



February, 1978



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.

The Job That Isn't There

A certain amount of consternation has been aroused of late because of an old and familiar unethical practice which seems to surface every now and then.

It has been noted that golf course superintendents (obviously being from the ambitious species) are applying for jobs already filled by competent but unsuspecting colleagues. It reminds one of the old golf ball joke. . . the situation in which a ball becomes lost even before it stops rolling.

This, however, is no joke. The seriousness of it is reflected in that ever-increasing fear of the veteran superintendent that warns him of a coup of sorts. That coup has been inspired by a few private clubs who play a game of football with supers and salaries. . . dump the old one with the higher salary commitment in favor of the young one who will come into the fold for a comparable song.

Unethical is not a descriptive editorially invented in this case. It's all there - in black and white - in both the Golf Course Superintendents Association of America and our own Golf Course Superintendents Association of New England.

The NEGCSA's bylaws are crystal clear. Article III states: "A member shall be deemed to have violated the Code of Ethics by. . . applying for a position without the definite knowledge of its vacancy." The GCSAA revised code reads: "A member of this association accepts and fully agrees to abide by the Code of ethics and pledges himself to. . . abstain from the debasement of, or encroachment upon, the professional reputation, practice or employment of another superintendent."

Obviously, the persons defying this code (should they be members of the governing associations) have, in fact, acted in a manner which warrants something more than individual soul-searching. If, in fact, they can be identified, each association is bound to instigate some form of disciplinary proceeding.

More important, though, is the continuing occurrence of factors which point up the necessity for a move toward the establishment of job security for the superintendent. It is a matter of experience by many a former super at a particular club that his job often hangs in the balance of absurd differences between personalities. Such changes in the super field have come out of a simple exchange of unpleasantries with a green chairman or an inconsequential act magnified by the mood of the day carried by the club president. Then there is just plain dislike between two parties where a livelihood lives or dies.

It would bring this discussion to a conclusion, if the security of the superintendent were confined to the above confrontations of personalities and isolated disagreements.

However, a new and more formidable form of danger stalks the super because of the so-called pinch felt by private clubs. In a word, some of these clubs will do anything to decrease the operation budget. In plain economics. . . you gain by the process of elimination.

This already is in evidence in the case of the golf professional. Examples are right there for the viewing. A professional leaves the club (one way or another) and the club decides not to replace

him. If they do fill his position, it comes in the hiring of a green's fee seller or shoe spike tightener.

Fortunately for the superintendent, his job still commands the normal replacement process. His talk always has been, is and always will be, the most important in relation to the strongest motivation for establishing and sustaining the country club as we know it. Therefore, he can't be replaced by a faceless, robot-like person. But. . . he can be replaced by a young and ambitious colleague who might sell his soul cheap for the chance to advance his career.

The Code of Ethics, then, has been pierced and disfigured by the actions of those applying for jobs that aren't there. Behind it all, though, is the possibility that some prodding of these culprits exists. It's more than alarming. It's disgusting!

Gerry Finn

NEXT MEETING

Monday Feb. 6, 1978
Place - Dedham Inn, Dedham, Mass.
Directors Meeting 10 a.m.
Regular Meeting 1 p.m.
Educational Program 2 p.m.
Lunch on your own

NEW MEMBERS

Joe Farina, South Shore C.C.
Leroy Allen, Norwood C.C.
Steve Hosington, Unicorn G.C.
All three voted in as Associate Members. Congratulations.

NEW MEMBERSHIP APPLICATION

Edward Picard, Woburn C.C.
Associate Member
To be voted on at next meeting

Budgets ... The Mind Buster

Whenever golfers, superintendents, professionals, club members, managers and the like gather these days sooner or later the subject that will stick to their lips and cling there like some kind of barnacle is the cost of course operations. . . or the budget.

The budget is the original mind buster in golf operational circles. There doesn't seem to be any definite method of arranging one which will keep in tune or satisfy the wishes of the universal club supporter. What appears high in Massachusetts might appear moderate in Kansas. What might look to be intolerably low in New York could be just what the accountant ordered in Louisiana. Whatever, the size and score of the budget vary.

Recently, the Massachusetts Golf Association (MGA) stuck its foot into it with a survey conducted with the hope of coming to the light at the end of the operational tunnel. Some toes were stepped on etc. and the response is still in the making, as is the evaluation of same. But, alas, surveys may be for the proverbial bird, too.

One glaring compromise shared by all in the business of bringing the golfer the best possible playing conditions is the realization that budgets have been placed on the steep spiral in the past 10 years.

Let there be light here. A survey prepared in conjunction with budget studies by the firm of Harris, Kerr, Foster and Company - shows that in the decade between 1956 and 1966 the average cost per hole for maintenance rose from \$2,680 to \$3,807. That is an increase of substance but nothing compared to the next 10 years.

