





# Golf Course Superintendents Association

## FRIENDS TO THE END . . . AGAIN

Smoking his peace pipe and blowing rings of friendship to an unusually large gathering, Mr. James Goslin, Jr. tuned the New England Association in on the feelings of the New England Club Managers, of whom he is president.

By the time he made his initial presentation, Mr. Goslin became "Jim" to his audience. He captured them from the start, offering the knowledgeable hand of the managers to assist the superintendents in their unending search for a suitable wage.

"I view our differences as a misunderstanding", Jim said in so many words. "One thing I want to make clear. We, the club managers, agree that you, the superintendents, are underpaid. And we'd like to help in any way to effect an improvement along those lines."

Goslin stressed the importance of the famed "Profile of a Club Manager." He went on to explain how the national survey of salary and fringe figures proved to be the mechanics for the working of an equitable contract writing for most of his colleagues.

This act by the club managers' prexy, a most welcome one to be sure, should not be construed as some sort of concession on his part. He frankly stated that the managers did not wish to be brought into superintendent-club bargaining as a measure of comparison. He noted that managers had done the upgrading on their own.

"It's up to you people (supers) to prove to the country club that you're worth more in dollars and cents than the present average rate of pay", Jim told. "You don't have to prove it to us. We are in complete agreement. You deserve much more than you're getting. But you must go to the right people with your story."

Goslin made a remark that he was present at the January meeting of superintendents "to show that I can put a three thousand-dollar bill in your wallet."

"I'm going to tell you the story of how our Profile did just that to a local club manager", he revealed. "When he went to talk contract with his bosses, he simply passed on the latest survey to them and asked that they study it overnight. The next day he had his raise. If I'm not mistaken, it was not three but four thousand."

Most of the membership worked themselves into post-speech comments and questions which proved worthwhile in virtually every exchange between the guest speaker and inquirer.

"I still consider the superintendent, the pro and the club manager the most important part of a country club operation", Jim concluded. "We should get along as one, sharing our problems and exchanging our ideas. Only good can come from such a healthy relationship."

So, what started as war suddenly blossomed into peace. In the end, both Goslin and his listeners agreed the slight difference each group thought they had turned out a blessing because it brought them together.

At the breakup, labeled one of the association's best educational programs ever, there were expressions of satisfaction from both sides. Friends to the end. That was the feeling again and a pretty good feeling at that.

— GERRY FINN

## SOUND OFF!

*(Once again the mailman has tripped the light fantastic up the walk of the NEGSCA, arriving with the usual ammunition to feed the world of "Sound Off." The association Newsletter directs the attention of all readers — members, dealers, green chairmen, country club presidents and the like to express their views in brief and neat form. All gems and germs should be sent to Newsletter Mail Box, 24 Riverview Drive, Newbury, Mass. 01950. The Newsletter reserves the right to comment on all letters published and usually does.)*

"Just thought I'd drop this short squib in hopes of getting a little sympathy from my fellow supers in New England. Up here, where the static about ice skating conditions at our club overwhelms the complaints about greens, it's really the makings of a slow burn for the superintendent. Life is one continuous growl for me."

Art Devlin  
Lake Placid, N. Y.

You do have our sympathy, Art . . . plus our prayers that your tomorrows will be full of tropical heat waves.

"Probably this isn't anything new to anyone. However, I wanted to get it off my chest. What I mean is this constant interference I encounter from club members in my purchasing duties. Certain of them are determined to influence me in whom I should buy from and even how much business I should hand out. Don't you agree that club members should know better?"

Charlie Angers  
Ludlow, Vermont

Try to bear with it Charlie. There are meddlers in every club. There oughta be a law against them.

"Just got in from taking the flags from the temporaries and waiting for me was my favorite killjoy, the club green chairman. I have an old mower, on its last legs and gasping even before I set her down. But my chairman won't let me get rid of it and replace it with a fancy new one. He says to get the file out and keep her going. How long does a mower usually last? I've had this one for 32 years."

