



THE NEWSLETTER

May 2015

of the **Golf Course Superintendents Association of New England, Inc.**

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President's Message

Dear fellow GCSANE members:

The heat is on, at least temporarily. Looking around this week it's evident we're moving in the right direction weather wise and hopefully you're finding the growing conditions to your liking.

Most, if not all of us, have gotten off to a late start and our golf schedule reflects this too. A bit of juggling has been performed to make things work and we're fortunate to have a full slate of meeting sites in place for 2015. I strongly encourage everyone to come out and participate in our association events despite what your work schedule might look like. Too often we tend to paint ourselves into a corner with work schedules and miss out on opportunities to network with our peers. I'm guilty of being "too busy" at times but I've rarely, if ever, left one of our industry events disappointed.

Upcoming events include the joint meeting with RIGCSA at Warwick Country Club on May 18. GCSANE member John LeClair CGCS, will be our host for the day. Warwick CC is a fantastic seaside venue and the day will be a great opportunity to network with your fellow industry peers from both GCSANE and RIGCSA. I would strongly recommend attending and pray the wind isn't blowing too hard.

The rescheduled Bear Cup event at Black Rock has been moved to May 26. As I mentioned in a previous presidents message, Black Rock is a premier venue and our annual joint meeting with our friends from Cape Cod is always well attended and worth the trip.

On the business side of things our recently formed bylaws committee has been hard at work on an extensive overhaul of our bylaws. Special thanks go out to Bob Healey, Jim Fitzroy, Mike Hermanson, Dick Zepp, and Don Hearn for their efforts to date. Why are we doing this, you might ask? There are several reasons with improving clarity, transparency, and removing outdated practices and customs from our business model. In the end I expect we'll have a cleaner, less redundant set of guidelines to work with going forward and the GCSANE membership will benefit from greatly improved operating structure and efficiency. In short, our bylaws right now resemble a very dirty window in need of serious cleaning so we can see what is on the other side. Expect to receive a copy of the proposed bylaw revisions by late summer for your review and comment. Once we've received your feedback and have the opportunity to finalize the proposed changes, we will ask for a membership vote to approve the changes at a meeting later in the year.

In the meantime, enjoy the coming golf season and fair weather regardless of what type of challenges you face. Every time I think about what it must be like working an indoor job makes me appreciate what we do even more, even if my course has a few (temporary) less than perfect spots on it.



Best Regards,

Michael D. Luccini CGCS
GCSANE President



NERTF Elects Executive Board

The New England Regional Turfgrass Foundation recently held its 18th Annual Meeting on May 6, 2015 where a new Executive Board was elected. Matthew A. Crowther, CGCS, Mink Meadows Golf Club in Vineyard Haven, Massachusetts has been elected as the 19th president of the foundation, succeeding John Clark, of Rochester Country Club in Rochester, New Hampshire.

Matt represents the Golf Course Superintendents Association of Cape Cod on the Foundation's Board and has been serving since 2011. Clifford J. Drezek of Arbor-Turf Services of Malborough, Massachusetts representing the Massachusetts Association of Lawn Care Professionals will serve in the vice-president's seat for this upcoming year. Jeffrey M. Urquhart of the Milton Hoosic Golf Club in Canton, Massachusetts representing the Golf Course Superintendents Association of New England will fill the role of Treasurer for the next two years. Randy S. Weeks of the Lochmere Golf and Country Club in Tilton, New Hampshire, representing the New Hampshire Golf Course Superintendent Association, will continue as the foundation's secretary. John Clark will continue to serve on the board as Immediate-Past President. The foundation consists of 2 delegates from each of the 7 GCSAA Chapters located in New England, 1 delegate from the Sports Turf Managers Association of New England (NESTMA) and 1 delegate from the Massachusetts Association of Lawn Care Professionals (MALCP). There are two advisory seats filled by the University of Massachusetts and the University of Rhode Island respectfully.

