



THE NEWSLETTER

November 2015

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

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President's Message

Dear fellow GCSANE members:

We're well into the 9th inning of our 2015 golf season and I wanted to pass along some important messages, thanks, and well deserved recognition to many of our members and colleagues. For the past two months in particular I've had the pleasure of visiting and playing many of our region's finest golf courses. I must say our members have demonstrated why we continually rank at or near the top of the heap when it comes to providing the finest golfing conditions being offered anywhere on the map. Given most of us started the 2015 season behind the proverbial 8 ball, it's amazing to see where our operations are today after just 6 short months of growing season. I'd like to pass on collective congratulations to our entire membership for these accomplishments.

Operationally, GCSANE continues to perform ahead of expectations on many fronts. Our recent scholarship and benevolence tournament was a huge success, netting well over \$15,000, all of which will be deposited into our S and B fund. I'd also like to recognize the Winchendon School for their generous contribution to our S and B fund. The Winchendon School annually hosts a fundraiser tournament in memory of their late superintendent, Dave Comee, who was a loyal and long-time member of GCSANE. Proceeds from the Dave Comee tournament are donated directly to our S and B fund, which helps our member's families in times of hardship or for continuing education needs.

Recent GCSANE events of note include the assistant's appreciation day which was held at Nehoiden Golf Club with GCSANE member John Ponti our host for the day. The lunch and learn irrigation seminar hosted by GCSANE member Greg Cormier and Nashawtuc Country Club was a sellout and great success. Our education chairman, Brian Skinner, mentioned Charles Jennings of the Spears Company put on a solid two hour informational session which was very well received by all those who attended. Special thanks also go out to Bob Healey and Don Hearn for facilitating this event.

Our government relations chair Peter Rappoccio has been busy keeping GCSANE at the forefront of many regulatory issues which may impact our operations. Most notably, are the new phosphorous regulations recently passed at the state level. Peter is working with a committee of industry experts who visited the MDAR offices in an effort to help both

the MDAR and our industry professionals implement and interpret the new regulations.

Upcoming events include our December meeting which will be held at Patriot Place Renaissance Hotel in Foxboro on December 7. Brian Skinner has put together a very exciting day with special guest speaker Herb Stevens, the skiing weatherman. Herb's quick bio is as follows:

"Herb Stevens has been the chief meteorologist for the NBC affiliate in Albany, New York, one of the original on-camera meteorologists for The Weather Channel, and The Skiing Weatherman, a syndicated snow report segment that aired for 27 years in more than 30 eastern television markets and on numerous web sites. He also has been an on-course commentator for the PGA TOUR NETWORK on Sirius/XM radio. A former PGA Tour caddy and competitor in the U.S. and British Amateur Championships, Stevens received his B.S. degree in Meteorology from Penn State in 1975. Thirteen years ago, Stevens combined his loves of weather and golf and created Grass Roots Weather, a forecasting service for golf course superintendents."

In addition to Herb's presentation the December meeting will feature an overview of our new proposed bylaw changes presented by Jim Fitzroy and a fantastic raffle. Mark this event down on your calendar as it should be a very fun filled and informative day for all those who attend. Along with the meeting call you will be receiving an electronic copy of the new proposed bylaw changes which will be covered in Jim's presentation. We will also have printed copies of the proposed bylaws on hand for review prior to the discussion.

Our annual meeting will return to Fenway Park on January 11, 2016. Based on the feedback we received from the GCSANE membership following last year's event, we decided an encore event at Fenway was in order for 2016. The final details will be out in the coming weeks, but I hope you'll all make the effort to attend once again, as last year's event was a sellout and huge success.