The same study group stretched the rule starting with 1966. When it came around to 1976, that \$3,807 cost per hole had jumped to \$7,381. That's almost a full 100 per cent increase and could even go beyond that if other variables in establishing budget costs are included.

An explanation of that last sentence comes in the fact that the \$7,381 figure includes only golf course materials and labor. When such items like payroll taxes, employee benefits, repairs are added, the cost takes another kangarooish leap to \$8,441 per hole.

The latest figures are for the 1976 season. Harris, Kerr, etc. note that the average cost went up 6.8 per cent in 1977 and approximately the same increase is anticipated for '78. In the overall budget for the full 18 holes, we are now talking in the vicinity of from one hundred and fifty to two hundred thousand dollars a year. That mutual realization of cost hikes are reflected in these high rolling numbers.

There has been in vogue in geographically oriented spots a pool of budget information collected by groups of country clubs. In the final analysis the hope is to gather corresponding cost figures and come to a compatible average figure for each maintenance project. On the surface, this method deserves consideration but budgets are such that their outlay requirements can differ from one course to another, even though the courses may be only miles apart.

Some of the considerations are soil type of playing ground, amount of play, age of course, topography of course, conditional reputation of course and outlook. The latter includes the general feeling toward achieving top playing conditions without trying to cut back drastically on the cost of them.

Comparison of budgets, then, is probably a useless endeavor and rewarding only in gaining outside knowledge. The only valid method of comparing is to do it line item for line item. . . with a look to other contributing factors such as those outlined above.

One outstanding aside to this ever-changing, ever-baffling but so important phase of golf course operation is that club members are becoming more aware of what their money does and where it goes. Budgets have invaded the 19th hole conversations and even spilled over to on-course chatter. And this is good. Hopefully, the national average costs - as presented here - will find their way into some of the country club swap talk.

Budgets. You could probably write a book about them.

Gerry Finn

President's Message

In 1966, the Golf Course Superintendents Association of New England established the Lawrence S. Dickinson Memorial Trust Fund. This was started to honor the memory of Professor Dickinson, a pioneer in the field of turf management education at the University of Massachusetts. At that time in 1966, it was hoped to have enough monies donated to the fund so that the administrators could award two scholarships to deserving students in the turf program at the University of Massachusetts. Letters were sent to all alumni of the Winter School, Stockbridge students, and all others with turf interest asking them to support the fund. Many responded to the plea of this worthwhile cause with their support. Last year, the Dickinson Trustees sent letters to the Friends of the Association, again asking for their support. Those that responded are recognized in the Newsletter.

For those who didn't know Professor Dickinson, he was the founder of the Greenkeepers at the University of Massachusetts in 1927. The first class had 9 men enrolled. This was a 10 week program which he later developed into the 2 year course as part of the Stockbridge program. In 1962 Professor Dickinson was awarded the USGA Green Section Award for distinguished service in the field of golf. Professor Dickinson was a friend to all in the turf industry.

I am hoping that all who read this message will see fit to contribute to this worthwhile fund.

Your continued support of this program will be greatly appreciated. You may send your contributions to: Donald Hearn, 4 Topeka Road, Chelmsford, Massachusetts 01824.

DEAN ROBERTSON, PRESIDENT
G.C.S.A. of N.E.

PRESIDENT	FIRST VICE PRESIDENT	SECOND VICE PRESIDENT	SECRETARY	TREASURER	TRUSTEE	TRUSTEE	TRUSTEE	FIANCE CHAIRMAN
DEAN ROBERTSON 24 Riverview Drive Newbury, Mass. 01950 Home Phone 462-4540 Office Phone 254-3678 Club Affiliation Chestnut Hill Country Club	RONALD KIRKMAN 25 Green St. Needham, Mass. 02192 Home Phone 444-8412 Office Phone 444-5548 Club Affiliation Needham Golf Club	BRIAN COWAN CGCS Robins Way Harwich, Mass. 02645 Home Phone 432-9041 Office Phone 945-9230 Club Affiliation Eastward Hol	DAVE BARBER CGCS P.O. Box 221 Wayland, Mass. 01778 Home Phone 358-7678 Office Phone 358-4882 Club Affiliation Wayland Country Club	DONALD HEARN CGCS 4 Topeka Road Chelmsford, Mass. 01824 Home Phone 256-8709 Office Phone 894-5906 Club Affiliation Weston Golf Club	PAUL JOHNSON 4 Judith Dr. No. Reading, Mass. 01864 Home Phone 664-6664 Office Phone 777-1134 Club Affiliation Fencroft Country Club	MAX MIERZWA 106 Greatwood St. Chicopee, Mass. 01020 Home Phone 594-4996 Office Phone 592-9540 Club Affiliation Chicopee Country Club	BERT FREDERICK 45 Stoney Brook Rd. Nabruset, Mass. 01861 Home Phone 692-6445 Office Phone 453-1231 Club Affiliation Vesper Country Club	ROBERT JOHNSTON 128 Wilbraham Rd. Hamden, Mass. 01036 Home Phone 566-3075 Office Phone 566-3096 Club Affiliation Hamden Country Club