The 18th Annual Conference and Show was held in Providence, RI on January 26-29th. The show was heavily challenged by the blizzard called Winter Storm Nemo that had dropped 24" and more of snow in Providence and across southern New England on January 27th. The show continued the best it could with many missing exhibitors and a greatly reduced attendance due to the storm. The majority of the 64 hours of education and 13 hours of trade show time did occur and attendees were kept very busy over the 3 days. Sessions included Golf, Sports Turf, Lawn Care & Landscape, and Equipment Technicians. Speakers were a mix of local professors and turfgrass managers with many from outside the New England Region. The 2016 show dates are: February 29-March 3, 2016 in Providence, RI. For more information on the show and New England Turfgrass Research please visit our website: www.nerf.org.

The 4th annual Tee-Up New England golf auction took place April 13-20, 2015. 99 rounds of golf across New England and one day of tennis at the Longwood Cricket Club were auctioned off. All rounds were sold and \$23,600 was raised towards turfgrass research in New England. We thank all courses greatly who participated. A list of courses is located at www.tee-upnewengland.com. ❖



2015-2016 NERTF Executive Board

Front Row (l to r): Clifford Drezek (VP.), Matthew Crowther, CGCS (2015-16 Pres.). Back Row: Jeffrey Urquhart (Treas.), Randy Weeks, CGCS (Sect.) and John Clark (Past Pres.)

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Thoughts From Your Association Manager

The New England Golf Course Owners Association (NEGCOA) generously donated a "Golden Passport to New England Golf" to our Association. We're fortunate to have such a supportive group offering this contribution to our Members. Thank you to the NEGCOA Board of Directors and Executive Director, Elaine Gebhardt, for presenting this to us.

The Alumni Turf Group (ATG) honored Dr. Bill Dest at its 11th Annual Joseph Troll Turf Classic. The event was held at the TPC River Highlands in Cromwell, CT April 20. It was an extremely rainy day and the golf portion of the event was cancelled, but the dinner was held and over sixty friends and supporters of the ATG and Dr. Dest arrived to share dinner and stories with Bill and his family and learn more about his wonderful traits. His love for and ability to connect with the outdoors was explained by one of his daughters and his quest for knowledge and to further his education was an inspiring story told by other family members. His pursuit of higher education and the sacrifices made by him and his family was an inspirational account of dedication, perseverance, understanding and the fulfillment of a dream. While the day was a rainout, the evening ended with a wonderful tribute to a wonderful man.



Dr. Bill Dest and his wife Ann with their family

Last month I had the opportunity to see for the first time a live drone flight. Pat Hogan and SODCO sponsored the demonstration of a drone and its capabilities. The drone was supplied by Greensight Agronomics, a company based in Boston. In addition to being able to fly a precise pattern above an area outlined by the use of mapping software while taking photos, it can determine moisture patterns. Eventually it's planned to have disease detecting capability. The future of this technology will be determined by many factors, but I believe it's safe to think that this has promise for the turf industry.



If you're reading this and haven't paid your dues you may not be included in the Membership Directory. Invoices and statements have been sent and follow-up phone calls, emails and hard copy notes have been sent with the intent to encourage payment of outstanding dues. We all forget about things and that's why I've added a gentle reminder in this space. If you wish to continue your membership and be included in the Membership Directory your payment must be received by May 26. If your payment is not received by then, you will be delinquent and your information will not be included in the directory. If you have any questions about your payment status please contact me at donhearn@gcsane.org. ❖

By Don Hearn

N.E.S.S.



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Kevin Doyle - GCSAA Updates



With the two weeks of spring now out of the way, summer has practically set in. This is the transition season that superintendents have waited all winter for. For those who came into the golf season in great shape, the course is set and standard practices are underway. For those less fortunate, the recovery process is in full swing, and often more aggressive cultivation and agronomic practices are dominating the job board. No matter the spring outcome, this part of the season is dominated by stress. How you handle the stress and pressures of your job will go a long way toward your success, and the success of your staff.

