



THE Greenerside

Official Publication of the Golf Course Superintendents Association of New Jersey

Centennial celebrations

By Doug Vogel

Three talented members of the GCSANJ were busy preparing their courses for special events to help celebrate 100 years of golf at their clubs. Reaching the century mark in 1998 were the Deal G. and C.C., Spring Lake G.C. and Hollywood G.C.

Deal was designed by Laurence Van Etten in 1898 and touched up by Donald Ross in 1915. Veteran superintendent Angelo Petraglia described the course as having lots of character—or a builder of character with its small greens—and lots of trouble. In May the club hosted the NJSGA Mid-Am. Who better to prepare the course than a former Mid-Am champion himself. Angelo received rave reviews for his course preparation. Deal is historically significant as the workplace of noted author Jozsef deKovacs, CCM, and is also well known for its excellent hotdogs at the halfway house.

Spring Lake G.C., keeper of the green Bruce Peebles revealed, was originally a nine-hole course. The club is celebrating 100 years, but the existing course was designed in 1910 by George Thomms and totally reworked by A.W. Tillinghast. It remained untouched until Brian Silva implemented a bunker restoration program in 1996. Bruce and his beautiful course were prominently featured in the August *Turf North Magazine* as well as a *Greenerside* profile. This massive media attention did not keep Peebles and his staff from presenting a well-prepared course for the NJSGA State Open. A small golden nugget of golf history unknown to many claiming to have such knowledge occurred at Spring Lake in 1945. Byran Nelson's 11 straight tournament wins should include an asterisk because he won number 12 at Spring Lake. The tournament was an unofficial Calcutta so the record remains at 11*. Even more significant to the GCSANJ, Spring Lake was the birthplace and boyhood home of Al Rathjens, Jr., a well-known second-generation superintendent.

Hollywood G.C., originally designed by Isaac Mackie, has been fine-tuned over the past 100 years by a Who's Who of American Golf Course Architecture: Walter Travis, Tillinghast, Dick Wilson, Geoff Cornish and Brian Silva. Most recently, Superintendent Jan Kasyjanski oversaw the immense restoration project designed by the Doctor—Rees

Jones. The New Jersey PGA could not have picked a better course to decide their championship. The new old look challenged both the pros and Jan. The course looked and played better than ever. Jan's true test is coming up as the GCSANJ

Reaching the century mark in 1998 were the Deal G. and C.C., Spring Lake G.C. and Hollywood G.C.

annual meeting rolls into Hollywood in November. This event is always eagerly awaited by Jan's peers. As Gary Arlio once said, "This place is absolutely fabulous!" The history files

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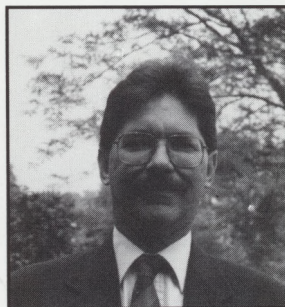
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Editorial

by Ken Krausz, CGCS



Does time really fly or is my memory fading?

Another season has passed! Where has the time gone? I asked this question of a lot of people lately, and they came up with some pretty good answers. Time seems to go faster as I get older, everyone agrees with this. We all know that time goes by at the same pace whether we are five years old or 50, so what is the problem?

One possible explanation is that the older we get the more we have to do, so it just seems that there is not enough time in the day, and one day runs into another. The next thing we know it is the year 2000. My theory is that along with the last statement, the older we get the more we forget! In talking with friends, family and co-workers, I realized that this was a long year!

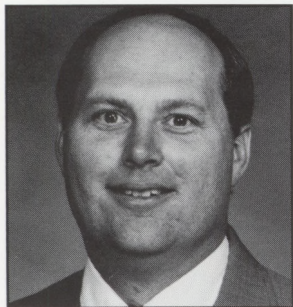
In the past year an irrigation system was installed at Paramus Golf Course, and then I had to figure out how to use it! During the same time, my family went on a great ten-day vacation. How could I forget that I built a garage and mud room at my house in my spare time! Well, I guess that the winter was the same length of time as in the past; it actually seemed longer while I was pouring concrete and putting up those roof rafters!

The spring and summer also had some projects. I still continued to fine-tune the irrigation schedule and visit the golf course at all hours to make sure water was going down when and where it was supposed to, usually it was! I attended a boatload of GCSANJ Board meetings and almost every monthly golf outing. Speaking of boats, I went sailing twice this summer. Living in a new house had me killing the lawn and installing an irrigation system and new grass—another month gone!

I went on at least 200 fire calls as well as a fire department meeting or drill every Monday (except holidays). All of this and more was done while raising a family. Next time you think that time goes by faster as you get older, try and remember all you have done lately. Time is not going any faster; maybe it's that our memory is getting a little shorter!



President's Message



Almost gone, but not forgotten

Although my tenure as president of GCSANJ has come to an end, as past president I plan to stay involved as much as possible, or at least as much as the new Board will allow. As I look back over the last two years I have served as your president, as well as the last eight that I have served on your Board, I have seen the Association continue to grow and move in a good, strong, positive direction. We continue to gain respect and recognition throughout the turf industry.

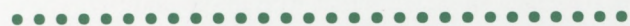
Continuing this growth and direction will require more positive involvement from the members of this Association. The Association is in a strong financial position with the

ability to move forward in numerous directions. These directions include, but are not limited to, the following: Education, Membership Services, Research & Scholarships, Government Relations, Association Relations and Club Relations.

The Executive Board is continually looking inward in order to move forward, and I am confident the Board will continue to strengthen this Association.

The Executive Board is continually looking inward in order to move forward, and I am confident the Board will continue to strengthen this Association.

In closing, I would like to thank the membership, current and past Board members, Judy Policastro and Rick Alampi for their help and support over the past few years.



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Calendar

- November 19** **ALLIANCE FOR ENVIRONMENTAL CONCERNS** Annual Meeting, Fiddlers Elbow. Contact Nancy Sadlon, (732) 563-9252
- December 7** **GCSAA SEMINAR: Problems and Solutions: Using Annuals and Perennials in the Golfscape**, Trump Taj Mahal. Contact GCSAA, (800) 472-7878
- December 8-10** **NEW JERSEY TURFGRASS & LANDSCAPE EXPO '98**, Trump Taj Mahal Casino Resort. Contact NJTA, (732) 821-7134
- Jan. 4 - Mar. 12** **GOLF TURF MANAGEMENT SCHOOL**, Rutgers University. Contact Bruce Neary, (732) 458-0309
- January 5-7** **EASTERN PA. TURF CONFERENCE AND TRADE SHOW**, Valley Forge Convention Center. Contact Michael Smith, (610) 828-0235
- February 8-14** **GCSAA CONFERENCE & SHOW**, Orlando, Florida. Contact GCSAA, (800) 472-7878

THE INVITATIONAL AT THE PRESIDENT'S CLUB

By Shaun Barry

Each year for the past two decades, one of the highlights of our meeting schedule has been the Invitational tournament. It is important because it is our tournament, and our members get to invite club officials. Hosting the 21st edition of this event was Glenn Miller and Manasquan River Country Club. While it is an honor to be the host, we all know what pressure this puts on all involved.

