefits and coffee breaks are necessary to keeping good help, the employer would be the last person to eliminate them completely. However, it is important to you as a manager, to realize that the labor that you have been paying \$1.60 per hour may be costing you more like \$2.25.

We have found in a preliminary study at the University of Ill. that the basic wage rate is only 70% of the total labor cost. So if you are paying the minimum wage of \$1.60, and charging the operation less than \$2.25 per hour, you are probably not making any money on labor.

Why is this so? As an employer, you furnish the tools, the place of business, all the equipment, sometimes including the laundry or uniforms. You also provide for a coffee break, a place to hold a coffee break, you pay for the employees vacation, pay for the legal holidays, you contribute to social security, workmen's compensation, life insurance and other agreed upon cash benefits. You provide time for the employee to put on gloves, replace and get additional tools when they are changing jobs, all of which is non-productive time. A portion of the office space is used to keep labor records, office time is used to make out the payroll and other labor records. You also provide a portion of your time or a foreman, to supervise and instruct the workers in doing their jobs.

The following worksheet has been prepared to help your own labor cost.

1. Base rate: Use a weighted average if the workers are not at the same rate.
2. Vacation: 4% of the base rate allows for 2 weeks vacation. If your workers get more or less vacation, raise or lower this figure.
3. Paid holidays: 2% of the base rate allows for 6 holidays: New Years, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. If the workers get more or less time off, then adjust this figure.
4. Break time: 6% of the base rate allows for 30 minutes of

(Continued next page)

New Hampshire Golf Course Superintendents Association, Inc.



MAY MEETING

To host Superintendent Bill Barrett goes a well-deserved thank you for a job well done. Bill did a fine job in arranging the facilities for our superintendents; complete from a delicious meal to an enjoyable round of golf on a long, challenging and well-manicured golf course.

NEXT MEETING

Our next meeting will be held at host Superintendent Don Bye's, Province Lake Country Club on Wednesday, June 4. Set in the beautiful White Mountain Range, this will prove to be an enjoyable and rewarding trip. A short educational meeting will accompany this session being conducted by the Bartlett Tree Co. with a speaker from their home office in Stanford, Conn., concerning the general maintenance of trees. There will also be a slide presentation to coincide with the speech.

This meeting will be co-sponsored by the Maine Golf Course Superintendents' Association, and will give us an excellent opportunity to become better acquainted with one of our neighboring associations. Following the meeting, there will be a golf match consisting of two men from the Maine Association competing against two men from the N. H. Association.

SCHEDULE OF EVENTS

June Meeting, Wednesday, June 4, 1969
10:00 to 11:00 a. m. Directors' Meeting
10:00 to 11:00 a. m. Coffee Hour
11:00 to 12:00 Educational Meeting
12:15 to 1:00 Lunch
1:00 to (who knows) Golf Tournament

FUTURE MEETINGS

July 2, 1969 Ammonoosue Golf Club, Lisbon, N. H., Ford Leach, Superintendent
August 4, 1969 Kingswood Golf Club, Wolfeboro, N. H. Bob Hale, Superintendent
(Husband and Wife get together)
September 3, 1969 Rockingham Country Club, Newmarket, N. H., George Hauschel, Superintendent
October 1, 1969 Cochecho Country Club, Dover, N. H. Bob Flannagan, Superintendent
Supt.-Pro. Tournament
November 5, 1969 Nashua Country Club, Nashua, N. H., Charles Pullen, Superintendent

TURF RESEARCH COMMITTEE

In a previous Newsletter it was mentioned that the research in turf conducted by the State of New Hampshire was in question. As of this edition, the question is still unanswered. Steps have been taken by Chairman George Hauschel and his committee to point out the magnitude of the turf industry in New Hampshire through surveys. This endeavor is not only concentrated on the golf course level, but also on the state, town and home-owner level. With their cooperation (state and town), we may be able to further research in this direction. We urge each member of the Association to assist their town in this endeavor.



George Hauschel, Pres. N.H.G.C.S.A., Host Supt. Bill Barrett, and Portsmouth Country Club, Pres. Bill Poore.

MEMBERSHIP DIRECTORY

A Membership Directory has been drawn up by the N.H.-G.C.S.A. and will be distributed to the membership before the next meeting. President George Hauschel did quite a bit of homework on this project and deserves all the credit, for it not only lists all the membership clubs and their superintendents, but also the non-member clubs and their location.

CORRESPONDENCE

Recently I received a letter from Mr. William Smart concerning the location of the national meeting of the G.C.S.A.A. in the immediate future. The N.H.G.C.S.A. voted to endorse Mr. Smart's suggestion that the national meeting be held in the Northeast in the near future. Mr. Smart went to the trouble of finding an adequate, if not exceptional, facility at the Concord Hotel in Kiamesha Lake, New York, to encompass our members. We unanimously endorse his suggestion.