Enjoy this great fall weather we're experiencing as it certainly won't last. I look forward to seeing many (or all) of you at one of our upcoming events. ❖

Best Regards,
Michael D. Luccini CGCS
GCSANE President

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2016 Assistant Tournament

By John Ponti



Photo courtesy of Mark Casey, MTE

On October 6th the GCSANE Assistants tournament was held at Nehoiden Golf Club. The event format was a four man scramble. The day began rainy and dismal but ended sunny and pleasant. We started the day with a nice breakfast and gathered to talk and drink coffee. We pushed the start time back an hour to let the weather pass. The sun came out, the skies cleared, and we began the day. Fierce competition ensued. The round went fast, and we adjourned for a great meal that consisted of ribs, chicken, stuffed eggplant, pasta salad, green salad and assorted dessert. Following lunch, we had an impromptu round robin corn hole match and enjoyed assorted beverages from Cisco brewers. This day would not have been possible without our sponsors. The marquee sponsor was Chris Petersen from Tom Irwin Inc. An absolutely gorgeous Viking rain suit was donated as a raffle prize by Jeff Brown, from Northeast Golf & Turf Supply. Mark Casey from MTE and Mike Turner from Country Club Enterprises generously sponsored cash prizes for long drive and closest to the pin contests. Last but certainly not least, a very special thank you to the hardest working man in show business, our Association Manager Don Hearn, for everything he does for us. ❖

RESULTS OF THE DAY

1st Place

Dave Gaetano, Hatherly CC
Paul French, Norfolk GC
Alex Martin, Blue Hill CC
Greg Pinto, LeBaron Hills CC

2nd Place

Craig Resley, Franklin CC
Dave Devin, Halifax CC
Shaun Allen, Milton Hoosic Club
John Matte, Robt. T. Lynch GC

Long Drives: Matt Brennick, Hatherly CC
Craig Resley, Franklin CC

Closest to the Hole: Connor Kuehl, Kernwood CC

Thoughts From Your Association Manager



From left: Greg Bennett, David Stowe, Kathy Comee, Megan Comee, Robert English



The Dave Comee Gazebo

The Dave Comee Memorial Turkey Shoot was again played at the Winchendon School Golf Club, October 11, 2015. This event is played in memory of Dave Comee, longtime superintendent of the club who passed away suddenly in October 2011.

The members of the club and friends of Dave and the Comee family have hosted this event the past four years with the Winchendon School donating \$2000.00 each year to the Scholarship and Benevolence Fund of the Association. This is a very thoughtful and generous way for friends and the school to remember Dave and the many years he served as a member of the Scholarship and Benevolence Committee of the GCSA of New England.

Pictured above is a gazebo on the course dedicated to the memory of Dave with the plaque memorializing his contributions to the club.

Some of the people involved with the success of the event are pictured in the above top photo. Greg Bennett, General Manager and Director of Golf Operations, and his team set up the course for a day of fun and challenging obstacles to navigate. David Stowe, Chairman of The Scholarship and Benevolence Committee captained a GCSA of New England team comprised of playing partners Bob Healey, Mike Hermanson and Don Hearn. Kathy Comee and daughter Megan represented the Comee family. Robert English represented the Winchendon School. It's gratifying to have the friends of Dave and the Winchendon School care enough to donate the event's proceeds to our Association. This donation will be used to sponsor scholarships for family of members of our Association and provide assistance to members who may need some financial support.

The New England Superintendent Championship was held October 13, at the Misquamicut Club in Westerly, Rhode Island. The Rhode Island Golf Course Superintendents Association hosted this year's event and made special efforts to make all the players feel welcome. The GCSA of New England team was represented by players who qualified earlier this year at the August meeting at Wayland Country Club.

Team members were Bob Dembek, Lexington Golf Club; Tim Crane, Marlborough Country Club; Mike Luccini, Franklin Country Club; Jim Fitzroy, Retired; Steve Murphy, Gannon Golf Club; Matt Lapinski, MTE; Garrett Whitney, Read Custom Soils; and Carl Teschke, Amherst Golf Club. The team finished in third place. ❖



The Misquamicut Club - Photo by Jim Fitzroy

By Don Hearn

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Nashawtuc Outreach

With the golf course closed and The Nashawtuc staff in full swing with aeration and top dressing processes, Superintendent Greg Cormier, CGCS stepped away for a brief time to conduct a site visit from the Minuteman High School. Instructors Sarah Ard and Peter Kelleher, (former staff member at Indian Ridge and Turner Hill) escorted their freshman and junior class on Wednesday October 21st, to observe the aeration process and learn about the golf industry as a career option.

