

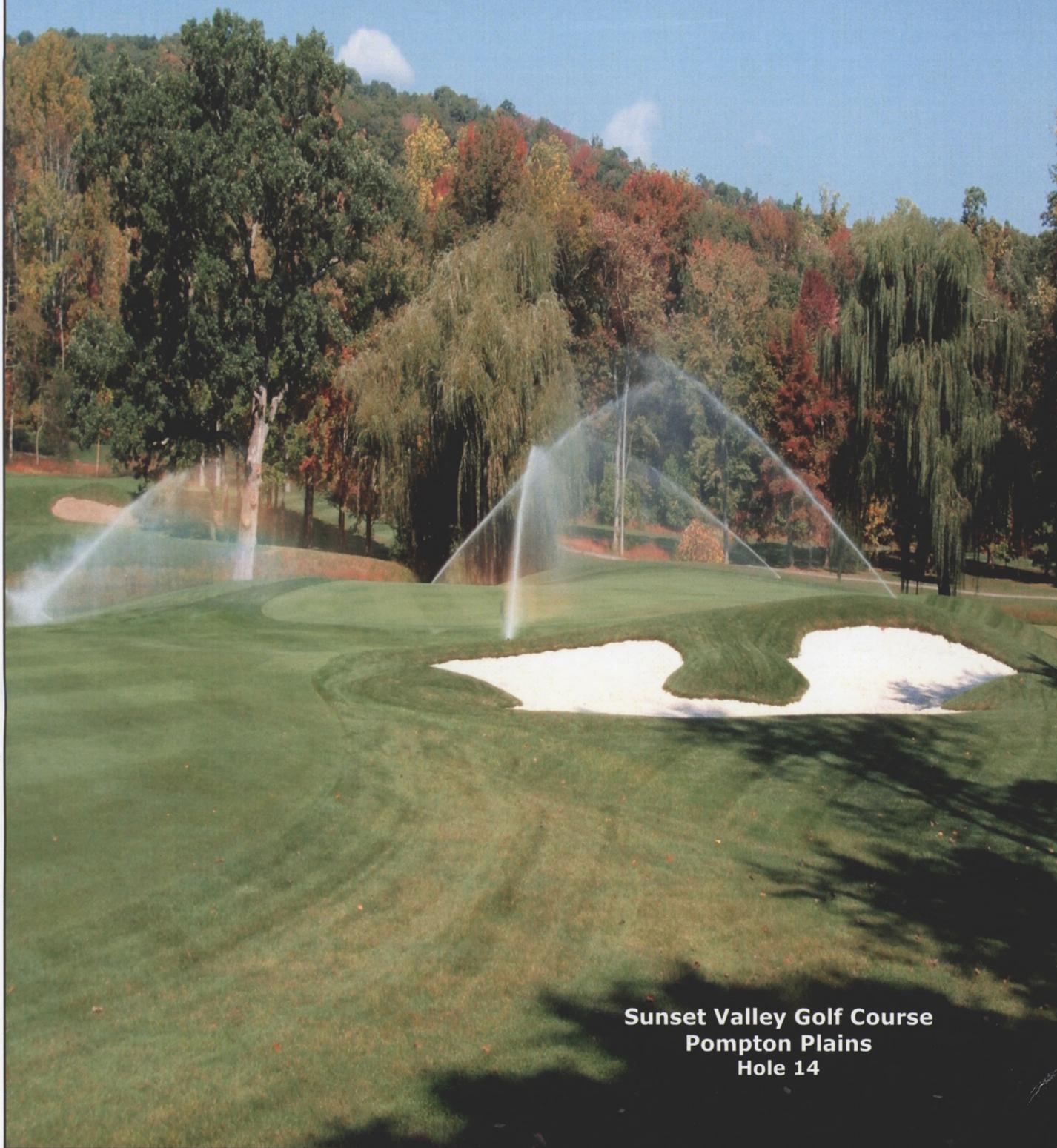
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Pompton Plains
Hole 14

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Looking Ahead...



As the year ends, I'm always struck with how quickly the days and months fly by, and have a hard time believing the year is over. We probably all reflect on what's been done in the past year, and what's still ahead to do.

I have had so many 'firsts' since I've been welcomed into the GCSANJ family. Among them are my 'first' Crystal Conference (which by all accounts was hugely successful in attendance as well as in the caliber of educational programs) and my 'first' membership renewal campaign (hundreds of members actively rejoining GCSANJ). I've taken over the editorship of the Greenside, but not without the very active involvement of members providing quality articles and photos. As 2007 closes, I can happily say I've been enjoying my position of 'firsts' with GCSANJ.