NEW MEMBERS

A new member was voted upon and accepted at the May meeting. The N.H.G.C.S.A. would like to welcome Earl Gilson of the Tyngsboro Country Club, Tyngsboro, Mass. as a regular member.

POSITIONS OPEN

A superintendent is wanted by the Mojelaki Country Club in Franklin, N. H. Anyone desiring more information or wishing to submit an application may do so by writing to: Dr. E. R. Terhone, Greens Committee Chairman, Mojelaki Country Club, Franklin, N. H. 03235.



Maine Golf Course Superintendents Association

Editor — Norman Pease, Purpoodock Club, Cape Elizabeth, Maine

MAY MEETING

The last meeting of the Maine Golf Course Superintendents Association was held at the Willowdale Golf Club in Scarborough on a cold and very windy day. A general discussion was held on winterkill and dessication. It would seem, after talking to various superintendents, that there is quite a bit of winterkill in Maine, most being the ice damage variety. There seems to be no wind damage but with the winds that we have been having lately, if a superintendent isn't careful he could very easily lose some grass.

NEW MEMBER

William Flynn of the Larry Rowe Golf Course in South Portland.

NEXT MEETING

Wednesday, June 4th is our next meeting. It is a combined meeting with the New Hampshire Association at the Province Lake Country Club. Coffee will be from ten to eleven a.m.

Education at eleven will be by a representative of the Bartlett Tree Co. After dinner there will be a nine hole golf match.

Donald Bye is host superintendent. Don has two tees of Scots Windsor and a new green of Kingstown Velvet that may be of interest to many superintendents.

Province Lake C. C. can be reached by taking Rt. 25 from Portland to Rt. 11 just beyond E. Limington. Take a left onto Rt. 11 to W. Newfield. Rt. 110 from W. Newfield to Rt. 153 and then follow signs to club.

"Oh To Be a Professional" by Vaughn Holyoke, Extension Crops Specialist, University of Maine.

The "In Thing" today is to be professional and to develop a good image. Some feel if you can accomplish these goals, you have not lived in vain.

When people spend so much time worrying about being professional, where do they find time to worry about the important things? Or — when do you as a superintendent find time to think about bugs, disease and wilt and all the things that USED TO BE important.

Note: More than 100 years ago Oliver Wendell Holmes wrote:

I find the great thing in this world
is not so much where we stand,
As in what direction we are moving . . .
We must sail sometimes with the wind
and sometimes against it,
But we must sail, and not drift, nor
lie at anchor.

WHAT IS PROFESSIONALISM?

What is this thing we call a professional? Is it a title you obtain after a certain amount of education or perhaps after a certain number of years at a given job? Or is it a title bestowed upon someone for reaching a certain skill level? Or could it just be an abstract term with very little meaning?

I get the feeling that the pressures of the soaring sixties have brought on an intense desire to be professional. Did you ever hear of the fat man who ate constantly in an effort to relieve his frustrations of being overweight? Aren't we now trying to feed our ego in an effort to overcome the frustrating feeling that we are not appreciated? Perhaps our intense desire to become professional is nothing more than a way to feed our ego.

YOU ARE NOT ALONE

As a superintendent, don't feel that you have a corner on the impossible path to professionalism. In fact here in Maine the people within the Cooperative Extension Service are singing a tune similar to the superintendent. The tune is called "Why Doesn't Anyone Appreciate Me". In an effort to overcome their frustrations, extension personnel would like to change their titles from County Agent to Professor. Why? — Because it sounds more professional.

In another case the janitors want to change their titles to maintenance engineer. You would have to agree that "Maintenance Engineer" sure sounds professional.

WHAT'S THE ANSWER?

The question is — How can we take care of our ego appetite and still have time left to worry about growing gobs of good green grass? One way would be to push for legislation that makes it mandatory for everyone to become professional when they reach the minimum wage level. This, of course, isn't the answer because it wouldn't relieve the frustration and you would then want to become certified professional superintendents. (As Gerry Finn suggested in Dec. '68 and Jan. '69 Newsletter.)

Another possibility would be to get a job as a Hand Sewer in a shoeshop. There you would have very few decisions to make and the faster you work, the more money you make.

Better still you might stop worrying about whether or not you are a certified or registered professional. You then can start to appreciate the fact that you are one of the lucky breed that has the opportunity to get paid for doing something that is both enjoyable and worthwhile.

