

CONNECTICUT CLIPPINGS

Volume 27, No. 4

October, 1993

President's Message

John F. Streeter, CGCS
CAGCS President

On September 25 and 26, a meeting of GCSAA chapter affiliate representatives took place at our national headquarters in Lawrence, KS. As your President and this year's voting delegate, I eagerly volunteered to represent our association. Of the 130 reps invited, a total of 65 chapter reps were in attendance. A few intriguing reasons inspired me to take an interest in this first of its kind meeting with GCSAA officials.

Interestingly enough, at this very same time last year, the past administration was campaigning via their by-law proposals to eliminate the delegate voting system that our association has enjoyed by its side throughout all of the past years of growth and prosperity. Now, here we have an administration that is reaching out to the delegate nation for input and be a part in the direction of our beloved association. Democracy has arrived - keeping in mind that our bylaws still allow individual voting rights, I believe that our particular group is better served with delegate voting. Elimination of delegates or chapter reps would disinte-

(continued on page 2)

How to prepare for a job interview

by Lou Rudinski, Vice President,
Mid-Atlantic Golf Course Superintendents Association

With all of the recent job openings, the following article (which appeared in Turfgrass Matters, the newsletter of the MAAGCS,) seemed appropriate and timely. We have reprinted this article with their permission.

The golf course industry at present is experiencing some recovery from the slowdown of the past few years. Golf course superintendent job openings are scarce but when they occur, there is a flurry for a short time. Being prepared when the time arises will help in securing an interview.

If you are an assistant going for your first superintendent interview, you've already rewritten your resume, applied to the courses that may suit your values and goals, networked with salesmen and other superintendents (hopefully the outgoing superintendent can help you), and it has finally paid off -- you've landed an interview (but so do a half-dozen other hopeful applicants). There are no guarantees, but following basic interviewing guidelines can give you an advantage.

One key to a good interview is to focus on the needs of the golf course doing the hiring. The golf course should share what they need from a new superintendent. Then you should share your background with them. You want to help the Green Committee/General Manager see how you can help get them from Point A to Point B.

If you don't have certain experiences they are looking for, be honest; but, let them know you have the training to find the answers. Not all superintendents have built greens, but we all know who has. State confidently that through your involvement with CAGCS you have developed a rapport with superintendents of many courses who have experienced similar directives.

Listen carefully and when speaking find out what the course needs and be prepared to demonstrate how you can fill those needs. Most of the time, courses hire a superintendent not because of their skills, but because of the personality of the applicant. Your

(continued on page 3)

Job Interviews

(continued from page 1)

An interview is really a conversation about whether there is going to be a perfect match all the way around.

values and theirs must be a perfect match. Emphasize the teamwork ethic you will bring with you toward the golf professional and the clubhouse staff. An interview is really a conversation about whether there is going to be a perfect match all the way around. Learn how to market yourself so as to help the officials conducting the interview.

Make a list and be able to say you are creative, intelligent, organized, etc. Offer proof by example, give a good picture of yourself, allow your strengths to shine through.

Ask questions about the important issues, i.e., budget, equipment, irrigation system, direction the club is going. Do they realize the cost involved? Does the budget reflect their expectations? Remember, Rome wasn't built in a day. Stress that careful planning and goal setting should be prime objectives before jumping into a major project.

Do a dry run. Make sure your clothing is neat, clean and professional. Be sure you know where you are going even if you must drive out the day before. Review your resume, be as prepared as you can so nothing stresses you out. Always leave the interview on a positive note. If you don't get the job, your name could be passed on to other clubs in the area. If possible, leave with a clear-cut idea about a follow-up interview or an appraisal if you've been turned down. The appraisal will help you in your next job search.

It's important to communicate well with the committee since they will be assessing how well you get along with others. Maintain eye contact, listen carefully, and respond appropriately. Be positive. Don't bad-mouth a former employer. It's a small world in the golf business.

President's Message, continued

result in the approval of these bylaw changes will be:

- The reintroduction of additional classifications which will include our golf course staff members, club officials and golf association officials.

- To enact a two-thirds majority vote at the board level on issues that may result in indebtedness to future boards of our association.

- Classes AA, A, B and C dues will be decided by delegate vote at our annual meeting. All other class dues will be set by the board.

- Publish the vote of delegates in *Newsline*.

- The Secretary/Treasurer would

become an elected position with two candidates running for that office. The Vice President will run unopposed.

I think that because of the method used to revise these bylaws, they will be approved.