Jobs Open

Brockton Country Club
 Samuel Ave.
 Brockton, Mass. 02401
 Attention: Mr. Ray Richards

C.C. of Pittsfield
 639 South St.
 Pittsfield, Mass. 01201
 Attention: Mr. James Chapman

Augusta Country Club
 Manchester, Maine
 18 Holes
 Send resume attention Al Biondi

1978 COMMITTEE APPOINTMENTS

MEMBERSHIP

Ronald Kirkman, CGCS Chmn
 Brian Cowan, CGCS
 David Barber, CGCS

FINANCE

Robert Johnson, Chmn.
 Max Mierwza
 David Barber, CGCS
 Donald Hearn, CGCS

EDUCATIONAL

Pierre Coste, CGCS - Chmn.
 Larry Bunn
 Robert Mucciarone
 Meindert Shultz

GOLF

Ken Mooradian - Chmn.
 Garry Luccini
 Brian Cowan, CGCS

NEWSLETTER

Larry Bunn - Chmn.
 Leon St. Pierre, CGCS
 Donald Hearn, CGCS

WELFARE

Norman Mucciarone - Chmn
 David Clement
 Arthur Anderson
 Charles Lane
 Guy Tedesco

EMPLOYMENT

Larry Bunn - Chmn.
 Robert Mucciarone
 Dr. Joseph Troll

PUBLICITY

Burt Frederick - Chmn.
 Brian Cowan, CGCS
 Doug Johnson

TURF RESEARCH

Dr. Joseph Troll
 Joseph Rybka
 Leon St. Pierre
 Wayne Zoppo

BYLAWS COMMITTEE

Donald Hearn, CGCS - Chmn.
 Robert Grant, CGCS
 Ronald Kirkman, CGCS
 David Barber, CGCS
 Burt Frederick

PARLIAMENTARIAN

Wayne Zoppo

MGA LIAISON

Robert Grant, CGCS
 Donald Hearn, CGCS

MONTHLY TICKETS

Max Mierwza

Professionalism Is Applied Knowledge

A profession is an occupation requiring extensive training, education and experience. One engaged in such an activity as a means of livelihood is a professional. But there are degrees of professionalism just as there are ranks of professions.

Some occupations - teaching, medicine, law - are assigned a high rank on the professional scale. Some professions and professionals earn greater respect because of their assumed competence or expertise as well as years of organized strength and public relations programs. Their professional character, spirit or methods are diametrically opposed to the amateurs.

Every professional does not have to have a Ph.D. or have spent most of his life as a lawyer or doctor to earn the respect and esteem that comes with knowing his job. It was not too long ago that very few universities offered professional training for golf course superintendents. Today, there are numerous institutions offering some sort of training for those interested in pursuing a career as a golf course superintendent.

A professional is not someone with a hundred hours of classroom instruction. While knowledge learned anywhere is valuable - it is not the goal and it does not make a professional.

The goal is application of that knowledge.

A professional takes as much as he can squeeze from his job and in the same shake he returns - through his experience, ethics and teachings - a dividend to that profession. The test of a professional is his attitude - his desire to tackle his job with enthusiasm and a willingness to open his mind to all the stimuli that influence him in his work.

A superintendent with a good attitude - a professional viewpoint of his job - will not do just what has to be done. He will approach problems with thought. He will seek others' thoughts. He will use his reasoning, training and learning to elicit solutions that will not only rid him of his immediate problem, but that will have a long-range effect.

A professional is one who is aware of what the job is all about and of how to go about it with the best results and least expenditure of energy. Golf course superintendency is a profession - it requires extensive knowledge of a wide range of subjects. A professional superintendent is one who does his job - on or off the course - and acquires knowledge and then applies that knowledge to his work.

GOLF CHAIRMAN	EDUCATIONAL CHAIRMAN	NEWSLETTER CHAIRMAN	PAST PRESIDENT
KEN MOORADIAN 134 Green St. Hopedale, Mass. 01747 Home Phone 473-2352 Office Phone 473-3508 Club Affiliation Hopedale Country Club	PETE COSTE 121 Granite St. Medfield, Mass. 02052 Home Phone 359-7247 Office Phone 566-0240 Club Affiliation The Country Club	LARRY BUNN 145 Dedham St. Canton, Mass. 02021 Home Phone 828-7266 Office Phone 828-6540 Club Affiliation Blue Hill Country Club	WAYNE ZOPPO 9A Village Green North E. Providence, R.I. 02915 Home Phone 434-1759 Office Phone 434-8512 Club Affiliation Agawam Hunt Golf Club

Information contained in this publication may be used freely, in whole or in part, without special permission as long as the true context is maintained. We would appreciate a credit line.