I have recently completed the three-day Applied Leadership Institute offered by the University of New Hampshire's Professional Development and Training department. I hope to include many of the topics that were covered in the program here in **The Newsletter** from time to time. For those of you who attended the GCSANE Annual Meeting at Fenway Park, you heard Steve Keating of the Toro Company speak on 360 degrees of leadership. He is a tremendous speaker with a powerful message. I will not look to recreate his message, but more to give you items to consider at pertinent times of the season.

Spring time means staffing time and that can be stressful in itself. Those returning from previous seasons are often relied on to pick up where they left off, with very little training.

Often, changes made in the off-season need to be discussed and put into action. For some team members, change is looked at as positive and embraced, but not all staff will feel that way. Will you get pushback? Will they comply for a time, and then revert back to the old ways? How will you handle this? Communication can be used to engage those who are non-compliant, but it may come down to you as a leader making a decision to commit to the change, or to the non-compliant team member. Will you be ready to choose?

How will your new employees fit into your team and facility plans? You will tell them, and they will certainly learn what you expect of them. But what will they expect of you? Feel free to ask them, you might be surprised at what they tell you! Proper training and support will be the key to their (and your) success. Competitive wages are important, but studies often show that financial benefits are not always on the top of the list. Think of what else might matter. Job-life balance is often critical to success. Does your new hire have a wife, family, or even just a life outside of work? These many areas of concern will dictate mood and effort. Actively working with staff to balance these needs will help ensure team success. These will be new eyes asking questions about some very standard practices. Often we get set in our ways and new ideas can lead to improved processes. Listen, encourage questions, and reward creative thinking. An eager employee

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is a terrible thing to waste! Work to engage them with other staff members. A new job can be intimidating enough when they do not know others around them to socialize with. Your staff veterans will often help answer the questions new hires are too afraid to ask. Empower them when they are ready to perform duties for you and the team. Lastly, and above all, respect them through the learning process. Not everything they are asked to do will be easy, and there will be mistakes along the way. Show respect for them as a person, and they will respect you for it.

Please let me know if you found this helpful, or if there are other staff related items you thought should have been included. I would really appreciate any feedback!

GCSAA Resources and Deadlines
you Get Cool Stuff from your Association Already:

GCSAA.org has a new area for Equipment Management resources

Whether your facility has a full-time equipment manager or another member of the team spearheads equipment maintenance, GCSAA has developed a vast collection of educational opportunities, tools and resources to help courses manage and maintain their equipment. Check it out [HERE!](#)

GCSANE Upcoming Events

May 26, 2015 NOTE: THIS HAS BEEN RESCHEDULED FROM APRIL 16

The Bear Cup - Joint Meeting with our host, the GCSA of Cape Cod
Black Rock Country Club
Hingham, MA

July 15, 2015

UMass Field Day
South Deerfield, MA

August 10, 2015

Individual Championship and Qualifier for New England Supt. Championship
Stow Acres Country Club
Stow, MA

September 14, 2015

Scholarship and Benevolence Tournament
Vesper Country Club
Tyngsborough, MA

October 5, 2015

Member-Member
Tedesco Country Club
Marblehead, MA

Please visit www.gcsane.org for complete list.

Col. John Morley Distinguished Service Award open for nominations

Nominations are now open for the 2015 Col. John Morley Distinguished Service Award. The award recognizes an individual or individuals who have made an outstanding contribution to the advancement of the golf course superintendent's profession. Individuals must be nominated by a GCSAA member, an affiliated chapter or a qualified golf association. Applications are due by Aug. 31. Winners will receive the DSAs at the 2016 Golf Industry Show in San Diego in February.

GCSAA Scholars Competition

These scholarships range from \$500 to \$6,000. Applicants must be enrolled in a recognized undergraduate program in a major field related to turf management, have completed at least 24 credit hours or the equivalent of one year of full-time study in the appropriate major, and be a member of GCSAA. Selection criteria for this program includes academic excellence, work experience, extracurricular activities and potential to become a leading professional in the golf course management industry.

