



# THE NEWSLETTER

October 2015

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

Sponsors and administrators of the Troll-Dickinson Scholarship Fund – Awarded yearly to deserving Turf Management Students.

## Kevin Doyle - GCSAA Updates



With autumn starting to set in and the agronomic practices in the rear view mirror, the frosty mornings will begin and staff numbers will begin to lighten. Perhaps you are undertaking fall projects which may be part of a larger master plan for the facility. Master plans are great tools to ensure the projects undertaken by the club are done in a fiscally

responsible manner and keep progress moving forward on a predetermined timeline or schedule. A very beneficial undertaking for the facility, but what impact does that have in your department? While budgeting offers a chance to plan for equipment and staffing numbers, have you done any planning specific to the grounds team at your facility?

The fall offers the perfect time to engage your biggest assets, your team. Why not consider a SCOR analysis with them. Where are the strengths of your team, what challenges do they see. Are there opportunities that would improve the processes you already have in place? What risks do your staff see within the grounds department? Would you benefit from this information? Would your team be more effective after engaging them in developing such an analysis?

Utilize the information gathered and formulate some action items. What specific strengths can be used to solve some noted challenges? Perhaps there is a risk that could be averted by identifying it now. Developing plans that include employee feedback is a great way to engage staff implementation.

Effective planning includes a lot of input, and your staff are poised to provide that information. Planning for a successful 2016 season could easily begin on a frosty morning in 2015. GCSAA conducts such strategic planning sessions for chapters. Utilizing that same process and providing your Board of Directors similar opportunities to plan for improvement is a great benefit and assists in creating value for local members.

Take the time to utilize your staff to plan for success. If you have questions regarding SCOR analysis implementation, don't hesitate to reach out!

### GCSAA Resources and Deadlines

you Get Cool Stuff from your Association Already:

#### GCSAA Self Assessment Tool

GCSAA's easy-to-use self-assessment tool allows you to rate yourself against the key knowledge, skills and abilities (competencies) needed to be successful in today's marketplace. With this information, you'll see your areas of strength, as well as your potential areas of improvement, so you can take control of your career and plan your own professional development program.

#### GCSAA Waters Of The US (WOTUS) Resources

The WOTUS rule went into effect on August 28, 2015. Visit GCSAA WOTUS web page including "Next Steps" recommendations and resources is [linked here](#).

#### Edwin Budding Award nominations open

GCSAA's Edwin Budding Award, named in honor of the inventor of the lawnmower, is presented in partnership with Ransomes/Jacobsen. This award is given to equipment managers and related innovators, technicians, educators, engineers, who have made a significant impact in the golf and turf business. Nominations for the 2015 Edwin Budding Award are open until Nov. 1. [Click here for details](#)

#### GCEP: Take the Pest Management Practices Survey

GCSAA needs your help to determine nationwide pest management practices through the Pest Management Practices Survey; no pesticide records required. This information provides much needed data for GCSAA to advocate on behalf of the golf course industry and superintendent profession. Without it, we won't have supporting data to back up the facts showing golf courses as professionally managed greenspaces. The GCEP is sponsored by the USGA in conjunction with the EIFG. ❖

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

Kevin Doyle  
GCSAA Field Staff

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# Be Ready for Anything...

As Golf Course Superintendents we are used to solving problems and dealing with extreme weather conditions. Every day we come to the golf course, we know to expect the unexpected and to be prepared to solve problems fast. In my opinion it is one of the exciting things about the job. When working for a membership at a private club or a single owner at a public course, you never know what your boss may ask of you. You never know if someone will come up with an idea that is completely new to you. If they do, you need to be ready to handle it. Sometimes it will have nothing to do with managing the golf course, but because it is happening on the property you manage, it falls under your responsibility. Superintendents often end up acting as a general contractor for a pool renovation or in my case construction of a Platform Tennis facility. If your club calls on you for these things you should take it as a compliment that they think of you as the one they can trust to get it done.