BULLETIN ON GOLF COURSE

Although it may be somewhat disconcerting to some of our more active golfing members, we want to call to the attention of all golfers over the next month or so a turf renovation program we are starting now. In accordance with a recent recommendation of the USGA Agronomist to whom we turn for advice and assistance, we are about to undertake the first steps in a major renovation program that we are hopeful will result eventually in the elimination, or at least reduction, of certain undesirable conditions that exist in our golf course. So that our membership may have a better understanding of what we are trying to achieve, we wish to set forth briefly the actions about to be taken:

1. Spraying at once of affected areas for control and/or elimination of knotweed, clover and other undesirable weeds. This will bring about some temporary discoloration.
2. Drastic reduction of watering of fairways, to permit the "dying out" of our poa annua (annual bluegrass) population, putting out only enough water to maintain the bentgrass now in existence.
3. Application of fungicide and insecticide, to control respectively Helminthosporium (a fungus disease in the turf) and Nematodes (a minute worm that eats grass roots), both of which have hit us this year and have been largely responsible for various brown areas observed recently in some of our fairways.
4. Thorough aerification (*in the case of fairways, as much as 6-7 times over, and possibly even more*), which will result in the presence of unsightly plugs and cores. However, it will permit far greater penetration of water, fertilizer, etc., and will bring about a better-prepared seed bed.
5. Heavy overseeding with a mixture of Astoria and Seaside bentgrass, in an effort to achieve more permanent turf populations in place of the now-prevalent and undesirable poa annua.
6. Once the new seed has been sown, verticutting or dragging with a chain mat, which will break up the plugs and cores resulting from aerification and will thus create a light mulch over the newly-seeded areas.
7. Frequent but light watering of the newly-seeded areas, to facilitate germination and promote more rapid growth.

Here it should be emphasized that this is only Part 1 of a long-range program, with no guarantee of eventual success. We are anxious to do everything we can to bring about the best possible playing conditions for our members. We hope that you will "pardon the inconvenience" while this work is going on.

Grounds Committee

GET IN ON THE ACT

This being the age of spiraling inflation, there seems to be a feeling roaming the golf courses that maybe you know who is being shortchanged.

Like the har shipped athlete, lo, the golf course superintendent finds himself at the mercy of his employer. There's only one minute difference (sic). Nowadays athletes can set up a rosy future for themselves in about 10 years playing time. After that, they're set free from the shackles of punishing their muscles for good behavior at the bat or on the greens.

Superintendents, too, are rewarded with hope for the future. However, as our esteemed president — Anthony Caranci — once remarked, "I'm afraid all of us (supers) shall have to wait for our true reward when we go to that big golf course in the sky."

There must be a realistic approach to this justified pursuit of earthly returns. Naturally, a mother cannot raise her son to be a course superintendent and expect him to earn \$35,000 a year for finishing 59th on the money list. Touring golf professionals, whose starry scores are partially attributed to the true roll of a green or sit-up lie on a fairway, should be the first to endorse the financial well-being of the superintendent. It's a matter of accomplishment relativity, meaning the better conditioned course produces the better score.

This may appear to be raising question marks in the heads of the local country club mogul who probably can't see the connection between, say an Arthur Anderson and an Arnold Palmer. But, if you were to take a general poll of the country club set and the publinx fraternity, you would fast learn that Joe Doaks' weekend score is just as important to him as Arnold Palmer's tally is to the jet-flying ace. There certainly is relativity there. A 50-cent nassau crowds a 50-grand tour battle for importance, if the talk you hear around the 19th hole means anything.

What is the average salary of the superintendent? According to most people in the profession, it is low enough to cause a reinvestigation of young turf students who originally set their post-graduate sights on a career in the golf field. Even some public-supported municipal parks and recreation opportunities are causing budding supers to think twice before they leap into the demanding fires of country club members who are the first to suggest dismissal when their course loses a green or becomes infected with a turf disease.

Should the trend continue, golf eventually will underprice itself out of the superintendents' market. On the other hand, those supers now engaged in their chosen profession might do themselves well to join the swelling ranks of compatriots who are bringing about a general upgrading of salaries in every phase of the sports world.

Maybe this constitutes contribution to the dreaded rise in inflation that now confronts the nation. However, the golf course superintendent can't let this financial moonshot pass him by if others climb aboard the flight. The time is ripe to get in on the act.

— Gerry Finn

LABOR COSTS (Continued)

- official break time per day.
5. Social Security: (employer share only) 4.8% set by the government.
 6. Insurance, hospitalization, etc. (employer share only) 1% of the base rate, if you have this type of a program.
 7. Non-productive time: 6% of the base rate allows for 30 minutes of lost time per day (this may be too low).
 8. Record keeping: 2% of the base rate allows for the time to keep the records as well as paying for the additional books and other records.
 9. Supervisory time: 20% of the base rate allows for a fore-

man or 1/2 of the manager's time if it is a small firm.
TOTAL: The total figure is what the labor is really costing you on a per hour basis. So when figuring a cost of production or when bidding on a job, you must recover this amount before you begin to make any profit on labor time.

EFFICIENCY $\frac{\text{base rate}}{\text{total wage}} = \frac{\quad}{\quad}$

If your efficiency is above 70% you are doing pretty well but if you are much below 70% you had better sharpen your pencils and check your efficiency.

Please patronize **FRIENDS OF THE ASSOCIATION**

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NEWSLETTER

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