I personally feel that our present board is on the right track and is encouraging our participation in the direction of GCSAA. I encourage your comments and concerns with GCSAA and will continue to keep you updated on current events in Lawrence.



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News from GCSAA Headquarters

New fund helps GCSAA members in need

Schilling resigns from GCSAA executive office

GCSAA announces that John M. Schilling has resigned as chief executive officer effective January, 1994.

Schilling has been with GCSAA for 15 years and has served as executive director and CEO during the past 10 years. He is leaving the association to start his own business.

"John's leadership of the staff and his successful implementation of the board of directors' policies and programs have had a very positive impact on our association, our profession and our members," said GCSAA President Randy

Nichols, CGCS, in announcing the resignation to association membership.

"It is with deep regret that I inform you that John has resigned."

"The current board of directors has fully supported John and is extremely disappointed with his decision to resign," Nichols added. "However, we do respect his desires to begin his own business where his ability and skills will again be demonstrated."

Diana Green, former GCSAA senior director of operations, and Robert D. Ochs, former GCSAA senior director of communications and association general counsel, will join Schilling in his new endeavor.

Schilling has agreed to stay on with GCSAA through January to assist the association in making a smooth transition in leadership. He also will help manage GCSAA's 65th International Golf Course Conference and Show scheduled for January 31st - February 7, 1994 in Dallas.

GCSAA's board of directors currently is conducting a nationwide search to locate a replacement.

A new fund created by the GCSAA Scholarship & Research Foundation will offer emergency financial assistance to association members who are suffering personal losses resulting from natural disasters like the recent Midwest floods.

"This is a significant new benefit for our members," said GCSAA President Randy Nichols, CGCS. "Superintendents have always banded together to help when disaster strikes. This fund will allow us to offer immediate help to our colleagues."

The GCSAA Emergency Assistant Fund is designed to provide an immediate grant of up to \$250 to GCSAA members who need short-term financial help to compensate for personal losses resulting from a disaster. "It's set up with floods, hurricanes, earthquakes, and tornadoes in mind," said Nichols. "We want to help GCSAA members and their families cope with the personal challenges created by these human tragedies."

The GCSAA board of directors voted unanimously to establish the fund with a \$5,000 "seed" gift and a number of chapters are planning gifts to supplement the fund. In the meantime, the GCSAA S & R Foundation is urging individuals and companies to make "one-time" gifts to build the fund. "Our goal is to raise about \$20,000 for this to make it a permanent fund that carries over from year to year," said Nichols.

To apply for emergency funds, members should contact their chapter presidents or call GCSAA Scholarship & Research at (800) 472-7878.

Donations should be sent to:

Disaster Relief Fund
GCSAA Development Department
P. O. Box 927
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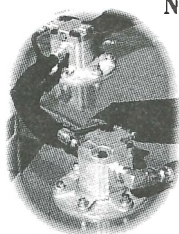
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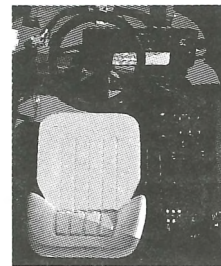
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Grass Catcher

By John F. Streeter, CGCS



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Michael D. Cornicelli - C
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Robert T. Douglas - B
Pequabuck Golf Club

Douglas K. Hopper, Jr. - C
E-Z-GO Golf Cars

Christian P. Mauro - B
Madison Country Club

Scott E. Niven, CGCS - A
The Stanwich Club

John P. Schuller - Class C
Cadwell & Jones

William M. Seccareccia - Class C
Karandrew Turf Farms, Inc.

Kevin Williams - Class B
H. B. Brownson Country Club

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Pro-Lawn Products, Inc. and Cib-Geigy Corporation teamed up this year to offer Pro-Lawn customers an opportunity to donate to the S & R Fund based on purchases of Cib-Geigy products. CAGCS has received a total of \$110 in the names of:

Chippabee Golf Club
Hop Meadow Country Club
Pequabuck Golf Club
Torrington Country Club
Town of Farmington

Fairway Design & Illustration, Inc., of Warren, RI, (Joseph K. Martin, rep.) has also committed three percent of their gross sales to our S & R fund.

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CAGCS/GCSAA Seminar

On January 10 & 11, 1994, CAGCS in conjunction with GCSAA will be hosting 2 one-day seminars at the Radisson Hotel & Conference Center in Cromwell, CT. The first one-day seminar will be held on January 10th and is entitled "Maximizing Turfgrass Disease Control." Dr. Houston Couch and Dr. Bruce Clarke will conduct this seminar.