Pete Andrews  
Charlemont, Mass.

Tell you what to do, Pete. Next summer give that green chairman a pass or two with that mower on one of his favorite holes. Two to one you'll get your new blade soon after.

"Glad to see that some of you fellows are showing interest in arranging a special trip to St. Andrews next November. We think it's about time our association made some sense in the way of selecting a conference site. However, we're not going to wait five or six years to get to St. Andrews. I'm working on a group to join in that little sidewinder to a place I've always wanted to visit."

Sherman Northgate  
Newport, Indiana

Welcome to the club, Sherm. We'll be glad to welcome as many Hoosiers as you can drum up for our Scottish fling.  
(Cont'd P. 3)

President —  
RICHARD C. BLAKE  
211 Sewall Street  
Boylston, Mass. 01505  
Phone 869-2737  
Club Affiliation  
Mt. Pleasant Country Club

First Vice President —  
ROBERT GRANT  
22 Patricia Road  
Sudbury, Mass. 01776  
Phone 443-2671  
Club Affiliation  
Brae Burn Country Club

Second Vice President —  
THOMAS CURRAN  
153 Fisher Street  
Walpole, Mass. 02081  
Phone 666-7221  
Club Affiliation  
The Country Club

Secretary —  
WAYNE ZOPPO  
48 Barberrry Drive  
Seekonk, Mass.  
Phone 399-7141  
Club Affiliation  
Agawam Hunt Club

Treasurer —  
LUCIEN DUVAL  
R.F. No. 5 Gaulf Road  
Bedford, N. H. 03105  
Phone 444-8412  
Club Affiliation  
Manchester Country Club

Trustee —  
RONALD KIRKMAN  
25 Green Street  
Needham, Mass. 02192  
Phone 444-8412  
Club Affiliation  
Needham Golf Club

Trustee —  
ROBERT MUCCIARONE  
485 Summer Street  
Westwood, Mass. 02090  
Phone 322-9682  
Club Affiliation  
Dedham Country and Polo Club

Trustee —  
NORMAN MUCCIARONE  
101 Alban Road  
Waban, Mass. 02168  
Phone 332-3056  
Club Affiliation  
Woodland Country Club

Finance Chairman —  
NARY SPERANDIO  
Concord, Mass. 01742  
Phone 369-4723  
Club Affiliation  
Concord Country Club





## Maine Golf Course Superintendents Association

Editor — Jim Diorio, Augusta Country Club, Augusta, Maine

### JANUARY MEETING

The January meeting was held at the Portlander South Motor Lodge, South Portland, with only 13 members attending. Discussions were held as to what the winter weather has brought us so far. Up here in Maine the picture does not look too good for spring. The snow was good to see (mainly because I had just put down my snow mold protection, having missed last year because of the early snow) but the torrential rains that fell on its heels (4 and 5 inches in places) were not at all welcome. We now have an ice problem which, unless we are lucky in March and April, will cause us many headaches as the golfers stride out and wonder again why there is no turf in some places.

### MEETING ATTENDANCE

As reported earlier on this page, our December meeting was attended by only 13 members. We now have 57 members and attendance by 13 represents less than 20% attendance.

At this time of year there is no reason why the attendance should not be greater. There are no greens, tees, or fairways to cut, no turf to water, so getting away for one day a month should be no great problem.

We have good roads here in Maine, and they are maintained well in the winter, so this can't be used as an excuse. The only excuse can be that you are too lazy or just don't care about your Association.

This spring when the snow disappears and you look at your turf, or lack of it, I can see everybody that usually doesn't attend any meetings flocking to the spring meeting to see if anyone can offer any help to get your turf back.

Why not attend the monthly meetings and find out what is being done in the fall and winter months to help prevent this winter loss of turf, and not what can be done to get it back after it is gone.

Remember this, "you get back only what you put into something", so for the good of the Association attend these monthly meetings regularly.

Your Association needs your support.