Last summer I had a situation occur that I had never even imagined before. My General Manager came to me in late May and asked if I had heard about "the movie". I told him no and that I had no clue what he was talking about. What he meant was that Warner Brothers was coming to our club in July to take over the property for a day, and shoot a couple scenes of a movie. Right away I knew this would be an interesting experience. The first thing he said was your crew "doesn't have to do anything". Right away I knew we would be heavily involved. Anytime an outside company comes on property it is the responsibility of the property manager to make sure you protect the club's assets. Similar to a major tournament when trucks arrive with cameras and grandstands; you don't have to do anything, but you better make sure that the outside companies don't do anything wrong.

Fast forward two months to the middle of July. We have our biggest event of the year, the Men's Invitational. We also have the movie Black Mass featuring Johnny Depp being filmed in the parking lot two days before the tournament. We had a long list of things to accomplish before the film crew arrived. We did everything from moving shrubs out of the way, to removing fences and signs. We ended up spraying pigment at 8 pm the night before the movie after the pool closed. Since the pool fence needed to be removed, we had to rent temporary pool fence for the day before and after the filming. There is a hay field on the club's property that we needed to mow down for parking, and then bring in stone so that the large trailer trucks would not get stuck in the wet areas.

After many hours of preparations the day to film had arrived. While trying to manicure the golf course for our big event at the end of the week, we were filling several other roles as a staff that day. Some of our crew members were acting as security because once the public found out about Johnny Depp, people started to enter club property and look around. The security company only protected the trucks and the immediate film area, not the entire property. We had to shuttle members from a remote parking area in vans, since the club parking lot was part of the movie scene. Once the filming began, we had to be careful about what equipment we could run near the movie scene. Luckily it was an overcast day and we were not worried about watering. I received several radio calls for little things like a garden hose to be delivered to the set. At one point the director's trailer had run out of fresh water and the movie personnel went into panic mode. They reached me on our radio and asked if there was any way to get water to a trailer grid-locked into the middle of a hay field. I asked if it was for drinking and they said no. Within 15 minutes we had an adaptor on a spray rig, and we were filling up the trailer. They acted like we saved the world for them. All of the trucks moved off property that night, and we began putting everything back together again around the clubhouse.

When it was all said and done, we pulled it off with little disruption to the membership and a successful tournament later in the week. We looked at the situation as one more way for the grounds staff to show off our value, and ability to accomplish whatever task is thrown our way. ❖

By Greg Cormier



# Thoughts From Your Association Manager

The 2015 Scholarship and Benevolence Tournament took place at Vesper Country Club, September 14. The weather was beautiful and the course was in magnificent condition. 110 players enjoyed the day, the dinner and the after-golf activity. Superintendent Steve Hicks and his team had prepared the course to a level praised by all who played. The entire Vesper staff and management made us feel welcome and did all they could to make every aspect of the event work without a hitch. The group in the photo above includes noted architect Brian Silva who oversaw the restoration of the course's greens and bunkers. The following is from the club's history. "In 2008, the membership voted to completely rebuild all 18 greens to U.S.G.A. specifications and to restore the bunkers on the course. The rebuilding of the greens and the restoration of the bunkers was overseen by architect Brian Silva, who attempted to be faithful to the original design and plans of Donald Ross. This rebuilding project was completed at the end of 2009."



**From left: George McGoldrick, Chuck Welch, Brian Silva, Andy Langlois**

Three of our departed members were remembered during the evening. Tributes were made to Gerry Finn, Joe Rybka and Bob Grant. Each had contributed to the success of the Association and helped move us forward.



**Gerry Finn**



**Joe Rybka**



**Bob Grant**

We were fortunate to have members of the Rybka and Grant families present to accept our gift to them for sharing their fathers with us. President Mike Luccini presented framed flags with inscribed plaques to the family members present.



