



THE NEWSLETTER

November 2016

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.

President's Message- November 2016

Dear fellow GCSANE members:

We recently held the final golf event of 2016 at The Milton Hoosic Club with hosts Jeff Urquhart and the Milton Hoosic staff. A great time was had by all. Additionally, we were treated to a 45 minute question and answer session with meteorologist Eric Fisher of WBZ Boston. Eric was both informative and entertaining. He provided all those in attendance with a look inside his career in addition to answering many weather questions posed by our group. Jeff and his staff had the course in excellent condition and the clubhouse staff provided a nice hot meal following a chilly round of golf.

Our annual meeting is on the horizon for early January which means we'll be electing our 2017 slate of officers. If you are interested in serving on the 2017 board of directors or on a committee, please let us know. Peter Rappoccio will be serving as nominating committee chairman for the 2017 slate. Additionally, we'll be awarding the annual GCSANE distinguished service award, our association's highest honor. If there is a GCSANE member you'd like to nominate for this honor, please contact Don Hearn regarding nomination instructions.

We've also performed favorably year to date on a fiscal basis and I expect the dues structure will remain unchanged for fiscal 2017. We've continued to find ourselves in this position thanks to the efforts of the GCSANE membership with regard to participating in our events. Our friend and affiliate members continue to support the association and as always, our executive director Don Hearn continues to keep us all in line!

Last, I'd like to wish you all the best during our upcoming holiday season.

Best Regards,

Michael D. Luccini CGCS

GCSANE President

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New Member Profile By Greg Cormier, Newsletter Editor

Eric Still, GCS Wenham Country Club

Eric Still is coming to the end of his first season as Superintendent at Wenham Country Club in Wenham, MA. Eric started his career at Sugarbush Resort in Warren, Vermont. He originally worked as a ski lift operator but was introduced to the golf course after he was hired as a full time manager. He worked on the golf course maintenance crew for 4 years before deciding to attend UMASS Stockbridge. After graduating, Eric was hired back as the Assistant Superintendent at Sugarbush Resort. After leaving Sugarbush, he was an Assistant Superintendent at Charles River Country Club and eventually moved on to The Cape Club as Assistant Superintendent. In the spring of 2016 he was fortunate to earn the Superintendent position at Wenham Country Club.

Eric was originally from New Jersey before he settled in the New England area. He enjoys snowboarding, surfing, golfing, hiking, and camping when he is not at the golf course. He looks forward to some time on the slopes this winter after very long first season as Superintendent. Eric had a fantastic first year according to his members and ownership. This is quite an accomplishment given the record setting heat and drought of a summer that we will all remember. We welcome Eric to the area as one of our newest Superintendent Members, and wish him the best in his new position.

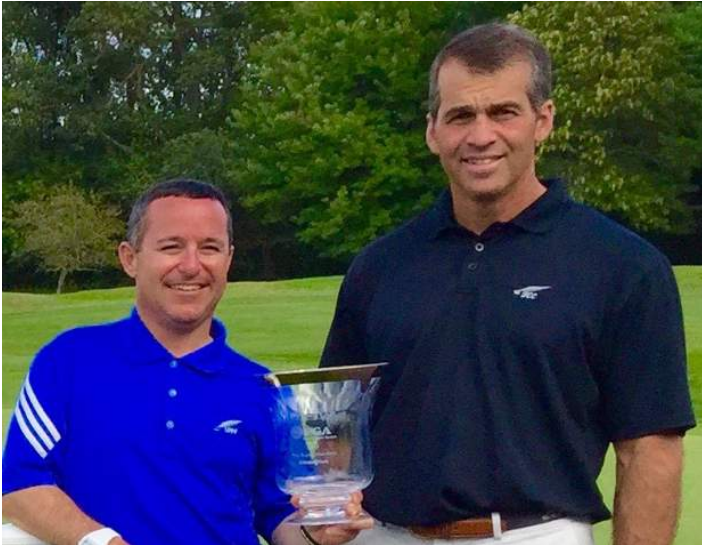


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Thoughts From Your Executive Director *by Don Hearn*



Anthony Maki, left and Mike Luccini

The winners of this year's Pro-Superintendent Championship are Anthony Maki and Mike Luccini. This is the second consecutive win for the team from Franklin Country Club. Anthony and Mike bested the team of golf professional Nathan Hopley and superintendent John Sadowski of Turner Hill by one shot in the selected drive-alternate shot format. The event was played at Wentworth by the Sea Country Club in Rye, NH. This event, sponsored by the New England PGA and Five Star Golf Cars & EZ GO provides an opportunity to have fun and learn more about those who are an important part of our business. It's a great way to discuss some of the challenges we deal with in our respective realms.