Glenn, in a president's message, stated his feelings about how courses should be prepared for amateur tournaments, and this is how he presented Manasquan River. While Glenn, Jim Cadott and the entire staff worked very hard preparing the course, it was in the same condition that his members



1998 Invitational champs (left to right): Mark MacDonald from Regents Glenn G.C. (York, PA), Kevin Driscoll, Shaun Barry and John Farrell.

enjoy every day. You were able to leave a putt short, and I know one person with the "yips" who really appreciated it. The only problem was the wind, and even Glenn couldn't control that.

The field consisted of 21 teams from as far away as York, Pennsylvania, but Vince Bracken and Fairmount Country Club were the early favorites. They were looking for a threepeat with the exact same team that won in '96 and '97. They played very well, but, unfortunately, just didn't make the putts

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Centennial celebrations

Continued from page 1

reveal that former Hollywood superintendent Sherwood Moore, CGCS, in typical fashion of his day, never threw anything away. In the February 1955 issue of *USGA Journal and Turf Management*, a photo showed the 'good use' of a discarded herbicide drum to form a fairway catch basin. What type of permits would Jan need in 1998 for such an idea?

Deal, Spring Lake and Hollywood have been showcased to the golfing community this past year, providing a glimpse back to a different era of golf course design. The memberships should give themselves credit for returning or keeping their courses to their original designs. Most importantly, they should feel safe with the knowledge that 300 years of golf history is in the capable and talented hands of Petraglia, Peeples and Kasyjanski.

Continued from page 4

this year. One individual who did make the putts was hosting pro Brent Studer. He shot a 68 for low pro honors. Since Manasquan's two-man score was 67, it seems Glenn was too busy being a good host rather than attempting to win the event.

Winning the Superintendent-Pro trophy was Lance Rogers and Len Siter from Colonia Country Club with a 64. Bruce Peeples and Bill King from Spring Lake took second on a match of cards with Rock Spring. They both shot a 65. Walking away with the trophy in the Team Event was Regents Glen Golf Course. Mark MacDonald drove four hours each way and he played very well. Making up the rest of his team was an unlikely group. Playing as a pro was John Farrell who was joined by Kevin Driscoll and Shaun Barry. Everybody on this team helped, but Kevin was the star. He made six net birdies and one net eagle. Together, they combined for a 57.

Metuchen Golf and Country Club, Spring Lake Golf Course and Suburban Golf Course shot a 60, but after a match of cards, Metuchen came in second. At the par three hole, Dan Tomlinson (10' 5"), Howard Evans (2' 8") and John Carpinelli (8' 9") were the closest. Tim Ennis and Pete Wyndorf took long drive honors. Glenn also presented GCSANJ plaques to Spring Lake and Colonia in honor of their centennial celebrations this year. It was a nice touch and came as a complete surprise to the clubs. We will continue this practice for any club as they reach this milestone.

Watching everyone enjoy the day, I know our tournament was a success. Many thanks were given, and they were all well earned. Once again, Manasquan River made us feel like members.

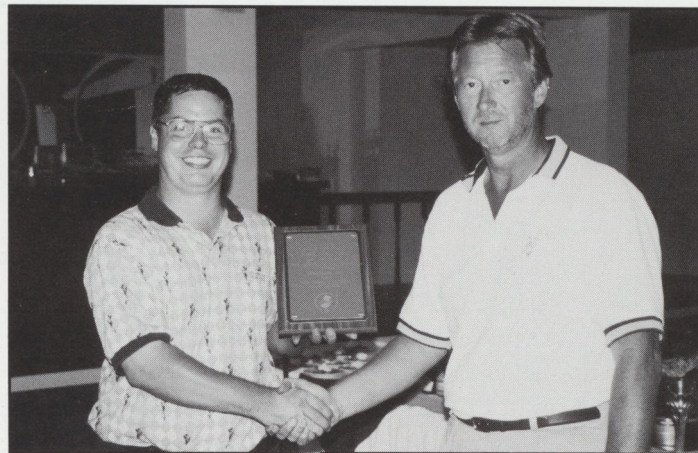
ARCOLA HOSTS AGAIN

By Shaun Barry

The District I Championship was once again held at Arcola Country Club, and either Mike Mongan loves having this event or he doesn't want to travel during the month of August. Having experienced Mike's hospitality, 30 people chose to come back even though rain was in the forecast. Peter McFarland from Alpine, The Care of Trees Co., donated another \$300 this year toward the meeting. It must have been used to purchase the food because, as usual, it was plentiful and good. Byron Johnson could have a second job working as a chef.

Unfortunately, there are no golf scores to report because we were rained out after 12 holes. Qualifying for the Long Drive contest was held three days later, but I was not given

the results. Hopefully, the winners will show up at the Championship to try and win the Final Event.



District II Host Mark Wallace, Minebrook G.C. (left) and Pat Campbell.

DISTRICT II

By Shaun Barry

We had a new site for District II's Championship. Mark Wallace from Minebrook Golf Course proved he was ready to host his fellow superintendents. Mark has been at Minebrook for three years, and he and Adam Shanner have really made a difference. Every one of the 26 people attending had a great time. The course required every club in your bag, but still was fun to play.

Bob Dwyer (81) and Pete Pedrazzi, Sr. (81) once again led the way as they qualified for the District Team. Joining them were Chris Boyle (82), Jack Martin (85), Wayne Remo (89) and Dick LaFlamme (89). Walking away with one skin each were C. Boyle, Joe Beckerley and Mark Johnson.

It was a great day with no rain. Joe Kennedy was smiling and that is all I need to know about the day. Minebrook was a great choice.

SHORE APPEAL

1998 was the second year that Toms River Country Club has hosted the District III Meeting. Not bad for a golf course that is in District IV. Ed McSeamen says his heart is in District III. Since our last visit, Ed has added to his responsibilities. He is now also the general manager of the club. Even

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John Fenwick brought retiree Floyd Staats to District III. Floyd had a wonderful time.

with this busy schedule, everything was perfect. There are truly 18 different holes on this nine-hole course. What a pleasure it is to play.

Of the 48 golfers, only two were able to break 80. Jim Woods (78) and Kerry Boyer (79) set the standard. Joining them on the District team are Mark Kriews (80), Kevin Giles



(From left) District III: Ed Mellor and Host Ed McSeaman.

(80), John Alexander (81) and Peter vanDrumpt. K. Boyer (64) and Dick Walte (69) took low net honors. Nine people advanced to the Long Drive finals as the District raised \$310 for our Foundation.