The second one-day seminar will be held on January 11th and is entitled "Wildlife Management." The instructor of this seminar will be Ron Doddson, President and CEO of the NY Audubon Society.

For registration information, contact GCSAA at (913)832-4449. Earlybird registration must be received by November 13th. The fees for the seminars are \$105 for GCSAA members and \$125 for non-GCSAA members.

A special fee for nonmembers of \$105 will be afforded to anyone attending with a GCSAA member. Registration must include a GCSAA's member's name.

Met GCSA to conduct career planning seminar

On November 4th, the Met GCSA will hold a seminar entitled "Strategic Career Planning" for superintendents and assistants at the Apawamis Club in Rye, NY.

Jim McLaughlin will conduct the seminar which will relate to tips on interviewing for jobs, developing a comprehensive resume, and other factors which pertain to the job hunt in our business.

Anyone interested in attending should call Tim O'Neill, President of the Met GCSA at his office at the Country Club of Darien, 656-0600.

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Turf Specialty seminar to award CT pesticide recertification points

On November 17th, Turf Specialty of Londonderry, NH, will sponsor a one-day seminar at the Wachusett Country Club in West Boylston, MA. There will be a turf disease workshop presented by Dr. Bruce Clarke. John M. Doyle of the Ringer Corporation will speak on biological control, and Dr. Stuart Cohen will speak on the effects of turf chemicals on ground water.

Completion of a written test at the end of the seminar will insure you recertification credits toward your CT pesticide license. The seminar runs from 8:00 a.m. to 1:00 p.m.

The day is free of charge. Anyone interested in registering should call Turf Specialty (603/437-0008).

Our Turf Specialty rep here in CT is Dave Schermerhorn.

Monthly meetings host record attendance

Our past three monthly meetings have taken us to a variety of sites around our beautiful state. July had us down by the seashore at the beautifully manicured golf course at the Madison Country Club. In September, we journeyed to the ever-challenging layout at the Black Hall Club, and most recently in October, we had the privilege of playing the meticulous conditions at Wethersfield Country Club. Host superintendents Mike Chrzanowski, Phil Neaton and Fred Bachand are to be commended for some of the purist playing conditions I have witnessed this year. All pro shop and clubhouse staffs were very gracious and served our needs admirably. On behalf of CAGCS, I wish to extend our sincere gratitude to all meeting hosts and their clubs.

Attendance at all three meetings have been astounding. Registrations of 100 to 130 were the norm. With this type of participation, it is essential that all members make an effort to uphold their registration obligations. It is difficult enough coordinating procedures with the host club when we have timely reservations. The late registrants, the no shows and the on site registrants raise havoc with our system, a system that helps to make for a smooth, organized day for all. Congratulations to all who reserve on a timely note. As professionals, at the very least, we should all be able to take a post card and insert it in the mail box in due time if you intend to attend.

The following are the scores from these meetings. Congratulations to all members!

<p style="text-align: center;">Madison CC Two-Ball, Best Ball</p> <p><i>0-35 Combined Handicap Division</i></p> <p style="text-align: center;"><u>Low Gross Winners</u></p> <p>Gary DePaolo & Len Fazzino Mike Dukette & Jud Smith</p> <p style="text-align: center;"><u>Low Net Winners</u></p> <p>Frank Lamphier & Ed Lamphier Cindy Johnson & Todd Olovson John Streeter & Michael Cornicelli</p> <p><i>36+ Combined Handicap Division</i></p> <p style="text-align: center;"><u>Low Gross Winners</u></p> <p>Scott Ramsay & Steve Rackliffe William Seccareccia & Dave Basconi</p> <p style="text-align: center;"><u>Low Net Winners</u></p> <p>Carl Wallace & Andy Noble Hank Suchinski & Larry Gauvain Paul Sabino & Anthony Grosso</p>	<p style="text-align: center;">Black Hall Club</p> <p style="text-align: center;"><i>President's Cup</i> Mike Chrzanowski - 78 (Gross)</p> <p style="text-align: center;"><i>McLaughlin Trophy</i> Paul Wollenberg - 63 (Net)</p> <p style="text-align: center;">0 - 11 Gross Mike Chrzanowski - 78 Peter Pierson - 84</p> <p style="text-align: center;">12 - 24 Gross Peter Cure - 86 Andy Noble - 91</p> <p style="text-align: center;">25 - 36 Gross Dave Basconi - 99 Hank Suchinski - 105</p> <p style="text-align: center;">0 - 11 Net Mike Dukette - 73 Brian Pope - 76</p> <p style="text-align: center;">12 - 24 Net Chris Mauro - 72 Dick Cook - 73 Jim Rock - 73</p> <p style="text-align: center;">25 - 36 Net Paul Wollenberg 63 Matt Faherty - 79</p>	<p style="text-align: center;">Wethersfield Country Club</p> <p style="text-align: center;">Supt/Assistant Tournament</p> <p style="text-align: center;">1st Low Gross - 75 Frank Lamphier & Steve Klein</p> <p style="text-align: center;">2nd Low Gross - 77 Ward Weischet & Kevin Collins</p> <p style="text-align: center;">1st Low Net - 60 Scott Gennings & Ed Clark</p> <p style="text-align: center;">2nd Low Net - 61 Mary Lizauskas & Joe Roy</p> <p style="text-align: center;">A separate tournament was held for those who did not participate in the superintendent/assistant tournament. Those winners were:</p> <p style="text-align: center;"><u>Low Gross Prizes</u></p> <p style="text-align: center;">Donald Grant - 75 Jim Staszowski - 77 John Streeter - 79</p> <p style="text-align: center;"><u>Low Net Prizes</u></p> <p style="text-align: center;">Mike Ovian - 62 Ken Parkin - 69 Mike Wallace - 69</p>
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CAGCS annual S & R tournament ...a great success!