The Board of Directors has many reachable goals for 2008: to continue to grow membership to 1000, to continue to provide an award-winning newsletter, to continue to provide quality meetings and golf tournaments that involve even more members, and to continue to raise funds for the GCSANJ Foundation which supports education.

So, where can you fit into this gameplan? The answer is pretty simple...get involved by participating on a committee, by attending an event, by sharing your views and ideas to make any area of this association one notch better than it is. Your voice makes the wheels of GCSANJ move. Look ahead and see how you can be part of the process. I'll be looking ahead at the Association office processes and procedures to ensure the best match for the needs of our members. And I look ahead to enjoy getting to know the members better.

Cece Peabody, MAT, CMP
Executive Director
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On the Cover:

The fourteenth hole of Sunset Valley Golf Course,
in the Morris County Park Commission.
Photo provided by Craig Kraft, current staff member at Sunset Valley.

President's *Message* Michael A. Stachowski, Golf Club of Concordia

I awoke this past Sunday morning to go to work and was greeted with something a little out of the ordinary - SNOW. Now I know it's December, and it has snowed many times in December in past years, but with the weather being the weather, you never really know what is going to happen until you see it.

What's the big deal you may ask? Many of you are thinking that it's the off-season, and there is snow on the ground, so you can slow down a little and take it easy for a couple months, but in my world, the off-season is divided into 3 categories:

First: No more worries about water management, disease control, player expectations, or long, endless hours on the job. No more looking at the weather every day wondering what Mother Nature has in store for us. No more worries about the irrigation system, no more worries of whether your old equipment will make it through another week, and finally, how many of your workforce will show up.

Second: It's now time to reflect on the past season and evaluate what worked and what didn't so plans can be made for the upcoming season. Remember all of the little complaints and compliments from your clientele, even the little mundane ones, to see where you can better serve them and make their golfing experience more enjoyable.

Third: Ask yourself - Is there enough time to get all the projects done before the next season starts? Will the equipment be repaired and prepped? Do the course supplies - tee markers, ball washers, benches, and others, need to be fixed and/or painted before next year? How will the course fare in the winter weather and how can that affect us in the spring?

So, again I ask the question - Do we ever have a "slow" time? With all the work that has to be done in the next two months, it looks like the majority of us will still be quite busy. This winter, my staff will consist of 2 - my mechanic, and myself - in the shop doing the winter prep for the upcoming season. At least if there is some 'white stuff' on the ground, I won't have to be too concerned with the turf end.

Association News

The Crystal Conference was held on November 13th to the 15th and was another successful event. The Education committee assembled an excellent list of speakers who discussed numerous issues that relate to our industry. Our attendance is continuing to grow each year, not only for

attendees, but also for our vendors. As has been previously stated, the Crystal Conference is an excellent opportunity to collect valuable information as well as to fulfill your service point requirements for the GCSAA.

I would like to thank the Education Committee - Paul Dotti, Chris Boyle, CGCS, Keith Kubik, Lance Rogers, Brad Sparta, Fred Reidel, Eric McGhee, and Rich Lane for coordinating such an excellent event. I would also like to thank the vendors for their continued support of this growing event.

Congratulations again to Mary Lou Des Champs, the 2007 Distinguished Service Award recipient, and to Lance Rogers, this year's Member of the Year Award recipient. Your dedication and service to our association is greatly appreciated.

A new Executive Board was elected at our annual meeting. I will continue to serve as President, Bill Murray will serve as Vice President, Paul Dotti will serve as Treasurer, and Chris Boyle, CGCS, will serve as Secretary. I would also like to thank Brian Minemier, Dave Mishkin, and Joel Collura for their service and support of our association.

Lastly, I would like to wish everyone a safe and happy holiday season. Hopefully, with a little more free time, you will be able to catch up with friends and family.



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10 Things I Wish They'd Taught Me in Turf School

by Chris Carson, Superintendent, Echo Lake Country Club

Seven years ago I began teaching planning and budgeting at the Rutgers University Professional Golf Turf Management School. I found that my students were not just interested in the day-to-day care and maintenance of turf, they enjoyed my “war stories” and the insights I had gained from 30 years in the golf business.

At their request, I presented after-hours lectures on career building, and from those sessions came a new unit in the Rutgers program titled Professional Development. The following are some key points from those lectures, points I wish my professors had told me three decades ago when I went to school. Some concern applying for your first job; others for more responsible positions as your career develops.