The enjoyment we had on the course was matched by our meal. Ed and the entire staff prepared a feast fit for kings. It was wonderful and Bruce Peebles made a great suggestion: "Let's make this our permanent site for this meeting." What do you think, Ed? It sounds good to us.

DEERWOOD CHALLENGES DISTRICT IV

By Shaun Barry

Joel Collura has been a member of our Association for many years. He has volunteered his course to us when he was at Medford Lakes Country Club, and now at Deerwood Country Club we finally got the chance to see what he can do. What a wonderful course. Joel and his crew know what they are doing. Great conditions on a course any golfer would enjoy playing. Unfortunately, the fun only lasted 14 holes. Another lightning storm and our day was over.

Using what scores they had, John Carpinelli and Greg Armbruster came up with their District Team. Tony Benfield,

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Jim Waniak, Wendall Beakley, Bob Bird, Doug Larson and Kent Rickenbach were the qualifiers. And although there was no room to host the Long Drive contest, John still donated \$150 toward the Foundation.

After we give Joel a chance to get his breath, I will try to have him host a state meeting. Don't miss it. You will enjoy the day.

THE CLUB RELATIONS COMMITTEE IS THERE TO HELP

The Club Relations Committee of GCSANJ is not only in place to advise golf courses that are looking for a new superintendent. The committee is there to help you, the superintendent who may have a problem at your course. The problem may be at a public course, single owner, municipal, corporate, it may be at a private course, new or 100 years old. If you need help, maybe superintendent to superintendent, we are there for you. Maybe you need help getting your budget raised, or expectations of your club have to be lowered to relate to your budget and amount of rounds of play. **PLEASE** contact Pat Campbell, Club Relations chairperson, any member of the Board or Judy Policastro at AAMC headquarters, and we will do our best to assist **you**!

There are many members of GCSANJ who have been in the situation that you may be in now. If you need assistance, the Committee can call on superintendents who can best relate to your situation. Remember, everything is kept confidential!

GCSANJ EXECUTIVE BOARD MEETS ALL SUMMER LONG

The following is a condensed version of the GCSANJ Executive Board minutes for the past three months. As you can tell, we have been busy, so busy that I have not been able to keep up with getting them in sooner!

There was a meeting held on **June 16, 1998**. Those present include Glenn Miller, Ken Krausz, Mike Mongon, Ed Mellor, Bruce Peeples, Gregg Armbruster, Gary Arlio, John Carpinelli, John O'Keefe, Wayne Remo, Jim McNally, Shaun Barry and Dr. Bruce Clarke.

President Glenn Miller called the meeting to order at 9:06 AM. He introduced the new District II Director, Wayne Remo.

COMMITTEE REPORTS:

BENEVOLENT: It was reported that Gene Evans had been in an accident and had been in a coma but was doing better.

TREASURER'S REPORT: Ed Mellor reported on the interest that our CDs were receiving and questioned our long term investment plan. Should we continue with CDs or maybe diversify into growth funds. A Steering Committee of John O'Keefe, Gary Arlio, Mike Mongon and Ed Mellor was formed. It was also suggested to invite non-Board members. Dave Pease, Chris Carson and Steve Finamore were suggested; they will be contacted.

GOLF: Shaun Barry reported on the upcoming events. There was a discussion of equipment demonstrations during outings, and it was decided that this was not a good idea.

GOVERNMENT RELATIONS: Mike Mongon advised the Board that SB166 passed, which limits liability of golf courses when a golfer is injured by lightning, identified as an "Act Of God".

Wayne Remo discussed his recent application and discussions with the Water Allocation Permit staff.

Jim McNally discussed some issues with Noise Ordinances.

NATIONAL DELEGATE: Jim McNally reported on housing for the national and also updated us on his discussions

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GCSANJ news

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about the regional Hospitality Reception.

SPECIAL EVENTS: Wayne Remo reached out to Chris Carson and Vince Bracken for some advice as Wayne is new to this committee.

BY-LAWS: There was a question of proxy votes for the annual meeting and the By-laws Committee was instructed to look into this and make a recommendation.

RUTGERS: Dr. Bruce Clarke thanked the association for their financial support of the new building. He also outlined a timetable for construction.

Dr. Clarke reported that the field day for superintendents would be held on August 6.

The Greens mix project has been seeded.

Steve Hart was hired as the Extension Special Weed Sci-

entist as an associate professor. Two other positions at Rutgers are expected to be filled soon; Dr. Clarke is happy with the support from Rutgers in filling these positions.

The Rutgers Web Site has been updated and its use is encouraged.

Dr. Clarke noted that there have been trips to other countries by several research people to find better varieties.

Glenn Miller read a thank you letter from Francis Lawrence, dean at Rutgers.

SURVEY: A committee has been formed to see if we can make the survey better. Participation by more superintendents is to be encouraged.

SCHOLARSHIPS: Judy is in the process of sending out the checks.

DISTINGUISHED SERVICE AWARD & MEMBER OF THE YEAR: Ken Krausz has the situation under control and will be sending out letters at the proper time.

ASSOCIATION RELATIONS: Gregg Armbruster spoke with members of the Mechanics Association. It seems that they have a problem getting members to NJ EXPO.

ASSISTANT SUPERINTENDENT LIAISON: Bruce Peeples spoke with Brian Remo and they are progressing well.

The District Directors stated that the dates and sites for district tournaments were almost complete. It was also noted that the tournament for Brett Owsik went well.

THE JULY MEETING of the GCSANJ BOARD was held at Montammy Golf Club

The meeting was called to order at 9:00 AM by President Glenn Miller.


Board members who were present include: Glenn Miller, Ken Krausz, Ed Mellor, Mike Mongon, Bruce Peeples, Wayne Remo, Gregg Armbruster, Shaun Barry, John Carpinelli, John O'Keefe, Pat Campbell and Steve Chirip.

COMMITTEE REPORTS:

TREASURER'S REPORT: Ed Mellor reported that Mike Mongon asked that a CD go into a growth fund; all were in favor.

NEWSLETTER: Ken Krausz reported that the ad revenue

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was running behind and that he also needs articles; please submit anything you might think fits. If you have an idea for an article but don't feel comfortable writing, submit the idea to Ken as he will be able to get the article written.

GOVERNMENT RELATIONS: Mike Mongon reported that water allocation and water shed were hot topics. Compliance was the main issue.

GOLF: Shaun Barry reported that the District tournaments were all set. He outlined the tournament for today.

ETHICS: John Carpinelli reported that a local landscape contractor wrote an article in a local paper and said that artificial putting greens will replace the need for high priced superintendents. Glenn Miller, Tom Grimic and John Carpinelli are on top of the situation.

BY-LAWS: John Carpinelli reported that the idea of a proxy vote might be put on hold.