The students received a tour of the facility, explanation of the Environmental Management Center and recycling wash station and an introduction to the golf course equipment and horticulture operations. Greg fielded questions on the purpose of aeration and top dressing, and explained to the students the many positions and paths to enter the golf course industry. ❖

By Mark Casey, MTE



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Kevin Doyle - GCSAA Updates



I had just arrived at Long Meadow Golf Club for the GCSA of New England board meeting in advance of the nine-hole golf and membership meeting. I was in a great mood as the facility holds a special place in my past. I had caddied in the Lowell City Tournament for a family friend in my youth (about a thousand years ago), and grew up not too far away in Dracut, Massachusetts. Oh, and it wasn't far from home.

The buzzing noise going off in the lounge area when I walked in was, well, alarming! As the door closes behind me, a staff member scurries past on his way onto the golf course carrying an automated external defibrillators (AED). Another staff member can be heard telling someone on the phone "we have a man down." Minutes later, an ambulance can be seen following a utility vehicle onto the property. I was to learn later that it was a well-liked, long time member who went into cardiac arrest on the first hole. He was in "touch-and-go" condition when the ambulance finally left. My thoughts were with him the entire day, and still are as I write this article, but I am not looking to dwell on the seriousness of the member's health issue. What I do want to elaborate on are a few key items that may have saved his life:

The alarm: There was no doubt about what was happening. The alarm was indeed to alert staff that there was an emergency taking place.

The plan: One of the Long Meadow board members joined our group after the meeting portion had concluded and we had a chance to chat. It was then that I learned that Long Meadow does indeed have a plan for medical emergencies, and that the staff have had drills in the recent past.

The AED: It was my understanding through comments of those with knowledge of the situation, that the AED was utilized. What an asset.

I would really like this situation to raise awareness to you and your facilities. What would happen if this were to occur at your course? Is there a plan in place? Are there personnel on staff that are trained in CPR and the operation of an AED? Is there an AED on the property? If the clubhouse is an answer to any of the above then please answer another question; who is most likely to encounter a member or patron under medical duress while playing golf, the clubhouse staff or grounds staff? Are you trained to handle such a situation, is your assistant? Is the cost of training a question or issue? If so, what is the value your facility places on the safety of your membership or customers, because you or someone on your staff may very well be the one to respond to a golfer in need of medical assistance first!

In the last issue of *The Newsletter*, I opined about the opportunity to utilize the staff to plan for success in the 2016 season. Perhaps within that SCOR plan development – under "opportunities" – CPR/AED training and safety plan procedures should be added.

I am truly hopeful that Long Meadow's alarm, plan and AED provided one of their members a fighting chance today. My thoughts and prayers are with him.

GCSAA Resources and Deadlines

you Get Cool Stuff from your Association Already:

IPM Planning Guide for your facility

Put some winter hours to VERY good use by developing an Integrated Pest Management plan for your **OWN FACILITY**. GCSAA's IPM Planning Guide can help you through the process of building a comprehensive IPM plan specific to your facility. A great way to involve your assistant, ownership or membership in the environmental planning of your course. Learn how to get started [here!](#)

GCSAA Waters Of The US (WOTUS) Resources

The WOTUS rule went into effect on August 28, 2015 and as of **October 2nd fell under a Federal Court Injunction!** Recent changes made to the Clean Water Act are not in affect at this time, but be aware, you may still need federal permits as the rule was written before the EPA/US Army Corp of Engineers rule changes were implemented! For more information visit the GCSAA WOTUS landing page [here](#).

Registration open for 2016 Golf Industry Show

GCSAA members can now register for the 2016 Golf Industry Show, Feb. 6-11 in San Diego. Visit golfindustryshow.com to learn more.