**From left: Allen Reilly, Joe Rybka's son-in-law; Bob Rybka and Mike Luccini**



**From left: Rick Grant, Linda Wright, Doug Grant and Mike Luccini.**

*continued on page 6*



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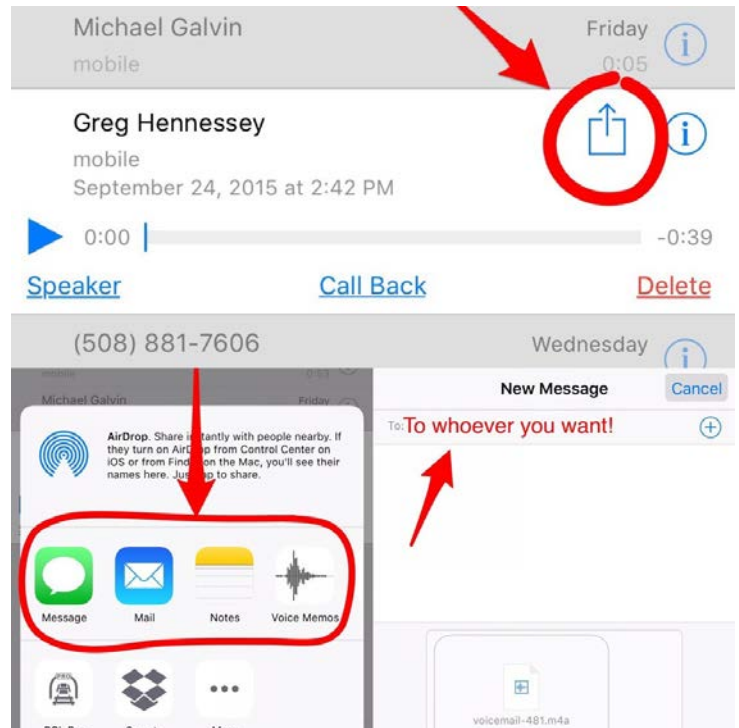
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# Tech Tip

## Forwarding Voicemails...

Ever get that voicemail that you wish you could pass along to someone who really needs to listen? I think that's why most of us have continued with email and now text messaging because they're so easily forwarded. Well, now with iOS 9, you can forward that hilarious voicemail from your buddy or that really serious voicemail from a coworker along to someone who should also listen. It's actually quite simple. By following the pictures in order posted below, you can pass that audio message along just as easy as texting or emailing!

By going into your voicemail and clicking on the exact one needed, you can proceed by clicking on the mini box with the arrow. From there, you have a list of options to choose from primarily the standard text or email. You can get even fancier and upload it to Dropbox if you really feel necessary. Once you've selected text message, you can type whoever the recipient you choose to be. And just like that, "your" voicemail is passed along! No longer kept for your ears only! Be careful now because the same thing can happen to you if you aren't careful with your words! Good luck and have fun! ❖



By Jason VanBuskirk

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**Association Manager - continued from page 3**

The recent issues of *GOLF* magazine and *Golf Digest* magazine published their Top 100 lists of courses and some clubs maintained by members of the GCSA of New England are included.

*GOLF* magazine listed the following members courses in its top 100.

#22 The Country Club, Brookline, MA  
Bill Spence, Superintendent

#67 Essex County Club, Manchester, MA  
Eric Richardson, Superintendent

#68 Eastward Ho!, Chatham, MA  
Frank Hancock, CGCS Superintendent

#69 Myopia Hunt Club, Hamilton, MA  
Jonathan Wilber, Superintendent

#86 Boston Golf Club, Hingham, MA  
Rodney Hine, Superintendent

*Golf Digest* magazine listed the following members courses in its top 100.

#19 The Country Club, Brookline, MA  
Bill Spence, Superintendent

#74 Boston Golf Club, Hingham, MA  
Rodney Hine, Superintendent

While some will argue the validity of the rankings no one will argue the skill and dedication the superintendents at these courses have and the pressure they are under to keep the course conditioning rating scores high. The higher the ranking the more pressure to do so.