ASSOCIATION RELATIONS: Gregg Armbruster reported that the Mechanics Association is forming a letter outlining their needs.

DSA, MEMBER OF THE YEAR: Ken Krausz reported that everything is ready to go with deadlines for a one-month turnaround.

ASSISTANT SUPERINTENDENT LIAISON: Bruce Peeples reported that a committee has been formed and created a mission statement. Brian Remo is the chairperson. Deal Golf & C.C. will host the initial Assistant Superintendent Annual Meeting and Golf Tournament.

NEW BUSINESS: Mark Kriews was introduced as the new District 3 director.

Arcola C.C. is sponsoring Stony Lane School in Paramus in the Audubon Sanctuary Program.

THERE WAS A MEETING OF THE GCSANJ EXECUTIVE BOARD held on August 27, 1998.

President Miller called the meeting to order at 4:45 PM.

Those present included: Glenn Miller, Ken Krausz, Mike Mongon, Ed Mellor, Bruce Peeples, Brian Remo, Wayne Remo, Shaun Barry, Jim McNally, Steve Chirip, Mark Kriews and Dr. Bruce Clarke.

COMMITTEE REPORTS:

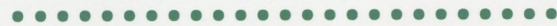
TREASURER'S REPORT: Ed Mellor led a discussion concerning how much money we should invest, how much is needed toward member services, what we need for an emergency fund and other appropriations. Ed will meet with Glenn Miller, Ted Vitale (our accountant) and Rick Alampi and report back with a recommendation.

GOLF: Shaun Barry reported that the District tournaments raised \$750 for the Foundation.

NATIONAL DELEGATE: Jim McNally discussed the upcoming GCSAA election. He also discussed GCSAA'S decision not to send out the "Who's Who Book," which is a decision we do not support.

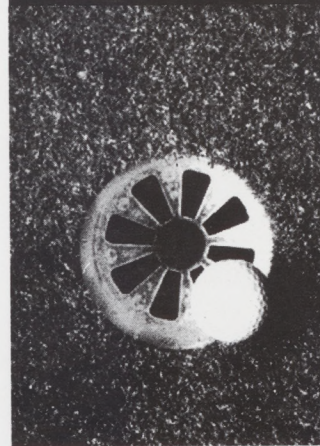
Jim discussed the joint hospitality suite, which has been approved for Thursday, February 11, 1999, from 6:30 - 8:30p.m.

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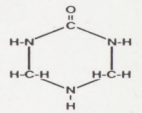


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RUTGERS: Dr. Bruce Clarke reported that Steve Hart will start in the weed science position this spring. The extension entomology position in turf is being advertised, and Dr. Clarke asked for a member of the GCSANJ Board to sit on the interview committee.

The 1999 Field Day will be held on August 5, 1999. Discussion followed on the format, which Dr. Clarke will bring back to the Field Day Committee. There will be a lunch next year and not a dinner as most people left early to beat the traffic.

Dr. Murphy's study on Greensmix is going well; there was disease all over.

ASSISTANT SUPERINTENDENT LIAISON: Brian Remo reported on the upcoming tournament and about past meetings. Brian submitted a written report which included:

1) Discussion about the Assistant Superintendent Golf Tournament.

2) The committee has had discussions with the Penn State Turf Club and developed plans for a 1/2 hour open forum with assistant superintendents. Brian Remo is speaking with people from Delaware Valley College about the same.

3) Interdistrict progress: District reps are trying to meet local assistants and get them all together.

4) Budget discussions, how much money is needed and if it can be raised through events or if it has to be part of the GCSANJ budget.

5) Expo: The Class "C" Committee would like to ask the Board for permission to participate and be represented this year. The Board of GCSANJ suggested they share part of the GCSANJ booth.

6) Student classification: The "C" Committee is aware that the GCSANJ Board is considering a student membership classification and would like to be involved with establishing the benefits that this classification may offer.


ELECTION & NOMINATIONS: Mark Kriews is working on getting the committee ready for this year.

NEW BUSINESS:

Between the four district tournaments there were 150 players; this is exactly the idea behind the local tournaments as usually an August meeting has very low turnout.

Dr. Clarke circulated *Turfgrass Proceedings* and asked for our input on how the research was presented, especially page 127.

Doug Larson, now at Manufacturers C.C. in Philadelphia, would like to host a joint meeting with Philadelphia in April; Shaun will follow up.



**TEE-TO-GREEN QUALITY
FROM JOHN DEERE**

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GCSAA NOMINATING COMMITTEE APPROVES 1999 SLATE OF CANDIDATES

The Nominating Committee of the Golf Course Superintendents Association of America (GCSAA) met recently at association headquarters to examine eligibility and qualifications of those nominated to serve on GCSAA's 1999 Board of Directors.

GCSAA members will have the opportunity to decide three officer posts and elect three directors from a field of 10 candidates for the 1999 Board of Directors during the annual meeting, Feb. 13, 1999, during GCSAA's 70th International Golf Course Conference and Show, Feb. 8-14, in Orlando, Florida. The following slate of candidates was unanimously approved by the Nominating Committee:

For president: David W. Fearis, CGCS, Blue Hills Country Club in Kansas City, MO.

For vice president: R. Scott Woodhead, CGCS, Valley View Golf Club in Bozeman, MT.

For secretary/treasurer: Michael Wallace, CGCS, Hop Meadow Country Club in Simsbury, CT, and Tommy D. Witt, CGCS, StillWaters in Dadeville, AL.

For directors: David S. Downing, II, CGCS, Wild Wing Plantation in Conway, SC; Joseph H. Emanuel, CGCS, Hurstbourne Country Club in Louisville, KY; James J. Nicol, CGCS, Hazeltine National Golf Club in Chaska, MN; Timothy T. O'Neill, CGCS, Country Club of Darien in Darien, CT; Samuel R. Snyder, VII, CGCS, Hercules Country Club in Wilmington, DE; and Mark J. Woodward, CGCS, Dobson Ranch and Riverview Golf Courses in Mesa, AZ.

Jon D. Maddern, CGCS, and Ken Mangum, CGCS, each have one year remaining on their two-year director terms. George Renault, III, CGCS, 1998 president, will serve as past president, and Paul S. McGinnis, CGCS, 1998 immediate past president, will retire from the Board.

"The Nominating Committee was pleased with the quality and number of candidates nominated for the 1999 Board of Directors," said Bruce R. Williams, CGCS, Nominating Committee chairman. "The chapter delegates will have a huge responsibility in representing GCSAA voting members given this year's competitive election slate."

Also serving on the Nominating Committee are Mark D. Kuhns, CGCS; Thomas E. Mason; Sanford G. Queen, CGCS; and Nick L. Vance, CGCS. Fearis serves as Board liaison to the Nominating Committee.