The annual deadline is June 1. For instructions and application click [here](#).

Upcoming FREE webcasts:

June 16: Enhanced Coated Seed: Research and Benefits for Golf Course Turf Seed Applications

Again, if I can be of any assistance, please feel free to contact me. ❖

Kevin Doyle
GCSAA Field Staff
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Nor'Easter Ski Day Recap

For the second straight year, the host team from Vermont won the Nor'easter Cup at Killington Ski Resort in Killington, VT! Nine superintendent associations from New Jersey, New York and all around New England competed at the 3rd annual event on March 5th, where over 100 golf course superintendents and industry representatives, along with their families came together for a day of camaraderie, great skiing and competition on the slopes of Vermont. This year the race was moved to the challenging "Highline" race trail where the Killington Mountain School trains, along with Olympic racers from around the world! The home field advantage really showed on the steep black diamond trail!

Conditions were fantastic this year with all the snow flying around the Northeast. Race conditions were described as firm and fast for the 2-run giant slalom race! Each team totaled their fastest four racers and by just under 8 seconds the team from Vermont won this year's Nor'easter Cup over the METGCSA of NY! Vermont also successfully defended their title over the Northeastern group in the VT Cup, a rivalry that dates back to 1993! Apparently the Northeastern group was working a little more than the Vermont guys this year!

The METGCSA was the big mover of the year, narrowly beating the Northeastern group by less than half a second, proving once again Einstein's equation $E=MC^2$ does indeed hold true.

Trophies and prizes were awarded to the "Kings and Queens" of the Mountain as follows:

Fastest Male Skier: Jay Savage from the VTGCSA
\$100 GC 25:60

Fastest Female Skier: Barb Fahey from the NEGCSA
\$100 GC 31:30

Fastest Male Snowboarder: Mark Finch from the VTGCSA
\$50 GC 34:03

Fastest Female Snowboarder: No racers

Team breakdown went as follows:

<u>Team Scores</u>	<u>Time</u>
	(Fastest 4 individual times totaled)
1 st Vermont GCSA -----	Winner of Nor'easter Cup and VT Cup
	1:46.50
2 nd MET GCSA	1:54.31
3 rd Northeastern GCSA	1:54.73
4 th Rhode Island GCSA	2:00.58
5 th GCSA Cape Cod	2:09.91
6 th NJGCSA	2:17.57
7 th Long Island GCSA	2:49.00
8 th Connecticut AGCS	DSQ – only 3 times
9 th GCSA New England	DSQ – only 3 times

If the skiing and racing did not provide enough excitement for folks, then the Après Ski party at the Wobbly Barn proved a fine ending to a competitive day on the slopes. Support from our generous sponsors helped the folks at Killington provide great food and an open bar for a few hours after skiing. Proving this is the place to be during the winter,

Killington provided highly discounted ski passes for the group and affordable pricing on lodging! Make sure to watch for dates for 2016 and join your associates for a great day on the slopes during the off-season!!

As in years past, this event also serves as good fundraising opportunity to help support our industry in times of need. Most recently the Nor'easter Ski Day has helped with donations to a fellow superintendent whose wife is battling a mysterious disease and previously another superintendent that suffered a serious tree injury after Hurricane Sandy hit. The event has raised thousands of dollars so far and this year we are pleased to have increased that number by over \$1,000 again. Fortunately though for everyone, at this current time we do not know of anyone in our industry that needs immediate help. If you want to send us a message recommending someone in need, please do so to any of the board members, otherwise we'll start a savings account for future needs.

We are all fortunate to be associated with such great folks and we encourage all of you to join us next year as we continue to use the event as a means to help our own. Thanks to all that donated so generously and special thanks to Augie Young of Sipcam, Wes Bishop of Reliable Racing and Craig Corchran, Scott Watelet from Northern Ski Works and Larry Kelly from 5-star who all generously donated to our raffle!