1. How to build your career

Some of the most important choices you make in our business come early in your career. Critical evaluations for potential young superintendents include deciding where to work and for whom, assessing what you will learn there and if that knowledge will help grow your career, and determining when it's time to move to a different club for another work experience. It's important that your first few work experiences are more than just jobs. They need to be positive apprenticeships that will expand your knowledge and résumé, challenge you and better prepare you for your next position.

For example, when contemplating a position as assistant superintendent, find out how many superintendents have come through the assistant ranks at that club and, by talking to those former assistants, what the work experience was like. Your boss should not only support your career goals, but also play an active part in guiding you and allowing your personal and professional growth, and he or she should do everything possible to help you obtain interviews when opportunities become available. Your boss should be a mentor, and your decision on employment ought to be based much more on this factor than on pay or geographic convenience to your home. If made thoughtfully, these early decisions will have a long-term positive effect on your career.

The club where you work is as important as who you work for. Working at a famous club, at a grow-in, or at a club preparing for a championship can make your job much more important and much more valuable to you in building a career. Working at a club with high standards and superior quality will teach you what it takes to achieve a high level of maintenance, and this knowledge will be invaluable in your career.

Most important, envision the job you ultimately want and figure out the work history, education, skills and people contacts you will need to get that job. This personal career plan will help you make decisions on job opportunities throughout your career. Refer to your plan and ask yourself: Will this job — and this person — help me progress toward my ultimate goal? If the answer is no, it's probably the wrong position for you.

2. How to set yourself apart

The best cover letter I ever received from a potential assistant listed in the first paragraph several accomplishments that were pertinent to the position. In the next paragraph he said, “But I am sure that many other applicants have similar qualifications. What sets me apart is...” and then he told me about his military service and why that made him a superior candidate.

This told me he was aware there was competition, that I was looking for reasons to separate résumés and that he had a particular skill worth mentioning. It showed a keen understanding of the process I was going through, and it encapsulated the way to success in our business: You must find a way to set yourself apart from other applicants.

If you have distinctive talents and you package them in such a way as to make yourself an appealing candidate, your cover letter will function as an effective sales tool. You are offering yourself as a qualified individual with skills unique to you.

3. How to make a targeted work portfolio

During your years as an assistant you will have an opportunity to amass a stockpile of photographs of projects, successes, failures, disease problems, equipment, etc. This photo bank can be a valuable tool when applying for a job. Touring the course prior to an interview allows you to photograph what you perceive to be course problems. If you then assemble a portfolio of similar problems you've encountered and how you solved them, you display leadership and say the following:

- > You are an organized individual with good communication skills.
- > You have identified areas of concern on the course that you have encountered before and you have viable solutions.
- > You may identify problems the interview committee did not know existed.

This is a great opportunity to show that you have a solid knowledge base and that you are the person they've been looking for — someone with a vision of how to “take their course to the next level.”

Your crew is your No. 1 asset. Make sure you list your crew by name in your budget, and don't forget to highlight the work they do as well.

4. How to develop a plan-based budget

If you move up to become a superintendent, you will find that budgeting is extremely important. The budget will give you the opportunity to show that you have a vision of what your course can become, that you have the management skills to achieve goals and that you have the ability to present your ideas clearly and forcefully. Budgeting and planning go together; they are key ways to show your club that you are a leader.

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Construction at Sunset Valley Golf Course

The much talked about construction at the Sunset Valley Golf Course, a member of the Morris County Park Commission, began the week of June 11th. Phase I of a three phase renovation project began on the 13th and 14th holes and has continued onto the 16th, 17th, 18th, and 10th holes. What exactly does the Construction involve? The project includes the installation of a completely new state-of-the-art irrigation system designed by Irrigation Consulting Inc. Also included in the project are redesigned sand bunkers, tee boxes, fairway drainage, and cart paths by Architect Robert McNeil of Northeast Golf Co.

The new irrigation system will allow for sufficient coverage throughout the golf course, whereas the present irrigation system barely provides adequate coverage to the target areas of play. The new system will allow us to operate a single sprinkler head or an entire hole with the push of a button on a handheld radio, a click of a mouse on an irrigation computer, a flip of a switch at a satellite box in the field, or manually at the sprinkler head itself. Superintendent Jo-Ann Eberle and the crew are excited to work with the new technology.

The current sand bunkers on the course are probably one of the biggest complaints, not only from golfers, but from the Golf Course Mechanic, Jose Rivera. Erosion over time has destroyed the bunker faces and contaminated the sand with dirt and rocks. Golfers wind up hitting these contaminants out of the bunkers and onto the greens. The crew has to take valuable time to walk the greens daily and collect tiny stones before they mow. If a reel mower picks up one of these rocks, the damage can be costly and time consuming to repair.