Candidates for the 1999 Board of Directors were introduced at the Chapter Delegates Meeting, September 18-19, at GCSAA headquarters. Candidates gave brief presentations and participated in one-on-one question-and-answer sessions. In-depth profiles of the candidates will be included in the official notice of annual meeting to be mailed to all members in January.

GCSAA CONFERENCE AND SHOW DRESS STANDARDS

For the 70th International Golf Course Conference and Show in Orlando, Florida, GCSAA encourages attendees to follow these dress standards:

- Appropriate attire at GCSAA seminars (slacks and collared shirts for men, similar attire for women); jackets are recommended
- Golf casual attire for the trade show and educational sessions

Continued on page 12

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Continued from page 11

- Sport coat, and business dress for women, at the opening session
- Coat and tie, and evening dress for women, at GCSAA's Recognition Ceremony and Reception, and the President's Dinner Show.

GCSAA AND GCSANJ SPONSOR SEMINAR

The GCSA of New Jersey and GCSAA are sponsoring "Problems and Solutions: Using Annuals and Perennials in the Golfscape," a seminar that will take place on Monday, December 7, 1998, from 8:00 a.m. until 5:00 p.m. at the Trump Taj Mahal in Atlantic City, New Jersey.

In this one-day seminar, the instructors will discuss the benefits and challenges of using perennials and annuals on and around the golf course. The seminar will begin with a panel of superintendents discussing their experiences with ornamental plantings. The panel discussion will set the framework for topics addressed later in the program, including site selection, developing a site plan, planting scale, building new beds and improving existing beds, cultivar and size selec-

tion, color combinations, textures and heights, change-out areas, fall plantings, post-installation maintenance, and working with growers.

There will be 0.7 continuing education units offered. Dean Bemis and Larry Houser will be the instructors. The cost is \$110 for members and \$165 for non-members. For more information or to register, contact the GCSAA Service Center at (800) 472-7878. The seminar code is 99RS091-03.

GCSAA EDUCATION CALENDAR

(in the New Jersey area)

December

7 Problems & Solutions: Using Annuals and Perennials in the Golfscape. Atlantic City, NJ. Co-sponsored by GCSA of New Jersey.

8 Employee Safety Training, Ellicott City, MD. Co-sponsored by the Mid-Atlantic Association of GCS.

9 Maximizing Job Satisfaction. Ellicott City, MD. Co-sponsored by the Mid-Atlantic Association of GCS.

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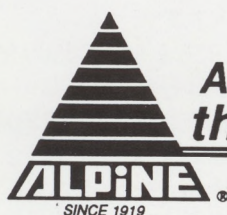
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Continued from page 12

January

7 Preventive Maintenance of Turf Equipment. White Haven, PA. Co-sponsored by the Pocono TGA.

8 Maximizing Teamwork. White Haven, PA. Co-sponsored by the Pocono TGA.

13 Golf Greens: History, Theory, Construction and Maintenance. Pittsburgh, PA. Co-sponsored by the Greater Pittsburgh GCSA.

19 Managerial Productivity. Fishkill, NY. Co-sponsored by the Hudson Valley GCSA.

February

23 Maximizing Turfgrass Disease Control. Albany, NY. Co-sponsored by the Northeastern GCSA.

March

7 Strategies for Managing the Turfgrass System. Valley Forge, PA. Co-sponsored by the Philadelphia Association of GCS.

For more information, please call 800-472-7878.

Beware of this scam

A person received a telephone call from an individual identifying himself as an AT&T service technician who was conducting a test on telephone lines. He stated that to complete the test the person should touch nine (9), zero (0), the pound sign (#) and then hang up.

Luckily this person was suspicious and refused. Upon contacting the telephone company, the person was informed

that by pushing 90#, you would give the requesting individual full access to your telephone line, which allows them to place long distance calls billed to your phone number.

The person was further informed that this scam has been originating from many local jails and prisons. This situation has been verified by many telephone companies.

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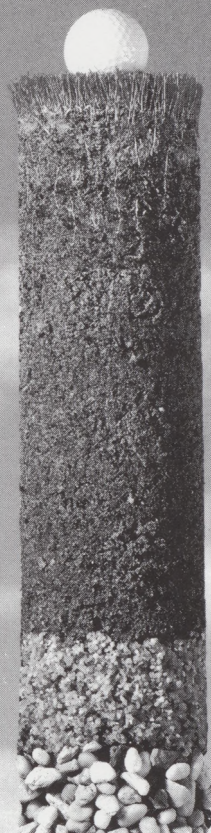
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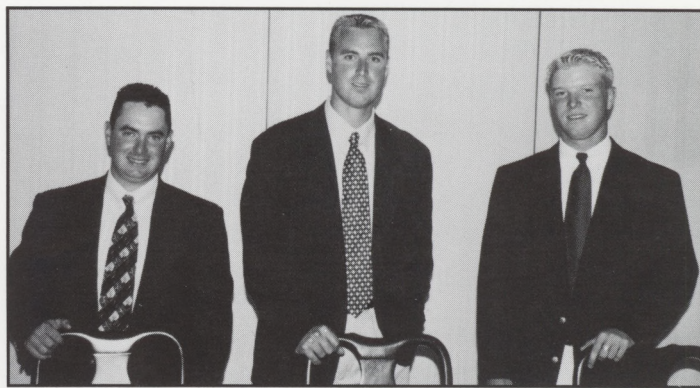


Cadence

By Brian M. Remo

There's a topic that I've been meaning to write about for some time now, but it wasn't until this issue that I've been able to find an approach to its discussion. It seems to me that we have changed a bit as an industry. I'm not sure when exactly it happened, but it did. I'm not sure if it's beneficial or detrimental, but the change exists none the less. Now that I'm older, I'm not even sure if the way things used to be ever were at all. Perhaps I was too inexperienced to realize the change. Maybe it was there all along and only now can I see it. Or maybe it's just me. I guess, sooner or later, I will be required to locate a point in this analytical monologue of mine, so here it goes . . .

I guess I really started becoming aware of the change in college. It was getting close to graduation and the campus was buzzing with the prospect of occupational bliss. Resumes went a-flyin', interviews became a top priority and all eyes were set on the future. You know, when all of us were still trying to figure out organic chemistry the feeling wasn't there, but I soon felt the fever rush over the population of the outgoing class of 1995 . . . Competition. At least I think that's what it was. Maybe it was fear. Maybe it was reality setting in. Regardless, people started to throw club names and acquired salaries around like they were playing for a prize. There was a kid in one of my classes who grew up mowing greens at a small public course in Ohio. He landed the assistant job at the same course after graduation and couldn't have been happier. I remember the look on his face seemed to say, "I've made it! I did it! I'm at the start of greatness!" Then I watched a kid who just landed an internship at a nationally-ranked private club tear him up for half-an-hour. Words could not express the way I felt at that moment. I was under the impression that I was entering into a family. I always felt this



Our Class C representatives at their Board meeting (left to right): Tim Kerwin, Brian Remo and Joe Kinlin.

was an industry that thrived on the integrity of those employed by it. That night, our family took a blindsided shot to the chin, and the story continues.