GCSAA Delegates Meeting

Special thanks to Greg Cormier, CGCS, of Nashawtuc CC for taking the time to represent the GCSA of New England at the recent Chapter Delegates meeting in Kansas City, MO/Lawrence, KS. For a day and a half Cormier was given updates on programs and initiatives that GCSAA offers now or will offer in the future. Input was given by Cormier and the other 89 members in attendance to better enhance the value to the local chapter members. Here are the links to several items discussed during the meetings: [Member Standards](#), [Equipment Technicians](#) classification, and [Grassroots Ambassadors](#). For more information on these, and other GCSAA related items contact Greg Cormier or your field staff member for more details. ❖

Upcoming FREE webcasts:

Dec. 2: Factors that Affect Pesticide Fate and Behavior on the Golf Course

Dec. 8: Turfgrass & K – Reviewing the Relationship

Dec. 10: It's Your Career: What are you going to say about it?

Dec. 16: GDDs for PGR Applications and Re-Applications

Dec. 17: Electrical Technology - Equipment Management Series

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

Kevin Doyle
GCSAA Field Staff
kdoyle@gcsaa.org Follow me on Twitter @GCSAA_NE



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Chapter Delegates Meeting Re-Cap

By Greg Cormier, CGCS

On October 27th I represented the GCSA of New England at the Chapter Delegates Meeting at GCSAA Headquarters in Lawrence, KS. It just happened to be during games 1 and 2 of the World Series. It was fun seeing the excitement among Royals fans and it reminded me of the excitement I felt as a Red Sox fan during the 2004 World Series.

After spending two days with the GCSAA Board, GCSAA Staff, and delegates from 98 chapters across the country, I can tell you that the association is, in my opinion, well-run and looking at a bright future. I guess I had to see the inner workings for myself, and meet the people who work for our association face to face, before I could realize all of the value our association brings to its members. I spent time with other superintendents who have jobs just like all of us, but also volunteer their time to try and help the rest of the industry.

Some of the topics discussed included changes to membership categories, standards and service point criteria. Some of the highlights which will be voted on this February at the annual meeting in San Diego include:

1. Eliminating the "SM" category and replacing it with "Class B"
2. Changing requirements to achieve class "A" status. The goal is to get everyone to Class A. All you need is 3 years of experience as a Golf Course Superintendent, a pesticide license, and some educational credits based on how much formal education you have. In a nutshell, it is simple if you WANT to do it.
3. By-law changes to accommodate new member categories

Other highlights that I took home include the following:

1. There is a new Equipment Manager membership available from GCSAA and it is FREE through the end of 2015. Beginning in 2016 the cost will be \$95 per year. For less than the cost of one replacement part, it opens the door to a wealth of valuable information for your mechanic, technician, or equipment manager to utilize. Any new member of GCSAA gets a free Full-Conference registration for GIS as well.

2. GCSAA.org is going to be redesigned to make it easier to navigate and less crowded with information on the home page.

3. GCSAA has almost 200 [Grassroots Ambassadors](#) and the goal is to reach over 500 to have a superintendent assigned to each member of congress. There are still spots available in MA.

4. GCSAA is working on developing Best Management Practice Templates (BMP's) for us to use at our facilities. It will be crucial for all of us to have a drought plan, IPM plan, Water Management Plan, and others already completed when we face more regulations and proposed laws in the future.

5. GCSAA is looking for more members. (Just like our local chapter is and many of our clubs are). If you sign up a member you will receive a \$50 gift certificate which can be used at GCSAA.org, including registering for GIS.

6. There will be a new video launched in 2016 for the ["Thank a Superintendent Campaign"](#). 2015 was successful at bringing attention to our industry. Several members reported being thanked by their golfers.

7. GCSAA has been building relationships with the USGA, PGA of America, National Golf Course Owners Association and Club Managers Association. These organizations are now more aware of the value that a superintendent brings to a golf facility. They are going to continue to strengthen these relationships in the future.

8. The GCSAA job board has a new look and is being used more by industry employers. Listing salary is now optional. It used to be required and now more jobs are being posted because of this change.

If anyone has any questions about GCSAA and the direction the association is headed, please contact our Field Staff Representative, Kevin Doyle at kdoyle@gcsaa.org. ❖

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What's Your Personal Brand?

An essential part of networking is to be memorable — for the right reasons. This means recognizing and developing your personal brand so that you can network effectively. To me, the terms “branding” and “networking” sound somewhat pretentious, but they’re buzzwords we associate with who we are, or what something represents, and socializing to convey our brand.