Family members of Bill Flynn, Joe Lazaro, Bob Crowley and Herbert Warren Wind, who were inducted posthumously, and inductees Anne Marie Tobin (front right) and Frank Vana (right rear) with Andre Tippet, former Patriots linebacker and member of the NFL Hall of Fame. Photo by David Colt

The MGA Hall of Fame Gala was held October 13 at the Andover Country Club. Over 300 attended the event to witness six inductees become the newest members of the Massachusetts Golf Hall of Fame. The venue was superb and the evening went perfectly. GCSA of New England board members shared a table with representatives from the New England Golf Course Owners Association.

The Wianno Club hosted the annual Assistants Meeting, October 17. Our host, Dave Johnson had the course in perfect condition, the weather was beautiful – warm and sunny and all who played had a good time. A special thanks is in order for our sponsors and supporters who generously contributed their time, products and money to offset some of the day's costs. Our lead sponsor was Tom Irwin, Inc. and Chris Petersen who made a large financial donation. Ed Downing and New England Specialty Soils contributed tickets to a Bruins game and made a financial donation. Jeff Brown and Northeast Golf & Turf Supply donated custom scorecards and a rain suit for the raffle. BAYER and Brian Gibling, Harrell's and Dave Schermerhorn, and Chas. C. Hart Seed Co. and Robin Hayes made substantial financial contributions. On course beverages were donated anonymously. Superintendents Mark Lucas, Rich Caughey, John Ponti and Glen Misiaszek contributed financially to help make this an event where assistant members were treated to a day of fun off and on the course and were able to meet others in the business. The event was won by the team of Craig Sullivan, James Leahy, and Frank Carpenito. Second place was won by the team of Connor Khuel, Paul Thibeault, Willem Guldenhuys and Alexander Daly. Closest to the hole on #3 was Matt Bamforth at 6'1". Closest to the hole on #11 was Paul Thibeault at 4'. Thanks again to all who contributed to help make this a memorable experience for those who work so hard to make golf courses so beautiful.

Thoughts From Your Executive Director *(CONTINUED)*



Our last outdoor meeting was held at the Milton-Hoosic Club, in Canton, November 7. Eric Fisher, weather forecaster for CBS channel 4 Boston was our guest speaker. Eric's ease in front of a group and his subject matter captivated all the attendees' interest. He could have easily spoke and interacted with the audience for a couple of hours. The day was sunny with a slight chill. The four-person scramble was won by the team of Jack Hassett, Mike Cornicelli, Paul Jamrog and Jason Adams. There was a tie for second place and the team of Pete Jacobson, Ed Eardley, Ron Kirkman and Mike Luccini tied with Kevin Doyle, Donna Walsh, Steve Curry and Gary Sykes.

Our host Jeff Urquhart, along with assistant Shaun Allen and the Milton Hoosic Turf Team had the course in excellent condition and many remarked on the exceptional putting surfaces. Thank you to the sponsors of the day: Atlantic Golf and Turf, Turf Products, LaCorte Equipment/John Deere Golf, MTE, Helena Chemical Company, and Northeast Golf & Turf Supply.

The New England Superintendents Championship was played at The Quechee Club in Quechee, Vermont October 12. Our Association was represented by Matt Lapinski, Jim Fitzroy, Greg Misodoulakis, Tim Crane, Mike Luccini, Mike Cornicelli, Robin Hayes and Joe Piana. The event was won by the Maine GCSA. New England finished in third place tied with the New Hampshire GCSA. The event host, superintendent Ken Lallier and his hardworking staff had the course in superb condition. All who played enjoyed the day, the facility and the camaraderie. Next year's host will be the Cape Cod GCSA.