As assistant superintendents, we all know our occupational goals are similar. We obviously want to be superintendents. But something got lost in the shuffle. The on-line generation seems to be losing touch with the history of the industry and the commitment that it requires. Ken Krausz wrote an editorial a few months ago about a similar topic. He said he noticed a change in the industry as well. And we have changed. Our agronomics have improved, universities and colleges are able to instruct with better capabilities with better facilities, our environmental tendencies have progressed significantly, water management, computer generated irrigation systems and equipment. The list of improvements is long and fruitful. With so much going on, it has become increasingly difficult to sense the strength of our ethics. This industry revolves around a game. The game revolves around the revenues it produces. The revenues depend upon the people who play the game. The players depend upon the men and women who provide the conditions demanded of them. These professionals are represented by their associations, and these associations were built, established and rely upon the ethics that reflect their existence.

That assistant from Ohio, he's now the superintendent of that little public course. He's got a house, a lovely wife and is expecting their second child in March. There's enough success out there for all of us guys and gals, and it seems that there will always be more and more golf courses as long as these silly people want to whack that little white orb for five hours straight. But this industry has always leaned on the integrity and strength of its members as a unit, and a chain is only as strong as its weakest link.



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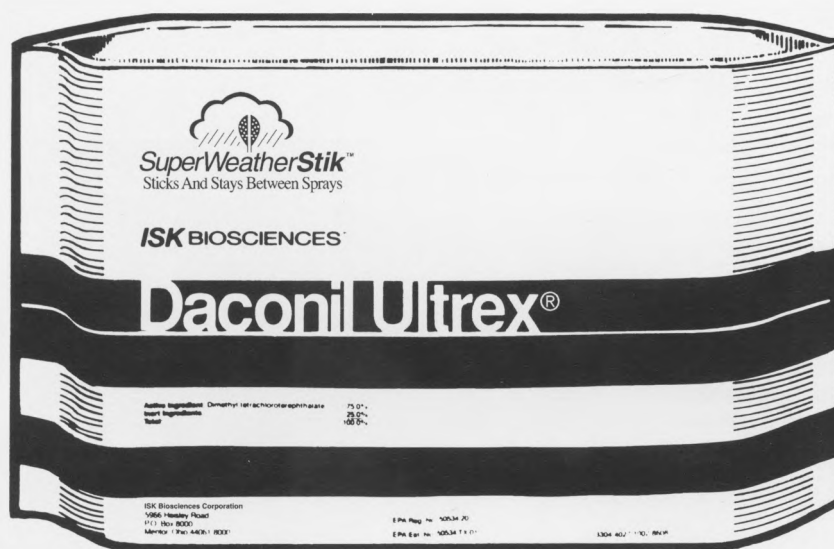
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of systemics for lower total fungicide cost, and you get greener, healthier grass, guaranteed.† Just ask your distributor for all the details. Daconil Ultrex reduced rate spraying. It could put you on a better course than ever before.

Always follow label directions carefully when using turf and ornamentals plant protection products. *For best results, we recommend using 20% lower application rates on a 7-10 day schedule. Section 12(a)(2)(G) of FIFRA provides that it is unlawful for any person "to use any registered pesticide in a manner inconsistent with its labeling"; quoted language is defined in section 2(ee) of FIFRA and expressly excludes the act of "applying a pesticide at any dosage, concentration, or frequency less than that specified on the labeling unless the labeling specifically prohibits deviation from the specified dosage, concentration, or frequency." Thus, in the absence of specific label prohibitions, it is not unlawful under section 12(a)(2)(G) to use a registered pesticide at a dosage, concentration, or frequency less than that specified on the labeling of the pesticide. User must have label in possession when applying these rates.

† If you're not happy with the results you get, we'll give you enough Daconil Ultrex to respray your course once using your old program.

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Bowling Green repeats

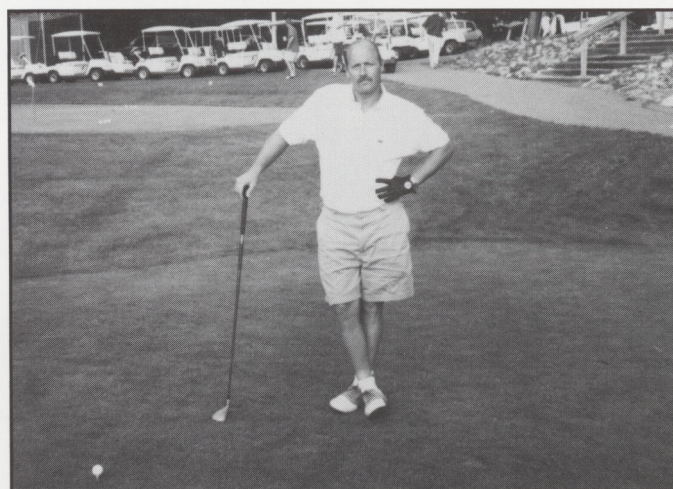
It happened again, and it was bigger and better than before. On August 12, ten golf course greens staffs made the journey to Wallkill Golf Club to vie for the 3rd Annual Golden Cup Cutter Trophy. As the players viewed the lush rolling course, they realized why the great Babe Ruth chose to play here, and the adrenaline started to rush. *It was here, it was now, it was for real!*

Wallkill, Black Bear, Ballyowen, Bowling Green, Crystal Springs, Farmstead, Great Gorge, High Point, Lake Mohawk and Newton all fielded teams. They wanted the golf—both men and women. Ten teams, 68 players—all with a common occupation, all waiting to win the coveted trophy. All had FUN.

As the participants enjoyed dinner, the scorers determined the victor. As hard as it is to imagine (yeah, right), Bowling Green won the Golden Cup Cutter for the second time, just outscoring Great Gorge. God gave us a wet spring; God gave us a dry summer, why did HE let Dave Mayer's Bowling Green team win the cup cutter? It's definitely been a weird season.



The winning team, Bowling Green Golf Club. Standing (left to right): Joe Bambara, Brad Salmon, Mike Kiernan, Bob Gilbert and Ryan Neff. Kneeling (left to right): Dave Mayer, Wil Riggs and Russ Selsor.



Where's Larry and Moe? Rich Foder, Wallkill G.C.

Rich Foder had the course in impeccable shape, although his pin placements were suspicious, and he lost skins money—it does even out. Frank V, the club manager, golf professional and chef extraordinaire, certainly provided a well-organized event and a fine feast. Thanks to Bill Luthin and Jay McKenna for helping to score the event (judging by their abilities with a calculator, I'm sure we can get subdue and LF-128's cheaper). Just kidding! All participants used their time to play for their respective courses for the coveted trophy on a most enjoyable afternoon at a magnificent golf course.