A brand is often described as a "collection of perceptions" people have of a product, service or organization — it is what sticks in their minds and helps them make buying and personal decisions. But people don't only have perceptions about products, services and organizations — they also develop a collection of perceptions about the people they meet.

I would say we all have a personal brand that influences other people's decisions about whether to do business or associate with us. This personal brand has a powerful impact not only on the people we meet, but other people within their networks, too. People talk about us just as they talk about products, services and organizations.

When you consider that research suggests that word-of-mouth recommendation has a far greater influence (more than 80%) over how an individual makes a purchase than other forms of marketing, you can start to appreciate the potential impact of your own brand. But how do you recognize what your personal brand is, and how can you shape it so that you influence other people positively?

How do I know what my personal brand is?

In his book *Brand it Like Beckham*, Andy Milligan outlines the key factors of David Beckham's brand. This is split into his public and private "self" and what he is known for in each area. In his private brand (which is anything but private!) are his roles as son, father and husband; his public brand includes celebrity, footballer and fashion icon. These are the core elements of what has become a successful brand combining the "ordinary East London boy" with the more exceptional professional footballer and celebrity. But there are other characteristics, too, including David Beckham's values, motivations, ambitions, personality, interests and connections, as well as more visible qualities such as his appearance and communication style.

What is probably most important about this model of personal brand is that it is broader than David Beckham's professional reputation alone. It recognizes that the whole person needs to be considered when identifying a personal brand.

Why should you care about your brand?

There are three key areas where your own and others' awareness of your brand can help (or hinder) in networking.

1. Creating an impact

Your impact on others happens in three stages:

- The immediate impact: when they see you, before you've even opened your mouth.
- During the initial conversation: what you say and how you say it, how you build rapport.
- After the conversation: how you follow through and develop the relationship.

2. Raising your profile

Whatever you put out there in terms of your brand will dictate how you are remembered, recognized and ultimately recommended by and to other people.

3. Enabling your contacts to inform and connect you

Only if your contacts are clear about who you are and what you are trying to achieve, and they trust you enough, will they be able and willing to pass you the information you are looking for or be interested in your product.

Identifying and communicating your brand is an essential ingredient of successful networking. If you are working with others as part of a company, club, course or team, then the personal brands of all these individuals will determine how your company, club, course or team brand is formed.

How do you promote your brand?

Once you've identified your personal brand — and you are comfortable with it — you need to get it to market. It's best to do this in a way that emphasizes your brand qualities. For example, as a golf facility management expert, you need to demonstrate your expertise — it's not enough to simply say, "this is what I am."

Here are some of the things you need to do.

- **Be an expert:** Gather as much knowledge as possible about the management of your facility.
- **Share your expertise:** This may mean offering free advice or information, or mentoring or coaching, or pointing people in the right direction for their own networking. This also means supporting your assistants to help them grow and become recognized in our industry.
- **Be well connected and connect other people:** You really need to be walking the talk — that means being seen at events, moving around with ease, and being able to connect with people.
- **Keep your brand fresh:** Every brand needs to be kept fresh and relevant. Your brand needs to reflect changes in your industry and changes in your own goals or ambitions. You can change your personal brand — it is your brand after all — so you need to grasp it, make sure it's what you want it to be and then get it out there, working for you and your industry or profession. ❖

By Don Hearn

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November Golf Meeting at Long Meadow Golf Club

Our November meeting was held in Lowell at Long Meadow Golf Club. Joe Gallagher was our host superintendent. The 9-hole meeting with lunch following golf was a great day enjoyed by all who attended. The weather was perfect and Joe and his staff did an excellent job preparing the golf course. The food and beverage team put on a delicious buffet lunch and were very happy to host our association. A member of the club sponsored an open bar during lunch which was also appreciated by the attendees.