Please patronize **FRIENDS OF THE ASSOCIATION**

Baker Tractor Corp., Ford Tractors
Harley Davidson Golf Cars
Swansea, Massachusetts

Chanderlin Seed Co., Inc., Division of
Lofts Pedigreed Seed, Inc.,
20 Beck Road, Arlington, Mass. 02174
Joe Moran - Rep.

* The Charles C. Hart Seed Co.
Wethersfield, Conn.
Bob Kennedy, Rep.
Steve Hart, Rep.
203-529-2537

The Clapper Co.
1121 Washington St.
West Newton, Mass.

* Geoffrey S. Cornish & William G. Robinson
Golf Course Architects
Fiddlers Green, Amherst, Mass. 01002

C. S. Curran
T. R. C. Products, Oils and Greases
7 Linden St., Framingham, Mass.

* E-Z-Go Golf Car
Sales - Service - Rentals
Polaris/E-Z-Go Northeast
Box 817
North Falmouth, Mass. 02556

Farm Bureau Association
158 Lexington St., Waltham, Mass. 02154
Fred Heyliger, Representative
Bus. 893-3570 Home 772-3605

Scotts Pro-Turf Div.
Rep Ed. Wiacek 1-401-253-4284
Rep Allen Cumps 1-413-253-2995.

Gold Star Sod Farms, Inc.
Sod & Pine Bark Mulch
Canterbury, New Hampshire
1-800-528-5205

Grounds Equipment Co., Inc.
383 Boylston St., Newton Cen., Mass.

Gull Agricultural Service Co.
Allen Bonnell 617-362-2181
55 Freeman Road
Yarmouthport, Mass. 02675

Holliston Sand Company, Inc.
Lowland Street, Holliston, Mass. 01746
Sand for Golf Bunkers and Traps

I & E Supply, Inc.
66 Erna Ave.
P.O. Box 9
Milford, Conn. 06460
Tele (203) 878-0658

Kenneth Barrie Corp.
249 Milton St., Dedham, Mass. 02026
Tel. (617) 364-3333

Tom Irwin, Inc.
11B A Street
Burlington, Mass.

Karandrew Turf Farms, Inc.
Sam Mitchell, Sales Representative
15 Longmeadow Drive, Canton, Mass.

* Larchmont Irrigation Co.
Larchmont Ln., Lexington, Mass.

Mallinckrodt, Inc.
Second and Mallinckrodt Streets
St. Louis, Missouri 63147

Magovern Company, Inc.
Lawn Acre Road
Windsor Lock, Conn.

* D. L. Maher
Box 127, Concord St.
N. Reading, Mass. 01864

New England Sealcoating Co., Inc.
Tennis Court Const. and Maintenance
Sealcoating - Hingham Industrial Center
Hingham, Mass. Tel. 749-3236

Old Fox Chemical Inc.
Fertilizers - Seeds - Turf Chemicals
66 Valley Street
East Providence, Rhode Island 02914

P & L Equipment Corp.
Golf Cars & Commercial Turf Equipment
80 Lynde Street, Melrose, Mass. 02176
Phone 617-665-5990

Sil Paulini, Inc.
6 Manor Avenue
Natick, Mass. 01760

* Richey & Clapper, Inc.
28 Rutledge Road
Natick, Mass. 01760

Trencher & Equipment Leasing, Inc.
Ditch Witch Trenchers
38 Fairview St., Agawam, Mass. 01001
Phone 413-786-8600

* Sawtelle Brothers
565 Humphrey Street
Swampscott, Mass.
Tel. 617-599-4856

Tuco Products Co.
Division of the Upjohn Company
Kalamazoo, Michigan
David Sylvester 203-828-3790

White Turf Engineering
5 Summer Drive, Winchendon, Mass. 01475
617-297-0941

Philip A. Wogan
Golf Course Architect
21 Budleigh Ave., Beverly, Mass.

* Contributors to the Lawrence S. Dickinson Scholarship Fund

NEWSLETTER

Golf Course Superintendents Association
OF NEW ENGLAND, INC.



LARRY BUNN
Newsletter Committee Chairman
145 Dedham St.
Canton, Mass. 02021
Home Phone 828-7266
Office Phone 828-6540
Club Affiliation
Blue Hill Country Club
DONALD HEARN
Business Manager
LEON ST. PIERRE
Co-ordinator
GERRY FINN
Contributing Editor

FIRST CLASS

First Class
U. S. Postage
PAID
Maynard, MA
Permit #17