### NEW MEMBERS

New members accepted at the last meeting were:  
Curtis Larrabee, Superintendent at Country View Golf Club, Brooks, Maine; Jerry Spahr, Magnolia, Mass. representative of Old Fox Fertilizer Corp.

### FEBRUARY MEETING

There will be no meeting of the M.G.C.S.A. in February.

### MARCH MEETING

The March meeting of the M.G.C.S.A. will be the Annual Maine Winter Turf Conference. Things are shaping up nicely for the winter conference. Through the efforts of a number of industrious people and superintendents, the program should be most worthwhile.

Among those who will participate are Dr. Henry Indyk, Extension Turf Specialist at Rutgers University; Dr. Fred Hutchinson, from the University of Maine; and Dick Blake, Superintendent at Mount Pleasant Country Club. The lineup looks excellent as these are just a few of the capable speakers that Vaughn Holyoke has lined up. We in Maine hope to see a lot of Supers from the New England area attend this fine conference.

March 18 and 19, 1970  
Portlander South, South Portland  
Exit 7, Maine Turnpike

For details, contact Vaughn Holyoke, University of Maine, Orono.

### Proposed Amendments to the By-Laws of Maine Golf Course Superintendents' Assoc.

Drawn and published more than 30 days prior to the next regularly scheduled meeting to be held March 18, 1970, at the "Portlander South", Exit 7 and Main Street, So. Portland, at which time they will be presented to the Membership present for consideration and action.

Article 5 — Meetings — Paragraph 4 should be amended to read as follows:

**QUORUM** — A *majority* of the accredited membership present at any legally called meeting shall constitute a quorum for the transaction of any business properly before the meeting.

Article 6 — Officers and Directors — Should be amended to read as follows:

The business of the Association shall be managed by a Board of Directors, each of whom shall be a Member of this Association in good standing. The Board of Directors shall be composed of the Officers of the Association, the **PRESIDENT, VICE PRESIDENT, SECRETARY, TREASURER,** and **FOUR (4) DIRECTORS,** (1 elected for 3 years, 1 elected for 2 years, and 1 elected for 1 year.) and the immediate **PAST PRESIDENT.** Any **VACANCY** on the Board of Directors, or in any other Office, occurring other than from expiration of term of Office, shall be filled by the Board of Directors by appointment for the balance of the unexpired term.

Drawn by the Committee on By-Laws.

Ernest W. Hawkes  
Jack Small

Harold C. Hathaway

Jan. 9, 1970





## New Hampshire Golf Course Superintendents Association, Inc.

Editor — John J. Barry, Supt. Abenaki Country Club, Rye, N. H.

### TOURNAMENTS: What, Where, and When?

It has often been said that many of today's problems could be solved through better communications. This necessitates conscientious listeners and well-informed speakers on relevant topics of mutual interest.

With this in mind, we observe that providing better golf is a common purpose of the various New Hampshire golf associations: the New Hampshire Golf Association, the New Hampshire Women's Golf Association, the New Hampshire Professional Association, the New Hampshire Seniors' Golf Association, and the New Hampshire Golf Course Superintendents' Association.

Much chaos results as each association tries to function without knowing what the others are planning. Annual meetings are held each January to discuss goals and plan tournament schedules for the coming year. For the most part, these associations consist of delegates sent to represent clubs throughout the state. They request state tournaments, often without any knowledge of their club's tournament schedule or what other state groups are planning. The result is disorder within the very groups who were organized to avoid confusion.

The purpose of holding tournaments is to promote the game of golf and to establish supremacy among golfers. It is said that the individual clubs benefit from the publicity gained from these tournaments which will in turn promote membership and heighten the prestige of the involved clubs. However, the publicity is often a detriment to the clubs which have given up their courses for tournament play. It should be noted that New Hampshire club budgets are not comparable to that of Firestone Country Club and tournament players should not expect the impossible, either from the course nor in the clubhouse. If there was a greater effort to emphasize the good points of each club holding tournaments, state associations would find the clubs in turn more cooperative and anxious to have them return.