When the course opened for play in 1974 it was not built to handle the amount of play which it receives today (about 50,000 rounds a year). This is evident upon inspection of the current tee boxes. The teeing surface is too small to handle the traffic they receive from golfers each day and there is not enough area to move the tee markers around in order to give the divots adequate time to heal. The construction of new tee boxes will not only provide us with more tee placements, it will also make the course play differently for players of all abilities.

Up until Labor Day, the course remained open with 18 holes in play during the construction of Phase I. The maintenance crew worked diligently alongside the construction and irrigation crews in order to provide "above par" playing conditions for golfers during the this period. After Labor Day, a smart decision was made to close the back nine. Since

then, not only has construction progress increased tremendously, overall turf quality has also improved on the back nine. Without the presence of golfers and the amount of traffic that comes along with them, the greens, tees, and fairways have had a chance to recover nicely from summer stress. The absence of golfers has also helped make routine maintenance practices such as mowing, aerifying, seeding, spraying, and fertilizing easier on the crew. This is quite helpful because it frees up valuable time for us to nurture and grow-in the new areas of the golf course.

As we approach Fall, Phase 1 is winding down. The finishing touches are being made to all of the construction areas. Spread throughout the six holes that were reconstructed thus far are a total of: 13 bunkers, 15 tee pads, 325 irrigation heads (Toro 835's/855's), as well as several new drains, contours, and cart paths with curbing alongside greens and tees. Jo-Ann Eberle and the crew are excited to grow-in the new holes and prepare for Phases 2 & 3. Still to come in the later phases of the project are the construction of four new greens, lengthening/redesigning of several holes, all new tees and bunkers, as well as the continuation of the new irrigation system

Phase I was completed by Turco Golf Inc. The irrigation system was installed by National Lawn Sprinklers Inc., under the supervision of Irrigation Consultant Bill Gaydosh. The restoration project which is overseen by Billy Buchanan, Project Supervisor, should be completed in less than four years.

Article written by Craig Kraft, Fall 2006 Rutgers University Professional Golf Turf Management Graduate, former employee of Superintendent Doug Vogel- Packanack Golf Club (1999-2001), and current staff member at Sunset Valley (2002-present) under Superintendent Jo-Ann Eberle.



10 Things I Wish They'd Taught... continued

A plan-based budget also helps in another way; it makes it much harder for your club to cut detailed programs than to cut nonspecific numbers. For example, you can say to your club during hard times,

"I'm aware of the need to reduce our expenditures. This is our plan for the upcoming year and the budget needed to achieve that plan. With reduced funding, we can scale back the following programs, but please be aware that there will be a reduction in course quality with every cut." You won't be fighting blind, but rather using a well thought-out plan that is defensible. If cuts are needed, your presentation will serve as documentation that you could not do all you planned for and that you were aware of issues but could not tackle them all because of budget constraints.

It's helpful, too, to humanize your budget plan. Listing the names of your crew, their years of service and perhaps what they do for your club makes it more difficult for them to be treated as an abstract number, as "payroll." When the people making budget decisions are aware of the names of your staff and of the work they do, they may be more inclined to listen to your requests for additional pay or, during hard times, staff retention.

5. How to build professional relationships

A solid professional relationship with your pro, club manager and other club leaders is an absolute must. It's hoped that friendships can develop as well. The pro and the pro shop staff may answer more member questions about the quality of your course in a week than you will in a year, and for that reason alone it's important to form a positive relationship with the pro and

prepare him or her to give informed answers and to support your operations.

There are many ways to develop rapport with other managers, but it hinges on communication. Regular meetings, periodic lunches, informal water-cooler chats or written communication are ways that you can interact and learn each club operation. Have an open mind and a team attitude; show that you understand that yours is not the only operation at your club.

6. How to think like a member

Superintendents sometimes come to believe that the course is their private domain. It's an easy trap to fall into because you spend countless hours on the course.

But it's the members' course, and you first must understand their concerns. To do that, you must communicate with them. Interaction at lunch, or meetings, or at the first tee on Saturday mornings are all opportunities to take the temperature of the membership. Hearing feedback from your pro will help you, and playing occasionally with members will go a long way toward building firm ties with them and in hearing what they think about the course.

A note here: Playing golf is a must. It gives you the same perspective of the course as your members, one that will help shape your management priorities. However, avoid playing with the same two or three members all the time. Spread yourself around to gain a broader perspective on the desires of the members.