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How NOT to Multitask – Work Simpler and Saner *By Don Hearn*

You're working on two projects at once. You're on the phone while three new emails come in. You are trying to get out the door so you can check out the level of frost so you can let the golf shop staff know when to let play begin. Your cell phone is ringing. Your assistant stops in with a request for info about today's mid-morning work plan.

You are juggling tasks with a speed worthy of Ringling Bros. Congratulations, multitasker.

In this age of instant technology, we are bombarded with an overload of information and demands of our time. This is part of the reason GTD (Getting Things Done) is so popular in the information world — it's a system designed for quick decisions and for keeping all the demands of your life in order. But even if we are using GTD, sometimes we are so overwhelmed with things to do that our system begins to fall apart.

This article is **How NOT to Multi-task — a guide to working as simply as possible for your mental health.**

First, a few quick reasons not to multi-task:

1. **Multi-tasking is less efficient**, due to the need to switch gears for each new task, and the switch back again.
2. **Multi-tasking is more complicated**, and thus more prone to stress and errors.
3. **Multi-tasking can be crazy**, and in this already chaotic world, we need to reign in the terror and find a little oasis of sanity and calm.

Here are some tips on how NOT to multi-task:

1. **First set up to-do lists** for different contexts (i.e. phone calls, computer, talk with staff, waiting-for, etc.) depending on your situation.
2. **Have a capture tool** (such as a notebook) for instant notes on what needs to be done.
3. **Have a physical and email inbox** (as few inboxes as possible) so that all incoming stuff is gathered together in one place (one for paper stuff, one for digital).
4. **Plan your day in blocks**, with open blocks in between for urgent stuff that comes up. You might try one-hour blocks, or half-hour blocks, depending on what works for you. Or try this: 40 minute blocks, with 20 minutes in between them for miscellaneous tasks. Leave yourself space to deal with the unplanned situations that come up. If you don't, you're setting yourself up for more stress and may not have the time needed to handle the problem.

5. **First thing in the morning**, work on your Most Important Task. Don't do anything else until this is done. Give yourself a short break, and then start on your next Most Important Task. If you can get 2-3 of these done in the morning, the rest of the day is gravy.
6. When you are working on a task in a time block, **turn off all other distractions**. Shut off email, and the Internet if possible. Shut off your cell phone. Try not to answer your phone if possible. Focus on that one task, and try to get it done without worrying about other stuff.
7. **If you feel the urge** to check your email or switch to another task, stop yourself. Breathe deeply. Re-focus yourself. Get back to the task at hand.
8. **If other things come in while you're working**, put them in the inbox, or take a note of them in your capture system. Get back to the task at hand.
9. Every now and then, when you've completed the task at hand, **process your notes and inbox**, adding the tasks to your to-do lists and re-figuring your schedule if necessary. Process your email and other inboxes at regular and pre-determined intervals.
10. There are times when an interruption is so urgent that you cannot put it off until you're done with the task at hand. In that case, **try to make a note of where you are** (writing down notes if you have time) with the task at hand, and put all the documents or notes for that task together and aside (perhaps in an "action" folder or project folder). Then, when you come back to that task, you can pull out your folder and look at your notes to see where you left off.
11. Take deep breaths, stretch, and take breaks now and then. Enjoy life and appreciate nature. Keep yourself sane.



Typically, my newsletter offering is an article on one particular topic. I've covered a lot of topics through my tenure and have your newsletter editor and board to thank for the opportunity. Of the many outreaches I make and member needs that I address or forward, my newsletter input garners the most member feedback! Full disclosure: I have low standards. When I am told, "I see your mug everywhere," I take

that as a compliment and add that to the "I like your newsletter input" column. While that might be a stretch, it is the column that is always full. I have gotten requests from members about topics, and have written about them, so if you have any topic you would like covered, please let me know and I will do my best. This particular issue is more of a rambling: some small topics that I have come across that might not warrant full-page attention.