The Pro-Superintendent Invitational had co-winners this year. Teams from Trull Brook Golf Course and Franklin Country Club tied for bragging rights as champions. The annual event was played September 28 at the Thorny Lea Golf Club in Brockton, MA. The day was beautiful and Jim Medeiros, CGCS had the course in magnificent condition. This was a day of fun and relaxation with light-hearted exchanges between the players.



From left: Jeremy Fox, supt and Allen Santos from Trull Brook GC; Anthony Maki, pro and Mike Luccini from Franklin CC

The Member-Member Championship was held at Tedesco Country Club, October 5. The low net winners were the team of Ed Eardley and Joe Piana with a score of 63. The low gross winners were Garrett Whitney and Mark Pendergast with a score of 70. Superintendent Peter Hasak and his staff had the course in superb condition and everyone commented on the excellent shape of the greens, as well as the entire course. In a word, it was "beautiful". Head Golf Professional Bob Green and his team were a pleasure to work with and made all feel very welcome at the club. General Manager John Kinner and Erin McGurgan Food and Beverage Manager provided us a pleasurable experience in the clubhouse. There was plenty of food and the after-golf get together with appetizers and beverages was a nice way to end a great day at Tedesco. ❖



Ed Eardley, left and Joe Piana



Garrett Whitney, left and Mark Pendergast

By Don Hearn

An advertisement for N.E.S.S. New England Specialty Soils. The ad features a logo with a map of New England and a golf ball. Contact information for Ed Downing is provided: Cell: 978-230-2300, email: ed@nesoils.com, Office: 978-466-1844, Fax: 978-466-1882. A list of services includes 1mm. &amp; 2mm. Top Dressing Sand, Rootzone Mixes, HD &amp; Buff Bunker Sand, Divot Blends, Tee Mixes, Bridging Stone, Cart Path Mix, and Soil Blend. A slogan reads "We will customize blends to meet your specific needs!". The ad also includes two diamond-shaped images: one showing a sand bunker being worked on by a machine, and another showing a well-maintained green. A Facebook logo is present, and the address is 435 Lancaster Street, Leominster, MA 01453.



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# 18 Etiquette Rules for Daily Living

The original etiquette manuals of Western civilization were in fact success manuals. They taught knights and nobles how to conduct themselves in the court of the king—which is where we get the concepts of “courtly” and “courtesy.”

Here are 18 rules to help you, whether at work, the grocery store or the birthday party of your child’s schoolmate.

You’ll notice a common denominator in all of them: Think about other people’s feelings first because it’s not all about maximizing your personal convenience.

1. Texting “Hey, I’m running 20 minutes late” is not as acceptable as making the effort to be on time. Sure, we all run late sometimes, but don’t think just because you texted your late arrival time all is OK.
2. If you can’t attend an event that you’re formally invited to, don’t think that not RSVP’ing is the same as declining. Don’t RSVP for an event, then not show. You’re not just being rude, but you’re costing the host money, and you may have kept a lonely soul from being invited as a backup.
3. Show some decency around the workplace refrigerator: If you didn’t put the food in, don’t eat it. And take your leftovers home or throw them out before they morph into some radioactive nightmare. When I was a practicing superintendent we used to empty the refrigerator every Friday afternoon. **Everything** was thrown out. It didn’t take long for those using it to know they couldn’t just leave food until it turned to garbage.
4. Don’t bellow on your cell phone. Just because you can’t hear the other person well doesn’t mean the other person can’t hear you well.
5. Turn off your phone at a dinner party or when dining. You’re annoying at least one person who thinks you have no social skills. At bare minimum, turn off the ringer so you can text in relative stealth.
6. Remember that if you feel a need to respond immediately to every incoming text, you’ll lose more in the eyes of the person who’s in front of you than you’ll gain from the unseen people who are benefiting from your efficiency.
7. When you get to the front of the line at the coffee shop or grocery store don’t make the cashier wait while you wrap up your phone discussion. The person at the register dislikes you, and so does everyone behind you.
8. Moderate your use of cameras and video at events. Enjoy your time with colleagues, friends and family in the present and preserve only a memento for the future, rather than recording the entire thing to “relive” later in some “free” time that you’ll never actually have.
9. Remember how easily e-gossip can be forwarded along to the wrong person.
10. Just because you’re wearing headphones doesn’t mean you can tune out from social courtesies. For example, if you accidentally cross someone’s personal space, apologize graciously.
11. Don’t lend someone a book or item unless they specifically ask for it. They’re probably too busy to ever get around