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10 Things I Wish They'd Taught... continued

Continued from page 6

7. How to be a leader

It's hard to become a real leader if you are scampering to keep up with day-to-day tasks. Develop a three-year plan you can show to your club that proves you have a vision of the course's future and a way to attain it. By projecting goals and needs three years out, you will progressively raise the comfort level of your owner or board, and effectively pre-sell your ideas. By discussing future goals, you allow your club to plan ahead, especially financially.

Leadership goes further than good planning, though. It means addressing problems in an orderly and professional manner, anticipating problems before they occur and avoiding them. You will be "raising the bar" every year, but that's the way to be perceived by your membership as an invaluable employee.

Leadership is the most important quality of successful superintendents, and is without doubt the characteristic search committees look for.

8. How to say thank you

Several years ago the Detroit Symphony elected a new chairman. The new chairman established a policy that any contributions over \$500 were to be directed to his attention so that he could write a personal thank-you note. One such donor was so impressed with this personal touch that she sent a letter back of her own, along with a check for \$500,000.

He wrote and thanked her again, and another \$500,000 arrived, plus a pledge to donate a total of \$2.5 million. This story ends with the symphony sending a happy quartet to her Connecticut nursing home to perform for her and her friends.

Some of us have received warm notes of appreciation from members thanking us for the condition of our courses. We read them, share them with our crews, and save them. They come so infrequently that they are treasured almost as career highlights.

You can have a similar impact on others by sending thoughtful notes to your peers, to suppliers who have gone above and beyond to help you, to your club for a holiday bonus, or even to a member of your crew who has done something special. I know

of an instance where an unsuccessful candidate for a superintendent's position sent a letter to the green chairman who interviewed him, thanking him for the experience and wishing the club the best of luck with their new superintendent. The chairman was so impressed with the way this candidate handled himself that he soon after helped the candidate get the superintendent's job at a neighboring club.

Good manners are a remarkably effective way of showing you care, and they can be a powerful business tool.

Author Chris Carson had a student who interned at St. Andrews Golf Club in Scotland and helped rebuild several stacked sod bunkers. Carson's advice to him was to highlight this information in his résumé and cover letter because it made him stand out from other candidates.

9. How to treat the problem, not the symptom

During my third year at Echo Lake Country Club we had a difficult time with our 16th green, so I presented a plan to my green committee to rebuild it. Just before a vote was taken, my chairman explained that we had done everything possible to correct the problem and we must now rebuild. This statement caused me to pause, and finally state that we hadn't done everything possible. We hadn't removed trees in this pocketed area, or installed fans, or raised the height of cut, or gotten aggressive with cultivation. These were things I thought our membership wouldn't tolerate.

After discussion, the committee let me institute these changes, and within two years we had restored the green to good health. I'm sure that had we simply rebuilt the green it would have quickly failed because the underlying problems would not have been addressed. I learned from this a valuable lesson: We must truly understand the causes of our problems, not just the symptoms.

I've experienced other occasions when this lesson helped me manage, for instance mycelium so thick I was sure it was pythium, but upon testing turned out to be active — very active — brown patch. Wilting turf actually caused by grubs. Or the crew arriving early for morning break not because they were

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A Word from John O'Keefe ...

Past GCSANJ President...Present GCSAA Board Candidate

After much thought and encouragement from fellow superintendents—both locally and from across the country—I've decided to pursue a director's position on the 2008 GCSAA Board of Directors.

I'm proud and grateful to be nominated by my peers from the GCSANJ, MetGCSA, Hudson Valley GCSA, the Long Island GCSA, and the Finger Lakes GCSA. The boards of these organizations have shown great faith in me, and for this I am truly honored.

For most of my 30 years in the industry, I have been actively involved in working to advance our profession. Having moved through the chairs to become president of two local organizations—the GCSANJ and the Met—and one regional—the Tri-State Turf Research Foundation—and having served on countless local and national committees, I believe I am well prepared to serve on the board of our national organization. I would like nothing more than to become part of a team dedicated to enhancing the performance and professionalism of our industry worldwide.

Membership Numbers Count

GCSAA has great programs in place to help each and every one of us maintain the high standards of our field. I'm sure those of you who have taken advantage of GCSAA's educational opportunities and other professional

development services will agree that our association is second to none when it comes to the valuable programs it provides its membership.

No matter how great our programs, seminars, and conferences are, however, they cannot serve the membership without the membership. As you may know, our ranks represent approximately 54 percent of the golf facilities in the country. I feel we have to continue to build our reputation, not only to those outside our field, but to our own potential members as well.