2015 EDUCATIONAL TURF SEMINAR

At *Foxwoods Resort* December 1-2, 2015

Pesticide Recertification Credits:

NY - Tuesday, Dec. 1 – 1.75 **3A, 25** 1.00 **3B** **CT, MA, RI** – 3.50 Tuesday, Dec. 1
Wednesday, Dec. 2 – 2.25 **3A, 3B** 1.50 **25** 2.50 Wednesday, Dec. 2
3A, 3B

Program:

Tuesday, Dec. 1. Grand Room A Registration: 12-1:00 pm

- 1:00-1:50 Charlie Pisano – Jacklin Seed - *Improved Varieties for Golf and Sports Turf*
- 1:50-2:40 Nicholas J. Braze – U-Mass Extension - *Disease and Insects in Trees and Ornamentals*
- 2:45-3:15 **BREAK**
- 3:20-4:10 Frank Zamazal – GenNext - *Optimizing Turf Nutrition*
- 4:10-5:00 Dr. Randy Prostek – University of MA - *Pre Emerge Weed Control Options and Strategies*

6:00 - 7:30 Reception with our Vendors, Grand Room B

Wednesday, Dec. 2, Grand Room A

- 7:00-8:00 Continental Breakfast – Grand Room B
- 8:00-8:50 Rick Fletcher – NuFarm America's - *Using Plant Growth Regulator, Growing Degree Day, Models to Manage Turf and Inputs*
- 8:50-9:40 Dr. Steve Alm – University of RI - *What's New in ABW and Other Turfgrass Insect Control*
- 9:45-10:15 **BREAK**
- 10:15- 11:05 Dr. Geunhwa Jung – University of MA - *Innovative Means to Control Dollar Spot*

 **\$ 50.00 Registration Fee – Rooms Available at Discounted Rate** 
 **Registration Deadline – November 15** 

FOR SEMINAR RESERVATIONS, PLEASE USE THE FOLLOWING LINK:

<http://www.valleygreenusa.com/registration-form/>

FOR FOXWOODS RESORT RESERVATIONS, PLEASE USE THE FOLLOWING LINK:

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HOW MUCH IS AT STAKE?

A 30-YEAR-OLD EARNING \$50,000 A YEAR COULD EARN MORE THAN **\$4.5 MILLION BY THE AGE OF 65.**



1 IN 2

Americans would be in financial trouble in less than a month if they became too sick or hurt to work.³

YOUR INCOME PAYS FOR THE BIG THINGS:



HOME



CAR



RETIREMENT SAVINGS

YOUR INCOME PAYS FOR THE LITTLE THINGS:



GYM MEMBERSHIP



SMARTPHONE SERVICE



CHILDREN'S DANCE LESSONS

BUT IF YOU BECOME TOO SICK OR HURT, YOU COULD LOSE THEM ALL.



Calculate *your* lifetime earnings potential at www.whatsmyeiq.org

AM I PROTECTING WHAT'S MOST IMPORTANT?

People protect their homes, cars, lives and even identities with insurance. But often don't think to protect their incomes.

- Home
- Cars
- Lives
- Identity
- Income

240 TIMES

PEOPLE ARE 240 TIMES MORE LIKELY TO INCUR A DISABLING INJURY THAN SUFFER A FATAL INJURY.⁴

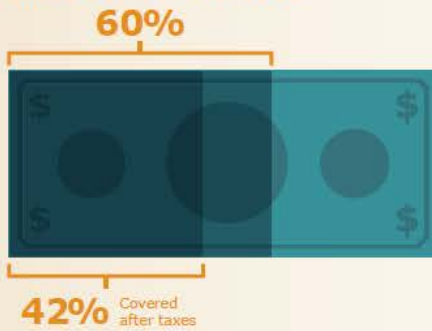
Defending Your Income:

<http://www.defendyourincome.org> A cool site to aid in understanding Disability Income protection

AREN'T I ALREADY PROTECTING MY INCOME?

YOU MAY THINK YOU'RE COVERED, BUT THE PROTECTION YOU HAVE LIKELY WON'T BE ENOUGH.

EMPLOYER OFFERINGS



GROUP LONG-TERM DISABILITY COVERAGE:

Typically only covers **60%** of your gross income, and the benefits are usually taxable (and capped at a certain amount). This means your take-home pay is further reduced.

GOVERNMENT LAWS & PROGRAMS

WORKERS' COMPENSATION:

Less than **5%** of disabling accidents and illnesses are work related; the other **95%** would not be covered.⁵



SOCIAL SECURITY:

Of the **2.8 MILLION** workers who applied for Social Security disability benefits in 2011, **65%** were denied.⁶



CAN I AFFORD INCOME PROTECTION?