- to it. They’ll feel guilty about that, and you’ll be annoyed that they didn’t appreciate it or even get around to returning it.
12. Don’t show up at a party empty-handed, unless you’ve been instructed to — and sometimes not even then. Bring wine or dessert or a plant.
  13. Use your turn signal at least 50% more than you use your middle finger.
  14. If your children are invited to a friend’s house to play, they (and you) should also feel invited to help with the clean-up.
  15. Don’t announce a death in the family by text. There are still times when phones or face-to-face are the best way to go.
  16. Your dog is cute, but he or she doesn’t have a pass to go anywhere. “I’m a huge dog lover,” says one friend, “but don’t assume it’s okay to bring along your dog to my house. I can barely stand what my own dogs do to my house ... I also don’t like people who bring their animals to Petco. Seriously, do you think your dog likes to shop? It’s just you seeking attention. You probably don’t even need anything at Petco... you’re just there because you can bring your dog in, and you think it’s cool to bring a dog out in public. Dogs don’t shop. They would rather be sniffing the pee on that trashcan outside by the front door than walking on slippery retail flooring.”
  17. Do not wear a hat or cap inside a building. It doesn’t matter if it has the logo of a famous course, your favorite course, your favorite team, or you use it as a resting place for your sunglasses. You may think you look cool, but you don’t. Take it off indoors!
  18. Say “thank you” when someone holds open a door for you.

And finally, all the classics still apply. Here’s a quick review:

- Chew with your mouth closed.
- Don’t talk with food in your mouth.
- Keep your elbows off of the table while eating.
- Wash your hands after going to the restroom.
- If you bump into someone, say excuse me.
- Don’t reach across someone’s face.
- Don’t board a plane when they’re loading group A and you are in group D.
- Don’t let your kids act like wild monkeys in a restaurant or any other public place.
- Don’t pull up to the exit gate in a parking lot without your ticket handy.

That may seem like a lot, and to some it may seem like an uptight way to live. But just remember the basic principle underlying all manners: **Think about other people’s feelings first because it’s still not all about you.** ❖

By Don Hearn



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**Vincent Cahill** has 22 years of experience in the insurance financial service industry. His professional concentration has been in the areas of life insurance and long term care planning as well as wealth protection strategies. Additional areas of expertise include deferred compensation, buy sell planning and tax-free income strategies.

**Donna Walsh** has 8 years of experience in the financial services industry. Prior to that she was Treasurer for Cumberland Farms for over 15 years. Her extensive business background provides a strong base to draw on when assisting individuals, families and businesses achieve their goals. Her concentration has been investment strategies and financial, estate and retirement planning solutions.

We are happy to offer all members of the association a complementary financial check-up. We will review all life and long-term care insurance plans, disability programs, annuities, investment and retirement programs. Client satisfaction is our chief goal.

Please contact Donna at 781-237-8332 or [donna.walsh@axa-advisors.com](mailto:donna.walsh@axa-advisors.com) for any questions you need answered or to provide a review.

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**Kevin Tucker of SOLitude Lake Management Named to Entrepreneurship Advisory Board**

Avondale, PA, October 6, 2015 – Kevin Tucker, President of SOLitude Lake Management, an industry leader in lake and pond management, fisheries management and related environmental services for the United States, was named to the Entrepreneurship Advisory Board of the Center for Entrepreneurship at James Madison University (JMU) in Harrisonburg, Virginia. This board is noted by the leaders of the program as “a group of committed alumni, [who] have offered their expertise and support to the Center in its effort to lead Virginia with excellence in undergraduate entrepreneurship education.”