Researchers continue to deliver valuable information on turf types that can make a positive impact on our courses and environment. "Tolerant" and "resistant" are words that make pathologists worth their weight in gold, and get the immediate attention of superintendents. If sociologists could study how to make club members and golfers more tolerant and less resistant, we might have a good thing going! Superintendents in the region dealt with a very difficult 2016 turf season, and I take my hats off to you all, but overwhelmingly I am told that it was communication that got them through. The tools that were used may have been different, but the result was nearly always the same: the less water being used on the turf, the more communication it took to manage the important decision makers at the facility. Congratulations to those that did both well.

All politics are local. That is not an earth-shattering statement. But 2016 brought more and more political pressure, aimed at golf specifically, around the region. Water has been in the limelight, but nutrients, pollinators, and pesticide issues have been prevalent as well. Superintendents have worked to educate on each item across many fronts. Bob Searle in Maine, Ken Lallier, CGCS and Kevin Komer, CGCS in Vermont, Greg Cormier, CGCS and Peter Rappoccio, CGCS in Massachusetts, Jim Ritorto in Rhode Island, Peter Gorman and Scott Ramsay, CGCS in Connecticut and many more superintendents and valued vendors have worked hard to push back against regulations and legislation that would make our day-to-day jobs more difficult. Times have changed, and with that, so has our role in the golf industry. We all need to be vigilant and advocate in support of our role as environmental stewards. For all of you that have gotten involved at any level, with efforts big or small, thank you.

Finally, I want to add this last note. It was something that was not in my original article but having heard this from another superintendent, I thought it relevant. Superintendents and many facilities

graciously offer our peers in the profession the opportunity to play golf for free. This is a privilege, not a right; no facility is forced to do so. Our industry operates using a code of ethics. The GCSAA has them as part of membership and you attest to having read them when you join. Many local chapters maintain a code of ethics standard as well. Having to contact the host superintendent to alert them that you will be on the property is part of these codes. This does not put the host superintendent into a position to alter his daily routines, change management practices, or ensure that every putt a colleague makes go in. What it does do is offer the simple courtesy of alerting your host that you will be there. I have never heard that an outreach to a colleague has led to rose petals being placed at the visitor's feet upon making their way to the first tee. What I have heard many times is the extreme frustration of a host in finding out that a colleague has been on property without notifying the host. Please consider this when making plans to visit another golf course. While the upside may be small, the downside could make an impact on how you are viewed by your peers. Golf is a sport of integrity, ensure you keep yours intact.

GCSAA Resources and Deadlines

you Get Cool Stuff from your Association Already:

GCSAA 2017 Member Engagement Opportunities

The GCSAA Board of Directors invites you to submit your name for consideration for a 2017 committee/task group service. Resources are located [here](#).

Energy use survey now open

The latest Golf Course Environmental Profile survey has been extended through **December 12th!** The Energy Use and Environmental Practices Survey will gather critical information on energy conservation practices, energy audits, written plans, and behavioral, design and other conservation changes. Follow [this link](#) to assist with the effort.

All GIS registrations now open!

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[Click here](#) to begin you journey to Orlando!

GCSAA Quarterly Government Affairs Briefing - November 2016

How will the 2016 elections shape the future of the golf industry? Find out as Robert Helland, GCSAA director of congressional and federal affairs, will provide a comprehensive update on election results and how that impacts GCSAA and its members. Chava McKeel, GCSAA director, government affairs, will talk about the

#golfvotes hashtag campaign and other work the on which the department is focused as we close out a busy year. Thursday, Nov 17, 11:00 AM–12:30 PM EST register for the call [here](#).

Upcoming FREE webcasts:

- Nov. 29: [2017 Winter Outlook and Advancements in Lightning Safety](#)
- Dec. 1: [Increase Your Value: Effective Communications & Your Blog](#)
- Dec. 8: [Preparing for an Active Shooter](#)
- Dec. 15: [Salinity and its Management for Turf](#)
- Jan. 18: [Look at Your Irrigation System's Distribution Uniformity](#)
- Jan. 24: [Fine Fescue as a Putting Surface](#)
- Jan. 26: [Carbon, Carbon Everywhere: How carbon functions in your turgrass system](#)
- Feb. 1: [Mobile Weed Manual - A Portable Resource Distribution Uniformity](#)

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

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October 2016



The Association's Code of Ethics

Below you will find the GCSANE Code Of Ethics. This document was updated this year during our By-Law revision process. It is a good idea for all of our members to read through this document periodically to make sure we are all familiar with it. Please do your part to kindly remind your peers about this document, if you notice that their actions are in violation of our Code of Ethics.