Superintendents shouldn't debate whether or not they can afford to join our organization; they should be encouraged to understand that they can't afford not to be part of our great network. Just as important, I feel, is that superintendents encourage their assistants to become members as well.

When our assistants have the opportunity to take advantage of GCSAA's many educational opportunities and offerings, they become not only more valuable to our teams, but also more valuable to our industry. Our assistants are our future leaders. It is our responsibility to support—and mentor—their professional growth.

Iwould not be in the position I'm in today if I did not have positive role models throughout my career. It was through my mentors that I learned the importance of

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10 Things I Wish... *Continued from page 7*

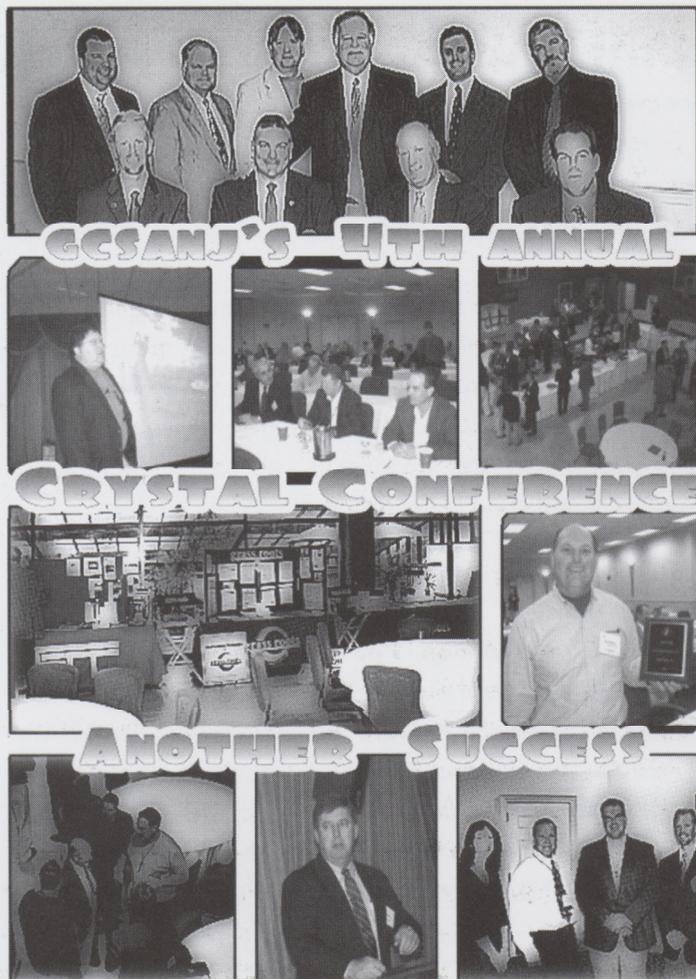
The trick, of course, is determining what is going to make you happy. For me, it comes down to time. I want a job that pays well, of course. But more important, I want to work for people who respect and appreciate what I do and who allow me time to have a satisfying family and personal life.

I want balance in my life, and I am fortunate to have found that at my current position. The most important career and personal goal you can achieve is to have a satisfying job that allows you a satisfying life. As fundamental as it sounds, it's the most important aspiration of all.

Leo Feser Award candidate

This article is eligible for the 2007 Leo Feser Award, presented annually since 1977 to the author of the best superintendent-written article published in GCM during the previous year. Superintendents receive a \$300 stipend for articles. Feser Award winners receive an all-expenses-paid trip to the Golf Industry Show, where they are recognized. They also have their names engraved on a plaque permanently displayed at GCSAA headquarters.

Chris Carson has been Superintendent of Echo Lake Country Club for 20 years. He received a B.S. in environmental science/turf management from Cook College, Rutgers University in 1979. He is Past President of the Golf Course Superintendents Association of New Jersey, and has just become the Past President of the New Jersey Turfgrass Association.



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John O'Keefe ...

Continued from page 8

professional ethics and conduct—and the value of becoming a contributing member of our industry associations. I can only hope that I am as effective in instilling these same principles in the people I mentor.

Growing our membership has numerous benefits, not the least of which is helping our programs and services remain affordable. There's economy, after all, in numbers. What's more, as our association grows so does our value to Affiliate sponsors, whose support allows us to provide more and better services.