Mr. Tucker is a 1993 graduate of JMU's College of Business. He has previously served as an “Entrepreneur in Residence” and a mentor for the Venture Creation class, both in the College of Business. More about his entrepreneurship and businesses can be found by visiting <http://www.jmu.edu/cob/centers/center-for-entrepreneurship/community/advisory-board.shtml#KT>.

“I am very excited to be part of the JMU Center For Entrepreneurship,” he said. “And after many years serving as a speaker and Entrepreneur in Residence, I am now honored to begin my tenure on the advisory board.” He noted that the quality of students engaged in and graduating from JMU's College of Business and other programs involved in fostering entrepreneurship have continued to impress him.

The Center for Entrepreneurship at JMU creates and promotes academic, scholarly and experiential activities related to entrepreneurship, innovation and venture creation. The program engages students, faculty, staff, alumni and the community through cutting-edge teaching practices, relevant scholarly research, and creative collaboration. To learn more visit <http://www.jmu.edu/cob/centers/center-for-entrepreneurship>.

*Since 1998, SOLitude Lake Management has been committed to providing full service lake and pond management services that improve water quality, preserve natural resources, and reduce our environmental footprint. Our services include lake, pond and fisheries management programs, algae and aquatic weed control, installation and maintenance of fountains and aeration systems, water quality testing and restoration, bathymetry, lake vegetation studies, habitat assessments, invasive species management and nuisance wildlife management. SOLitude is the third largest distributor of AquaMaster fountains and aerators in the US and the world. Lake, pond and fisheries management services, consulting, and aquatic products are available nationwide. Learn more about SOLitude Lake Management and purchase products at [www.solitudelakemanagement.com](http://www.solitudelakemanagement.com).*



## **ANNOUNCEMENTS**

Congratulations to **Ken Lallier, CGCS** GCSAA certified golf course superintendent at Quechee Club who has recently completed the renewal process for maintaining his status as a Certified Golf Course Superintendent (CGCS) with the Golf Course Superintendents Association of America (GCSAA).

Wishing a speedy recovery to Michael Drake of Michael Drake construction who suffered from a stroke on September 25, 2015. He is at home now and making progress.

Our condolences are extended to the Dinnigan family on the passing of Bob Dinnigan on September 29, 2015. Bob was the former Superintendent at the Nabnasset Lake Country Club in Westford, MA during the 60's and 70's. He also served as Superintendent for many years at the now defunct Thunderbird Country Club in Tyngsboro, 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.

## **UMASS WINTER SCHOOL**

### **2016 UMASS WINTER SCHOOL FOR TURF MANAGERS**

The perennial goal of the UMass Winter School for Turf Managers is to furnish practitioners with concepts essential to the maintenance of high quality turf, while instilling a sense of environmental stewardship and fiscal responsibility. This highly acclaimed certificate program immerses students in a full-time, seven week course of study, focused solely on the management of fine turf and taught by UMass faculty, staff and distinguished guests.



Winter School 2016 is scheduled for January 4 - February 19 on the UMass campus in Amherst. The program is especially suited for those who desire to take their career in turf management to the next level, as well as career changers who want to enter the field of turf management.

Applications are reviewed as they arrive, and since seating is limited earlier applications have a higher probability of acceptance. The application deadline is October 23, 2015 (or later pending availability of seats).

For more information about Winter School and application materials, refer to:

<http://ag.umass.edu/turf/education/turf-winter-school>

Alternatively, call (413) 545-5202, or email [academicprograms@cpe.umass.edu](mailto:academicprograms@cpe.umass.edu)



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Page 1

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144 Turnpike Road, Southborough, MA 01772 and  
32 Court Street, Plymouth, MA 02360  
Civil Engineers - Landscape Architects - Land Surveyors - Planners - Environmental Specialists Contact: Sarah Stearns, 508-366-0560, [sstearns@bealsandthomas.com](mailto:sstearns@bealsandthomas.com)  
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[www.hfngrp.com](http://www.hfngrp.com)

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