Special thanks to Grass Roots and Wilfred MacDonald for their generous donations.

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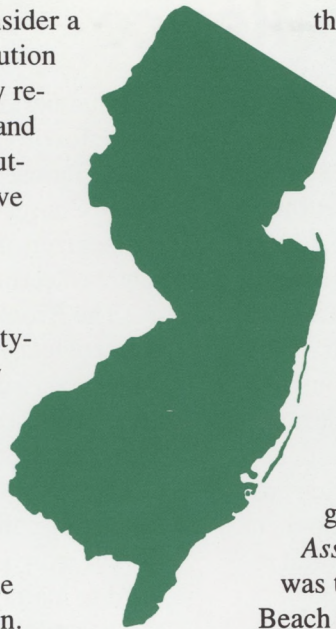
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State watch

In November, New Jersey voters will consider a ballot initiative to amend the state constitution to provide up to \$1 billion to permanently reserve nearly one million acres of undeveloped land as open space. Many states are awaiting the outcome of the effort to stop urban sprawl and save farmlands, wetlands and woodlands.

Assembly bill 2379 would change county-employed golf course superintendents in New Jersey to the unclassified service of the civil service. The sponsor says the bill will make it easier for county golf courses to hire qualified superintendents by allowing them to bypass the civil service employment process. The bill was introduced at the request of the Ocean County director of parks and recreation.

Legislation that would make it easier for workers to move



their pension benefits when they change jobs has been introduced in the Senate. The bipartisan Retirement Account Portability Act (S.2329) contains language borrowed from similar bills introduced in the House. With the end of the 105th Congress in sight, it is possible that provisions in this bill may be added to other tax legislation to go before the Senate this year.

An amendment to prohibit disaster relief funds from being used to rebuild municipal golf courses will be considered by the Senate during debate on the spending bill for the Federal Emergency Management Agency (FEMA), according to the *Associated Press*. At a hearing in July, a Senate panel was told that \$872,000 was spent by FEMA on a Myrtle Beach golf course. Amendment opponents warn the action is the first step to banning funds for parks and other recreation areas. The FEMA appropriations bill will be considered by the full Senate.

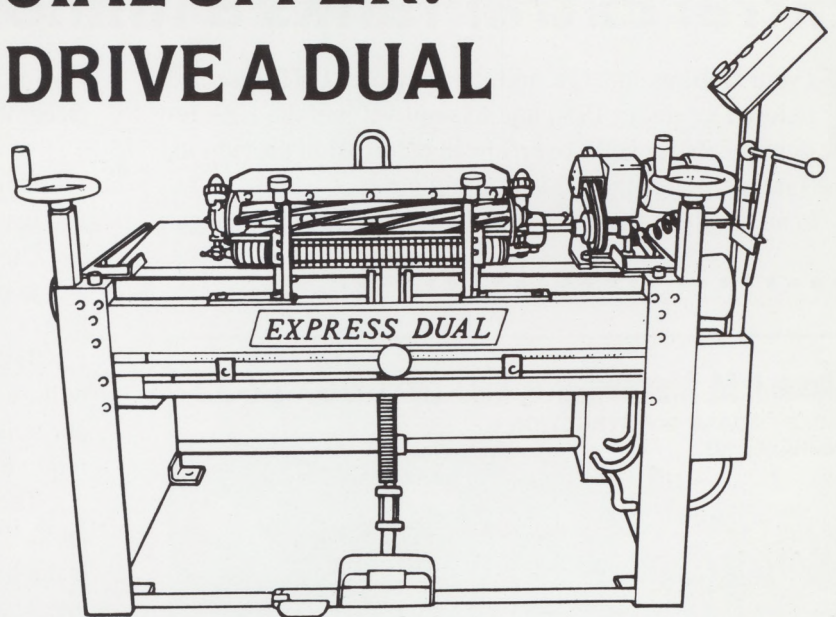
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Brooklake Country Club recognized for environmental excellence

Brooklake Country Club, Florham Park, has achieved designation as a "Certified Audubon Cooperative Sanctuary" by the Audubon Cooperative Sanctuary System (ACSS), the educational division of Audubon International, endorsed by the United States Golf Association. Brooklake Country Club is the fourth in New Jersey and the 141st course in the world to receive the honor. The first three courses in New Jersey were Fiddler's Elbow Country Club in Far Hills, Ridgewood Country Club in Paramus and Somerset Hills Country Club located in Bernardsville.

In 1991, Brooklake Country Club joined the Audubon Cooperative Sanctuary Program for Golf Courses, which provides information and guidance to golf courses to help them preserve and enhance wildlife habitat and protect natural resources.

"Brooklake Country Club has shown a strong commitment to its environmental program. They are to be commended for their efforts to provide a sanctuary for wildlife on the golf course property," said Joellen Zeh, staff ecologist for the Cooperative Sanctuary System.

"To reach certification, a course must demonstrate that they are maintaining a high degree of environmental quality

in a number of areas," explained Zeh. These categories include: Environmental Planning, Wildlife & Habitat Management, Outreach and Education, Integrated Pest Management, Water Conservation, and Water Quality Management. Golf courses from the United States, Canada and Europe have also achieved certification in the program.

The Brooklake Board of Directors and the course management team have always had a strong commitment to environmental issues. Golf Course Superintendent Scott Carpenter is convinced the Audubon Cooperative Sanctuary Program and Brooklake Country Club are a perfect fit. "The resources available regarding environmental issues are unmatched," commented Carpenter. "Brooklake Country Club is extremely proud of attaining certification and looks forward to the future."

In addition to golf courses, the Audubon Cooperative Sanctuary System also provides programs for schools, individuals and businesses. For more information, contact Audubon International, 46 Rarick Rd., Selkirk, NY 12158; 518-767-9051 or e-mail them via the Internet at acss@audubonintl.org and visit their website at www.audubonintl.org.

Extra! Extra! Tanks a million!

If your club has underground storage tanks (UST) installed before December 1988 and has not yet met the EPA requirements for spill, overflow and corrosion protection, time (and perhaps fuel oil) is running out.

In an article in the last issue of *Club Director*, the maga-

zine of the National Club Association, clubs have until December 22, 1998, to bring USTs into compliance by:

1. Upgrading existing tanks
2. Installing new tanks and
3. Closing tanks that will be left in place. (Note: some states may require removal rather than tank closure.)

Tank owners who miss the deadline for tank compliance will be subjected to monetary penalties as high as \$11,000 per tank per day so long as the violation continues. As you might expect, these fines are not insured.

The EPA estimates there are 1.1 million federally regulated USTs nationwide. They further estimate that 320,000 leaks have occurred as tanks age and start to corrode. Most leaks have affected groundwater, a major source of drinking water. In the interest of preservation of the environment, and the reputation and well-being of your club, you are urged to deal with your UST.