On October 5, 1993 the Annual CAGCS Scholarship & Research Tournament was held at the Mill River Country Club, Wayne Urban superintendent. Many thanks to the support from all of our members and especially our commercial members who purchased tee signs.

Much hard work and effort was put into the preparation of the tournament which was chaired by Robert A. Chalifour, CGCS and Heather Garvin.

A special thanks goes to Mill River Country Club for their generosity and hospitality. If not for the cost conscious effort made by our chairpeople, Wayne Urban, host superintendent, and Mill River, the profits for the day of \$6,023 would not have been possible.

Golf Results

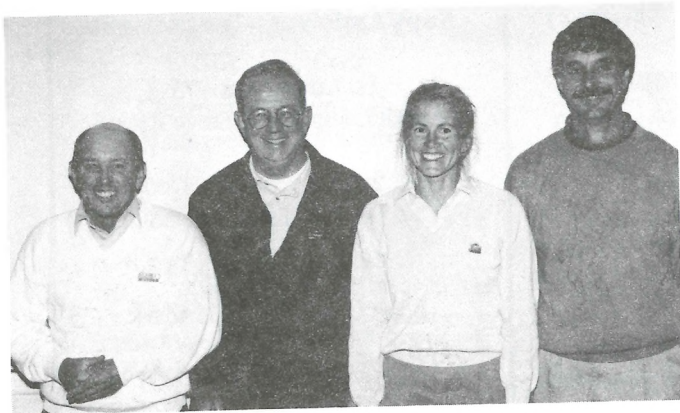
1st Gross - 56
Peter Pierson, Bob Douglas
Bruce Carlson & Don Grant

2nd Gross - 60
Tom Watroba, Ken Lindeland,
John Streeter & John Fleming

1st Net - 54.2
Barry Petrasko, Tim Pocock,
Peter Palmer & John Quinn

2nd Net - 57.1
Jim Staszowski, Peter Bacon,
Peter Cure & Al Adaskaveg

3rd Net - 58.5
Les Kennedy, Jr., Tim O'Neill,
John Carlone & Frank Savakis



Pictured above - S & R Committee - Robert A. Chalifour, CGCS, Ronald Holcomb, Heather Garvin & Michael McDermott.



Host superintendent, Wayne Urban (left) with his assistant, Gerry Brett, (right) provided perfect conditions for the day. Hat's off to them!!!



Low Net winners with a score of 54.2 pictured above Barry Petrasko, Tim Pocock, Peter Palmer and John Quinn.



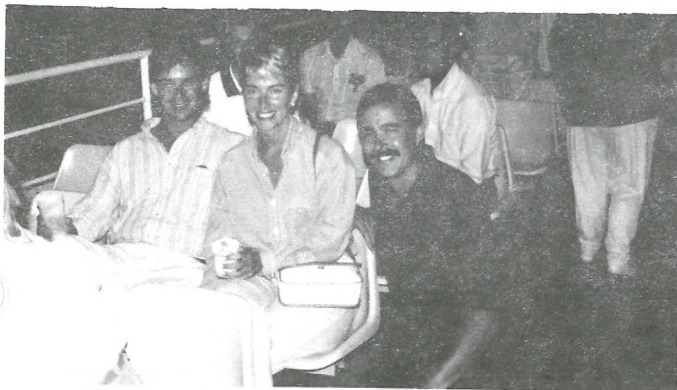
Low Gross winners with a score of 56 pictured above - Peter Pierson, Bob Douglas, Bruce Carlson and Donald Grant.