The present financial arrangements of the many tournaments provide little merit or working incentive for those involved, except for the club professional. Club managers and superintendents are working for their members. When they sign their contracts, provisions are not made for the additional responsibilities of the tournaments. The club pro receives dividends from selling merchandise for prizes. Shouldn't the manager and superintendent be reimbursed in some manner for all their extra efforts which make the tournament possible? Tips and gifts are appreciated, but a fair business-type of arrangement would seem to be in order.

Time has a way of altering our original purposes. We must periodically update our goals so that they are meaningful and timely. Lack of communication between associations will only detract from and hinder all goals pertaining to tournament play.

Perhaps it is time for these various golf associations to form a federation to aid in closing the communication gap. Fair treatment and mutual respect must be achieved in order to have successful tournaments in New Hampshire.

It is my hope that the New Hampshire Golf Course Super-

### MEETING NOTES

February's meeting will be held at the Sheraton-Wayfarer on February 4.

The meeting date for March has been changed from Wednesday the 4th to Wednesday the 11th, due to a conflicting date with The Massachusetts Turf and Lawn Grass Council Conference which will be held March 4, 5, 6 at the Highpoint Motor Inn, Chicopee, Massachusetts.

### POSITIONS OPEN

The Rutland Country Club in Rutland, Vermont is seeking a Superintendent to maintain their 18 hole Golf Course.

All correspondence should be addressed to: Mr. Clem Forte, Rutland Bowlerama, Rutland, Vermont 05701.

### MEETING SCHEDULE FOR 1970

In January, February, March and December the meetings will be held at the Sheraton-Wayfarer in Manchester, New Hampshire.

April brings about the "Superintendents' Tour." As we travel around the state we'll meet at the following Clubs and Institutions:

April — New England Center for Continuing Education at the University of New Hampshire.

May — Nashua Country Club.

June — Sanford Country Club, Sanford, Me. (Joint meeting with the Maine Association).

July — Abenaki Country Club (Superintendents championship).

August — Kingswood Country Club (husband and wife championship).

September — Kearsage Valley Country Club

October — Charmingfare Country Club (Supt.-Pro.)

November — Exeter Academy.

All meetings will be held on the First Wednesday of each month unless a change is published in the Newsletter.

### NEW MEMBERS

Three new members were voted in at the January meeting. The N.H.G.C.S.A. would like to welcome: Richard Zeytoonjian, Kenneth Barrie Co., Inactive; David Huff, Scott Seed Co., Inactive; Alfred Martell, Clairmont Country Club, Associate.

intendents Association will undertake the ambitious project of contacting each New Hampshire golf association, asking for their co-operation and opinions concerning this communication problem.

The purpose of this article is not to criticize any one person or organization, nor to complain about the way superintendents are treated. Rather I would hope that a project will be undertaken to improve the communication between associations for the purpose of furthering the growth of golf in New Hampshire.

Robert Flanagan, Supt.  
Cochecho Country Club  
Dover, N. H.





**Remember . . .  
our own Dick Blake  
is a candidate for  
National Vice President  
this year in Houston!**

"I was most enthused with the recent letter you received from a Mr. Caruthers of Scotland on the subject of future national turf conference sites. Mr. Caruthers seemed to be disappointed that St. Andrews apparently has been declared off limits for the near future. I agree with him in his comment and also want to add my concern over the failure of you people to consider Montreal for your sessions. Up here we consider the city the conference capital of the world. But since there will be no Canadian caper for your organization, I can only say my heart . . . it bleeds for you."

Emile Drolet  
Mount Tremblant  
Province de Quebec

It looks as though the selection of cities for future national conferences has become an international incident. Unfortunately, the call from beyond our borders falls on deaf ears. It's criminal.

\* \* \* \*

"Now I've had it with these endless athletes. It's not enough that I have to whip greens at 6 in the morning during the summer to beat my members to the first hole. Now in the dead of winter our paddle tennis buffs want me to get to the club and sweep their courts even before the state workers get to their plows. The other day I had to pour hot water to loosen the ice from the surface. Next, they'll be handing me a flame thrower. Are there any openings up your way?"