If you think you have a problem with your UST, you probably do. Call a reliable contractor and correct as soon as possible.

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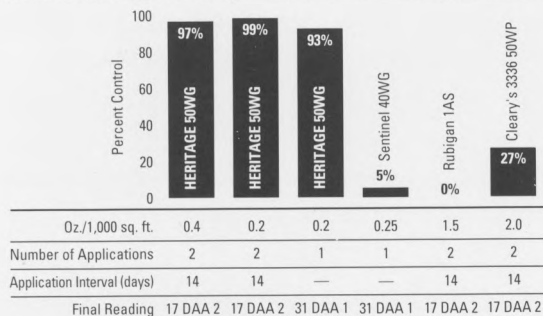
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Anthracnose¹ (*Colletotrichum graminicola*) on 80% Annual Bluegrass, 20% Perennial Ryegrass

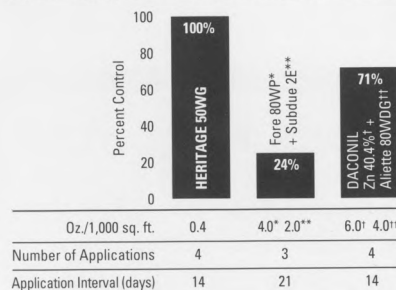


Dr. Don Scott, Purdue University, 1995

US 67-95-P354

¹ Also isolated from plots: 2 species *Rhizoctonia*; 3 species *Pythium*; and several species *Curvularia*.

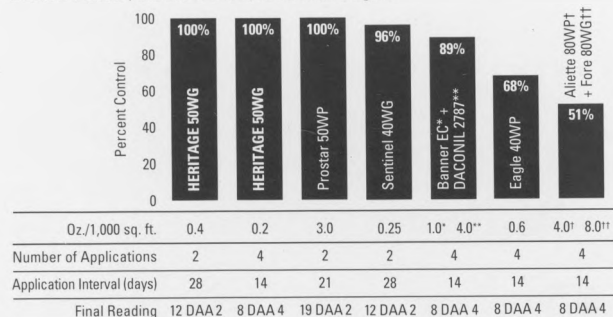
Pythium Blight (*Pythium aphanidermatum*) on Perennial Ryegrass



Dr. John Watkins, University of Nebraska, 1996

USNP-96-P030

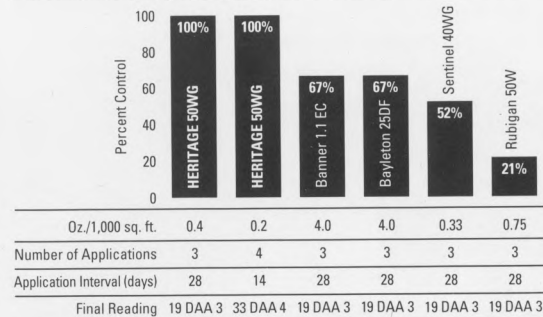
Brown Patch (*Rhizoctonia solani*) on Colonial Bentgrass



Dr. Pat Sanders, Penn State University, 1994

US 66-94-P356

Summer Patch (*Magnaporthe poae*) on Kentucky Bluegrass



Dr. Bruce Clarke, Cooke College, Rutgers University, 1994

US 66-94-P362

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The benefits of an employment contract

One word sums up the benefits of having an employment contract: protection. How? An employment contract balances the playing field between employer and employee by acknowledging a superintendent's level of professionalism.

An employment contract:

- Defines expectations
- Saves time second-guessing goals
- Protects the most important asset, the golf course
- Ensures continuity
- Saves money by defining compensation
- Allows for better planning
- Removes fear and builds trust
- Creates loyalty and commitment by employer and superintendent

Approximately 26 percent of GCSAA members and 52 percent of PGA golf professionals have an employment contract.

Regardless of the specific situation, the superintendent's employment contract should cover the following:

- *Terms of employment:* State the contract's ending date, renewal date or its open-ended nature.
- *Duties:* Outline the superintendent's boundaries of authority and designate to whom the superintendent reports.
- *Termination/Severance:* State the course of action that

Approximately 26 percent of GCSAA members and 52 percent of PGA golf professionals have an employment contract.

will be taken if the superintendent is voluntarily or involuntarily terminated, and the severance package.

- *Compensation:* Specify the superintendent's salary and pay period. Include a bonus structure. Outline a performance review schedule.
- *Benefits:* Define the benefits that will be provided to the superintendent. Be sure to include insurance (medical, dental, disability and liability), vacation, sick leave, vehicle, facility privileges, meals, housing and clothing allowances, educational reimbursement, dues for professional associations, pension/retirement plan and other benefits appropriate to your region and facility.

Important: The employment contract is an important document, and it's wise to seek legal counsel to assure that both parties' interests are protected. A sample employment contract is available through the GCSAA Service Center. Call 800-472-7878.

Source: GCSAA Compensation and Benefits Report; PGA Golf Professional Compensation Survey; 1997 GCSAA Employment Resources Kit, Negotiating Compensation and Benefits.

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Club statistics on spikeless

The Club Managers Association of America (CMAA) reports that 58 percent of their members' clubs have a policy concerning alternatives to golf shoes with metal spikes. Among those clubs that do not currently have a policy, 33 percent said they were considering developing a policy.

Source: CMAA 1997 Economic Impact Survey

Fifteen public relations tips

The following is a list of activities that you can undertake at your facility to enhance your image and inform individuals you interact with such as golf clientele, golf course management and the general public. These can be applied on an individual basis, but may also be applicable to chapter activities.

1. Play golf with your clientele regularly, including green chair and committee, general manager, golf professional, patrons, etc.
2. Have lunch at your facility with your clientele regularly, including green chair and committee, general manager, golf professional, patrons, etc.
3. Host an open house annually for your clientele, including green chair and committee, general manager, golf professional, patrons, etc. Be creative and hold special sessions for specific groups such as juniors, seniors, men and women.
4. Hold meetings with your green committee and management staff at your maintenance facility on a regular basis.
5. Publicize your maintenance activities in your facility newsletters and postings on signs/bulletin boards throughout the course. Make a special effort to publicize activities well in advance to inform patrons and communicate in an educational manner to provide knowledge.
6. Share GCSAA and *The Greenside* publications with members of your management.
7. Participate in junior golf clinics.
8. Participate in local and regional golf shows, both turf and consumer.
9. Host scholarship and research fundraiser events.
10. Join and participate in Audubon Programs for schools and golf courses.
11. Participate in continuing education and career development activities.
12. Provide lawn care and related home maintenance activities in facility newsletters.
13. Print your name, title and include GCSAA logo on scorecard and signage on the course.
14. Host an information table/tent at golf events that attract public attendance.
15. Seek "free" advice from your golf patrons who may specialize in public speaking, public relations, communications, etc.

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