Casual summer meeting at Madison CC



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GCSAA International management program captures prestigious achievement award

The GCSAA has captured the top international management honor awarded by the American Society of Association Executives (ASAE).

GCSAA garnered the coveted international management award for its success in developing and administering a highly effective program involving all aspects of international management. The program addresses items such as membership, educational conferences and seminars, trade shows, informational services, technical assistance, multi-language trade publications and many others, and is targeted at golf course superintendents in every corner of the world.

The program's remarkable success has earned GCSAA one of only three International Achievement Awards given by ASAE this year. The award was presented during a ceremony in August in Minneapolis.

"With a burgeoning number of international golf courses under construction or development, GCSAA took advantage of the opportunity to provide educational programs and services to international golf course management professionals," ASAE said in announcing the award. "Through its efforts, such as opening an extension office in Singapore...for its Pacific Rim members, GCSAA hopes to better service its members all over the world."

Altogether, nearly 13,000 members in some 50 countries around the world take advantage of the educational programs, services and other benefits that GCSAA provides for the golf course management profession.

"GCSAA is very flattered to have been chosen to receive this prestigious award. A lot of very talented and dedicated people worked diligently to achieve the successes that are being recognized. We are all very proud of these efforts on behalf of the members

of GCSAA," said John M. Schilling, GCSAA chief executive officer. "A growing number of superintendents around the world have asked us to share our knowledge with them and we obliged. We think it was the appropriate thing to do and we plan to continue with and expand those activities."

GCSAA was founded in 1926 to advance the art and science of golf course management through professional edu-

cation. The experience gained in 66 years of successfully developing and delivering educational programs and the commitment to providing quality education to the superintendent/greenkeeper put the association in the position to continue to expand educational programs in the United States and to further extend similar opportunities to superintendents/greenkeepers throughout the world.



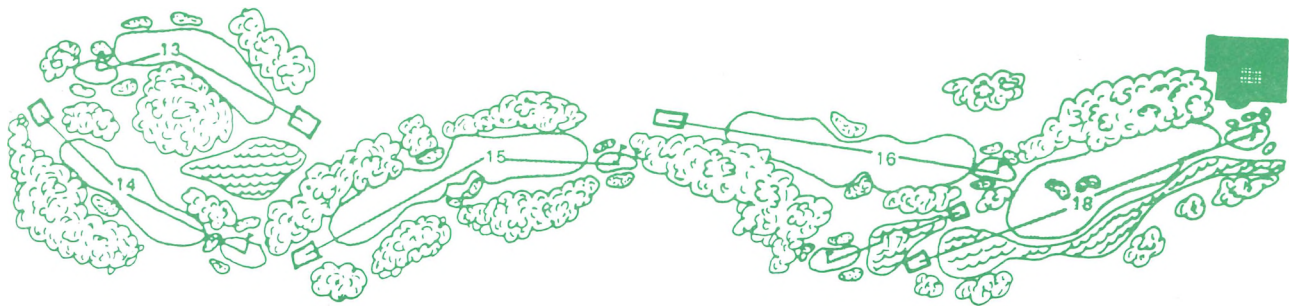
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The Clippings



Calendar

CONNECTICUT ASSOCIATION OF GOLF COURSE SUPERINTENDENTS

DATE	EVENT	LOCATION	HOST
November 4	Strategic Career Planning Seminar	Apawanis Club Rye, NY	Met GCSA
November 9	CAGCS Annual Meeting	Rolling Greens Golf Club Rocky Hill, CT	Jonathan Case
November 17	Turf Disease Workshop	Wachusett Country Club West Boylston, MA	Turf Specialty
December 3	CAGCS Christmas Party	Woodbridge Country Club Woodbridge, CT	CAGCS
January 10 & 11, 1994	GCSAA Seminars <i>Maximizing Turfgrass Disease Control & Wildlife Management</i>	Cromwell, CT	CAGCS
January 18, 1994	Annual Winter Seminar	Ramada Inn Meriden, CT	CAGCS
January 31 - February 7, 1994	65th International Conference & Show	Dallas, TX	GCSAA

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