Special thanks to Chris Cowan who took some great photographs at the event and to Kevin Doyle from the GCSAA who helped out with the day's events. Photos of the race day can be viewed here:

[Click here to view photos](#)

The Nor'easter Ski Day was made great because of the overwhelming support of its sponsors! We would like to thank the following companies for their help in making this event a huge success; **Gold Sponsors: BASF, Jacobsen and MTE Turf Equipment, Sipcam Advan, Syngenta, Silver Sponsors: GenNext, Aquatrols, Koch Fertilizer, Nufarm, Sportscapes Unlimited, Winfield, Club Car and Country Club Enterprises, Northeast Golf & Turf Supply, New England Specialty Soils, Toro and Grassland and Harrell's** **Bronze Sponsors: Atlantic Golf & Turf, Bayer, Five Star, Valley Green, FMC, Reliable Racing, Saratoga Sod Farm, Putnam Pipe, Westchester Turf and The Northeastern GCSAA.**

Hope to see you next winter on the slopes!!! ❖
Nor'Easter Ski Committee



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Participation

I've written a few times about attending meetings and taking part in Association activities so I thought another perspective would be interesting to read.

I have permission from Steve Wright, Superintendent at Sugar Mill Country Club in New Smyrna Beach, Florida to reprint an article he recently wrote. This article appeared in the April issue of *Golfdom* magazine.

Don Hearn

You get what you give: Local chapter participation is key

By Steven Wright



partic•i•pate | verb. a) to take part b) to have a part or share in something. I pulled this from an old Webster's dictionary, circa 1990. What does participation mean to today's turf managers?

I've always been involved. It started way back as an assistant at Sugar Mill Country Club in New Smyrna Beach, Fla. I worked with Mike Beard, and he always encouraged participation in chapter events. If he didn't go, he made sure he sent me. When we both had the opportunity to attend, I knew it was going to be a good day. It meant a lot to a young assistant.

Can I remember the topics or speakers? Not at all. I do remember all the lifelong friends I've met, including the superintendents at the best clubs and several trade secrets they shared.

I didn't have the benefit of a 4-year degree, or even a turfgrass major (no turf bowls for me). I had my AA degree, a job and lots of determination to succeed (thanks, Mom). I viewed participation as a way to learn the business from the viewpoint of others. I had a great boss who shared his knowledge and secrets of growing grass with me. I was a sponge when it came to learning new things and techniques from others. This was accelerated by attending chapter events.

Today, all across the country, many local chapter participation levels are lethargic. I know this doesn't apply everywhere, but I see it locally and know other chapters are experiencing lower numbers. I often wonder why. Education is better now, clubs are receptive, courses are great and you're among friends, peers and brothers in turf.

I have heard a plethora of reasons and all are valid. Perhaps you've heard them too, including the following:

1. Family time. If this isn't the most important reason to miss a meeting, I don't know what is. Face it, many of us married way over our heads. We're blessed for that. But our spouses know by now how important it is to gain and share knowledge in our business. Staying fresh and motivated in our careers also impacts our home life. You don't have to go to every meeting, but every meeting should be a part of your calendar.

2. Can't get away or too busy. I get it. Job first, priorities intact. But you can't get away every time a meeting rolls around? Really? Then send your assistant. Certainly one of you should plan on attending.

3. \$\$\$\$. If your club/course doesn't reimburse you, the cost of going to meetings can add up. Can you put a value on your attendance? Sure. Maybe an affiliate member could assist in your attendance. I know at our chapter — Palm Beach GCSA — the general meeting and education portion are free. That's right, free. If you want lunch and want to play golf there's a fee, of course. I wish I could report that this free meeting idea was overwhelmingly successful. It should be.