Chapter Support

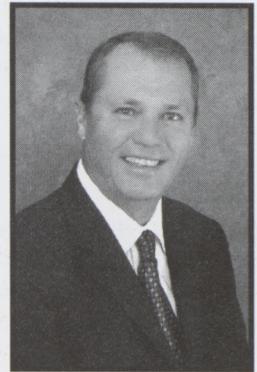
Last but not least, I'm a firm believer in GCSAA's Chapter Field Staffing Program. A part of GCSAA's seven-phased membership growth and recruitment campaign, this program has GCSAA employees visiting and working with various chapters to help them resolve any issues or problems they may be facing. Right now, there are only two field staff members, but I see no limits to the benefits of expanding this network—just as I see no limits to what

GCSAA is capable of doing to elevate and support our profession.

With the support of the Preakness Hills Country Club Board of Governors, membership, and staff . . . and my wife, Margaret, and daughters, Adrienne and Maureen, I am committed to helping GCSAA better serve the most important part of our association . . . YOU, the members.

Thank you, again, to all who are supporting me in my campaign for GCSAA director. I look forward to playing a role in making our great organization even better.

** John O'Keefe, CGCS*



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10 Things I Wish...

Continued from page 10

trying to avoid work, but because they wanted to be first to the microwave (an easy fix – we now have four microwaves). These problems seem simple, but at the time, they were management challenges where the wrong decision would have resulted in larger and more costly problems.

When confronted with difficulty, take the time to list the symptoms and possible solutions, then step back and ask “What is the real, underlying problem?” Occasionally, the answer to this question will surprise you.

10. How to negotiate

Negotiation is a complex subject, but a basic understanding is critical for success in our business. Many good books on the subject are available, and GCSAA offers a full-day seminar on the subject. These sources will make you aware of the principles of negotiation and will provide you with an excellent primer on the skill.

Let's take a look at a typical salary negotiation and the things you should know. You should know the range of salaries for clubs in your area — how much the job is worth. You also should know where you will be meeting and with whom, and you should try to figure out what they want.

Looking at a negotiation from the viewpoint of those on the opposite side of the table gives you insight that helps you craft an agreement that leaves both sides happy.

If the negotiation is for a new job as superintendent, you can assume the people across the table want a long-term relationship and really don't want to go through the process again soon. Use that knowledge in portraying yourself and the vision you present. Let them know they are offering a job that is appealing to you professionally and personally and that you want to put down roots — in effect that you too are looking for a long-term relationship.

Have a clear idea of what you want before going into the negotiation, including the salary range and benefit package appropriate for the job, and also a package value threshold below which you will not accept the position.

You also must determine what you really want, and that will take some introspection. We tend to focus on pay and professional growth, but what we all really want from our job and career boils down to something extremely simple: We want to be happy.

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2007 Terry Stanley Cup Results

The GCSANJ golf committee was looking for a name to give to our new team match play event. We started with an experiment last year and had a few teams enter the competition. With only a few matches played but with lots of enthusiasm from those players, we decided to start an official tournament in 2007.

This event came from a suggestion by Bill Murray who wanted something other than The Bob Leslie Cup so the lower handicap players would have a realistic chance of winning. As we were looking for a name he suggested Terry Stanley. Many of you will remember Terry from his years at Knob Hill. He eventually moved to Florida where his heart was. He was back in the state where he had played on the same college golf team with Fuzzy Zoeller. He had often won money from Fuzzy and I am sure it was good to be home.

While he was in NJ though he was really a great part of our association and made friends as easily as anyone that I have ever met. He left this state but not without getting his

name onto the Sherwood Moore Cup and not without leaving many friends.

Unfortunately Terry passed away at an early age but his memory remained strong with those fellows who knew him, so when Bill suggested his name for the trophy it was a perfect choice. Too bad Brad Fox and Josh Kopera won last year's event before it became the Terry Stanley Cup but they were here in 2007 trying to win this tournament. They did defeat Pat Dolan and Craig Kinsey as well as Lee Kozsey and Jay McKenna to get to the finals. There they met Fran and Joe Owsik who had beaten Brian Lescrier and Rolf Strobel followed by Bill Murray who had to play without his partner Jeff Wyant.

The final match was played at Roger Stewart's course and it was a better match than the final score. Fran and Joe did win on the 14th hole but they watched Brad and Josh miss putt after putt that would hit the hole and never go in. It doesn't take much to turn a match around but luck was not on the northern team's side so congratulations to the Owsiks on their victory and I am sure Brad and Josh along with many other teams will try and win the Cup in 2008.