The premium for individual disability income insurance is typically just **1% - 3%** of what you earn, often less than:



Income protection is for **everyone**. If you're earning an income and can't afford to retire tomorrow, you need disability income insurance. Talk to your local financial professional today.

SOURCES:

1. Social Security Administration, Fact Sheet, March 2011.
2. 2010 Gen Re Disability Fact Book.
3. The Life and Health Foundation for Education (LIFE) survey conducted by Kelton, April 2012.
4. National Safety Council, Injury Facts, 2012 edition.
5. Council for Disability Awareness, Long-Term Disability Claims Review, 2011
6. Social Security Administration, Office of Disability and Income Security Programs, 2012.



WE'LL GIVE YOU AN EDGE®

Principal Life Insurance Company, Des Moines, Iowa 50392-0002, www.principal.com | JJ1907POD-01 | 07/2013

Highland Financial Group
Vincent Cahill 781-248-1794 vinnyins@hotmail.com and
Donna Walsh 781-237-8332 Donna.Walsh@axa-advisors.com

ANNOUNCEMENTS

Our condolences are extended to the Heroian family on the unexpected passing of Gail Heroian on Tuesday, November 17, 2015. Gail was the wife of Dave Heroian, long time superintendent at Myopia Hunt Club who died in October 2014. Gail is survived by her two sons, Adam Heroian and Alexander Heroian of Ipswich, MA.

Our condolences are extended to Paul Jamrog and family on the passing of Paul's father, John F. Jamrog, who passed away on November 11, 2015. Paul is an Account Manager for Central Turf & Irrigation Supply.

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.

DECEMBER MEETING

The first indoor meeting of the season will be held **December 7, 2015** at the Renaissance Hotel at Patriot Place in Foxboro, MA.

This meeting should have something for everyone. In addition to the regular business of the Association, presentation of the proposed bylaws will be made. This will be an opportunity to hear what changes are being proposed and the reason for the changes.

Our speaker will be Herb Stevens, also known as the Skiing Weatherman. In addition to his meteorological background he has been a caddie on the PGA Tour and a competitor in both the US and British Amateur Championships.

This will also be the meeting where coats for those less fortunate will be collected by Jeff Urquhart. Jeff has been doing this for a number of years and he encourages you to do what you can to help support this attempt to help someone who is in need.

SCHEDULE

Board Meeting	8:00 - 9:00 AM
Registration	9:30 - 10:30 AM
Membership Meeting and Bylaws overview	10:30 - Noon
Lunch	Noon - 1:00 PM
Speaker - Herb Stevens, "How weather impacts our business: Let's talk about it!"	1:00 - 1:45 PM

Raffle, Patriots Cheerleaders autograph session and Patriot's Hall of Fame visit after speaker.

Dress Code: Business casual (collared shirt, no jeans)

COST - does not include Hall of Fame visit
Non retiree \$55.00
Retiree \$30.00

REGISTRATION DEADLINE
Noon Wednesday, December 2, 2015

[Click here to register](#)

JANUARY MEETING

We wanted to inform you that we will be returning to Fenway Park again next year for the

2016 Annual Meeting on January 11th.

The Board of Directors feels this venue provides an exciting and professional environment to conduct business. Due to the overwhelming response of over 130 members in attendance last year, we feel this would be a great opportunity for even more members to attend this year. With the rich history of Fenway Park, we expect those who missed out last year will want to make it to this meeting.

Our tentative agenda is as follows:

9:00 - 10:00	Board Meeting
10:00 - 11:00	Past Presidents Meeting
10:00 - 11:00	Registration and pictures with Wally
11:00 - 12:30	Annual Meeting
12:30 - 1:30	Buffet lunch with open bar
1:30 - 2:30	Education (speaker to be confirmed)
2:30 - 3:00	Monster Raffle
3:00	One hour Fenway Park tour

More details will be sent to the membership.

Please Patronize these FRIENDS of the ASSOCIATION

Page 1

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continued on next page

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