Curt Molton  
Unionville, Conn.

Yeah, Curt, I know of one that has one curling rink, three bowling alleys, a snowmobile track and a volleyball court. And in the summer you still get to sweep the greens at 6. Small world, eh?

\* \* \* \*

*(That puts the wrapper on another edition of Sound Off for this time. There's always room for more, though. So, keep those cards and letters coming. We want to hear from you . . . and you . . . and you.)*

## WHERE HAVE ALL THE FRINGES GONE?

"It's weak in the middle and thin on the edges."

Was that someone remarking about the ice conditions at Spy Pond?

No siree. What it was happened to be the dribblings of a conversation between two local superintendents. Their subject was a popular one. Their conclusions universal . . . just how long will it be until the remuneration of a superintendent gets in step with the rest of the professional world?

Weak in the middle was simple to decode. What it means is that the basic salary of the typical super is hard to take. But when it gets thin on the edges — referring to the flagrant lack of fringe benefits, it's almost unbearable . . . not to mention unfair.

In case you're listening, Mr. Holder of the Country Club Finances, we are living in a world of fringe benefits. When you go to the table to talk contract, no longer is it straight salary exchange. Everything works into the package deal. That's the way it is.

That's the way it ain't, however, as far as most superintendents are concerned. What comes up short? Several things, to wit:

Insurance. And that's not term insurance, the kind that is wiped off a man's security ledger once he leaves his present place of employment. "This is cruel", one super commented mildly.

Hospital insurance. Sure, many clubs cough it up. But more often than not the policy is a skimpy one. "What we'd like is a Master Blue Cross Plan", a super wished out loud.

Disability. The majority of supers aren't protected against it. They could be incapacitated with one wild turn of heavy machinery, and be left helpless and defenseless the rest of their lives. "I'd feel a lot better when I worked around hazardous jobs if I knew I wasn't putting my future on the line", an up-tight super confided.

Clothing allowance. Wipe that smile off your face. This can be an expensive item, especially in the type of work which runs heavy risk on wearing apparel. "Some of the other jobs at the club bring a man uniforms and such", still another super volunteered.

This is just a sampling. Others could be catalogued for the sake of running out a huge list. However, most people should get the point with some of the more popular fringe benefits mentioned above.

There is a certain moral obligation which the club must exercise in order to employ a capable staff for keeping the golf course in expected grade-A condition.

"I'm not only seeking this for myself", the superintendent with the stage whisper told his friend. "I'd like to see all of my men pick up these benefits with me. In the end, they'd be happier and stay around longer. In addition, I really think they'd become more productive."

Where have all the fringes gone? The superintendent would like to know the answer to that one.

— GERRY FINN

Golf Chairman —  
JULIUS AKSTEN  
6 Main Street  
Southboro, Mass. 01772  
Phone 485-8885  
Club Affiliation  
St. Mark's Golf Club

Educational Chairman —  
ALBERT AUGER  
6 A Fort Hill Street  
Hingham, Mass. 02113  
Phone 749-2272  
Club Affiliation  
South Shore Country Club

Newsletter Chairman —  
DEAN ROBERTSON  
24 Riverview Drive  
Newbury, Mass. 01950  
Club Affiliation  
Chestnut Hill Country Club

Past President —  
ANTHONY CARANCI, JR.  
22 Hillview Drive  
No. Providence, R. I. 02900  
Phone 723-1688  
Club Affiliation  
Ledgemont Country Club

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Golf Course Equipment  
740 Broadway, S. Portland, Me.

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# NEWSLETTER

Golf Course Superintendents Association  
OF NEW ENGLAND, INC.



DEAN ROBERTSON  
Newsletter Committee Chairman  
24 Riverview Drive  
Newbury, Massachusetts 01950  
Phone 462-4540  
Club Affiliation  
Chestnut Hill Country Club  
LEON V. ST. PIERRE  
Business Manager  
GERRY FINN  
Contributing Editor

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50