4. Salesmen. You don't want to talk to them or get paired with them. Why not? Infectious diseases? You might find you have more in common with them than you think. Regardless, what's wrong with meeting new people? Besides, you just say no to a pitch... they're used to it.

5. Too far to drive. This doesn't apply to you if you have a drive that's less than one hour in any direction. Just ask superintendents in Montana, Idaho, Nebraska, etc.

6. I am a hermit (or I don't need to go). No you are not! You are a superintendent. We have one of the most difficult, challenging, rewarding, exceptional, coolest, envied jobs in sports. We are a unique fraternity in a unique business. Sharing each other's successes and failures is one of the greatest parts of the profession.

One could say I'm just venting again, but I'm concerned about this fraternity of superintendents. I see less and less participation in a great profession. We must continue to learn, grow, share and participate at some level in our profession, and not just on Twitter. Make it a point to renew your membership, attend chapter events and share your experiences. There just might be someone in attendance who needs it. ❖

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Sarah W. Stearns, PWS

Sarah Stearns is a Professional Wetland Scientist with B+T and part of the family-owned **Southers Marsh Golf Club** in Plymouth, a longtime member of the Golf Course Superintendents Association of Cape Cod. Sarah has 16 years of public and private golf course experience as well as a unique understanding of the challenges of balancing course maintenance with member/player management.

Sarah has developed relationships with golf course superintendents and managers through her recent services to assist **Cohasset Golf Club**, **Brae Burn Country Club**, and **Franklin Country Club**, as well as other New England clubs prior to working at B+T. In particular, Sarah had a significant role in the design, permitting and construction of **Boston Golf Club** in Hingham, which included numerous regulatory approvals, as well as a coordinated effort with the golf course architect, site contractors and club owners.

Please contact Sarah at 508-366-0560 or sstearns@bealsandthomas.com for more information about Beals and Thomas and how we can assist your golf course projects.



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- **Dan Ricker**, Affiliate, Northeast Golf and Turf
- **Sarah Stearns**, Affiliate, Beals and Thomas, Inc.
- **Shaun Mitchell**, Assistant Supt., Worcester Country Club
- **George Sullivan**, Assistant Supt., Presidents Golf Course
- **Adam Moore**, Superintendent, Worcester Country Club
- **Donald Pederson**, Student, Rutgers University
- **Benjamin Pacific**, 2nd Assistant Supt., Nashawtuc Country Club
- **Beals and Thomas, Inc.**, Friend of the Association
- **Mayer Tree Service**, Friend of the Association

Congratulations to Ed and Christina Downing on the birth of their son Anthony Edward who was born on April 18, 2015 weighing 7 lbs., 7 oz.

Our condolences are extended to Dan Shay and family on the passing of Dan's mother, Verna Shay, who passed away on April 30, 2015. Dan Shay is the superintendent at Agawam Municipal Golf Course in Feeding Hills, MA.

As in the past, *The Newsletter* continues to invite Affiliate members to submit a press release about new personnel, new products or a company bio. We will print each and every release **free of charge**. This is a great way to advertise for free. Who said nothing in this world is free? Free advertising to better your company, wow what an offer.

TOURNAMENT RESULTS

May 18, 2015

Warwick Country Club
Joint meeting with RIGCSA

Format: 4 man teams; 2 best ball

1st Gross - shot 68

Richard Lombardi, Mark Richard, Bob Dembek, Garrett Whitney

2nd Gross - shot 70

John LeClair, Paul Jamrog, Peter Lund, Mark Nykorchuck

1st Net - shot 61

Mike Whitehead, Chris Bengtson, Chris Coen, Dan McDermott

2nd Net - shot 62

Dick Silva, Wayne Zoppo, David Wallace, Zach Brooks

Closest to pin 9th hole-John LeClair

Closest to pin 13th hole-Dick Silva



GCSANE Offers Website Banner advertising at
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Page 1

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- Environmental Specialists Contact: Sarah Stearns,
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continued on next page

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