SECTION 1

Golf Course Superintendent's Association of New England By-Laws, Article III, Section 18, authorizes the Board of Directors to enforce this code by procedures established through Standing Rules for the conduct of such proceedings.

The Association's Code of Ethics is provided to encourage the highest standards of conduct among the membership of the GCSA of New England. The Code of Ethics may be enforced with membership sanctions. The Code of Ethics should be promoted, practiced and encouraged by GCSA of New England members.

As a member of the Golf Course Superintendents Association of New England, I accept and fully agree to abide by this code and pledge myself to:

1. Recognize and discharge all of my responsibilities and duties in such a fashion as to enhance this Association and my profession.
2. Refrain from any unethical act, which negatively affect the dignity and integrity of the profession.
3. Base endorsements, whether written, verbal or through any other medium, strictly upon satisfactory personal experiences with the product, item or service endorsed.
4. Refrain from encouraging or accepting gifts or consideration for personal gain to the detriment of the course, my employer or the profession.
5. Abstain from making false or untrue statements concerning another member.
6. Abstain from applying for or otherwise seeking or accepting employment in a dishonest manner. For the purpose of this section of the code, a member who seeks employment in a dishonest manner is one who does one or more of the following in connection with the prospective employment:
 - a. provides false, slanderous, defamatory, deceptive or misleading information to a prospective employer,
 - b. makes false, slanderous, defamatory, deceptive or misleading statements concerning a fellow member,
 - c. attempts to undermine or improperly influence the staff of a fellow member,
 - d. attempts to deceive, mislead or misinform a fellow member's employer, supervisor or fellow employees,
 - e. makes misleading, deceptive or false statements or claims about his or her professional qualification, experience or performance,
 - f. makes misleading, deceptive or false statements or claims about a member's professional qualifications, experience or performance.
7. Abstain from conduct constituting a crime under federal, state or local law, the penalty for which is, or may be imprisonment, including but not limited to crimes of moral turpitude and dishonesty. A member's conviction of a crime will be considered conclusive evidence that the member committed that crime for the purpose of this code.
8. Abstain from knowingly making false statements or knowingly failing to disclose a material fact requested in connection with application or renewal for GCSA of New England membership.
9. As a professional courtesy, a member should always contact the golf course superintendent prior to visiting his/her course, regardless of the reason for the visit.
10. Applications for employment should only be sent to an employer if the applicant has verified the position is available.
11. Members should only accept a consulting assignment at a golf facility if the current superintendent at that facility is aware of such impending consulting activity.
12. Members should always conduct themselves in the highest professional manner.
13. A member should not render negative opinions or comments about fellow members.
14. Peer reinforcement of these standards is encouraged.

Revised May 11, 2016



CONGRATULATIONS TO:

Alex Martin formerly the Assistant at Blue Hill Country Club, now Superintendent at the Fresh Pond Golf Course in Cambridge, MA.

Harris Schnare formerly the Superintendent at Wayland Country Club is now the Client Relations Manager for Tom Irwin, Inc.

Fred Murray has transitioned to the position of Technical Field Services for Tom Irwin, Inc.

We wish Alex, Harris and Fred continued success and good luck.

CONDOLENCES TO:

Our condolences to **Doug Hopper**, Sales Representative for Five Star Golf Cars and Utility Vehicles and his family on the passing of Doug's wife Brenda who had fought a battle with cancer and passed away peacefully October 9. Brenda was 52.

Our condolences to **Al Vadala** and his family on the passing of Al's father Anthony who passed away October 24. Anthony was 79.

Our condolences to the family of Retired Member **Bob Connolly** who passed away November 3. Bob was 73.



Past issues of the NEWSLETTER are available using this link: <http://bit.ly/GCSANENewsletters>.

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.



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