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by Shaun M. Barry

RESULTS FROM THE 2007 MET TEAM CHAMPIONSHIP

The GCSANJ sent the same team that played in last year's event because we were the defending champions. You don't break up a winning team so we didn't. This team did have a couple late changes because of work issues so it wasn't the same group of guys you saw in the photo from last year. The team is always made up of the best golfers that we have but you do need to be an active member of our association to be considered. That tradition will continue because it is the reason we have won this event 3 times in the last ten years and have been in the top three 6 times during that same period. The better golfers usually have the ability to handle the true tournament conditions this event produces. Winning the Terry Stanley Cup or the Bob Leslie Cup does not get you into the field. It will get you considered but there are no guarantees. Our team did not win this year but they did finish in third place. It was a good finish by our guys but now we will consider changes

in 2008 so hone those skills because we will have a qualifying round in late summer for two spots. We will retain 6 members of the 2007 team so you will be joining a strong group of players in a run for victory in 2008. More details will follow in 2008.

Connecticut was the winning team and Philadelphia edged NJ by 1 shot for second place. Our guys played well but now they are looking at next year. The players on the team were John Alexander, Tom Ashfield, Wendell Beakley, Chris Boyle, Ian Kunesch, Brian Minemier, Bill Murray and Lance Rogers. Congratulations gentlemen and thanks for representing the GCSANJ so well.

2007 Bob Leslie Cup

This year was another event with lots of drama, good golf, bad golf, people playing at, above and below their handicaps with lots of laughter and fun as many new friendships were created and old ones were renewed.

Continued on page 14



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Above left: ROCKLEIGH-HOLE 4 (BEFORE) Above: ROCKLEIGH-HOLE 4 (AFTER)

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ROBERT MCNEIL
GOLF COURSE ARCHITECT

Continued from page 13

With 50 of our members competing it meant lots of teams had the chance to dethrone Barry & Pease. That happened in their first match when they lost 2 down to Eric Carlson and Rich Fodor who turned out to be the eventual winners of the northern bracket. They had to beat Griff/Wirth, Fox/Kopera and Berdine/Diskant to reach the state finals. Mark Berdine and Dave Diskant looked unbeatable as they got by Boyle/Sparta & Kozsey/McKenna but they did not play quite as well as normal in their final match.

The southern bracket had another group of really strong teams. Most of these teams had a real shot at going all of the way. The Harry Harsin & Glenn Miller team advanced to the southern finals against Matt Dobbie & Pat O'Neill. They got there by defeating Paulina/Tansey, Mishkin/Peterson and Lescrinier/Strobel. Matt and Pat defeated Bosco/Collura, Murray/Wyant and Parcels/West. In this match Glenn and Harry made too many putts and they advanced to the Championship match against Eric and Rich.

This match was played at The Ridge at Back Brook because Todd Bunte asked if he could host the finals if it wasn't going to be played at the Championship. The boys from the south jumped out to a comfortable 3 up lead but they couldn't put the northern guys away. By the 17th hole the match was back to being all even and the outcome rested on the final hole or it would have to go to extra holes. It was at this time that Eric stepped up his game and he made the final putt to win the Cup.

It is never nice to lose but I am know both teams really enjoyed the experience and I am sure they will be back again in 2008.

Thanks again to Shaun Barry, our roving reporter, and our photographer 'extraordinaire'. We are grateful for the time you take to attend GCSANJ events, and write about them too.

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District II News

The Quail Brook Golf Course receives "river-friendly" program certification.

The state Water Supply Authority's river friendly program acknowledges golf courses that protect drinking water and "become models of environmental stewardship in their community," said Tara Petti, assistant watershed protection specialist for the association.

Tom Grigal, superintendent at the 18-hole Quail Brook course, said in a news release that he wanted to develop a set of river-friendly actions specific to the golf course - relating to water quality management, water conservation, wildlife and habitat enhancement, as well as education and outreach to the public.

With guidance from Ed Highland, supervisor of golf maintenance for Somerset County and Darrell Marcinek, Director of Golf Maintenance for Somerset County, Grigal was able to meet those goals in recent weeks. The goals were achieved by changing the golf course's operations and maintenance practices to better conserve water, Grigal said.

The goals also contributed to combatting a type of pollution stemming from rain runoff that carries substances such as oil and litter into the waterways. Grigal said that type of pollution poses "a great threat to water quality."

District III News

An early blast of Winter has not silenced golfers just yet in District III. As some Super's were scrambling to apply late season protectants, others were trying to button up construction and renovation projects. If the weather continues to worsen, perhaps we can all enjoy a little break from the hustle and bustle of the everyday routine.

The District III Annual Christmas party will be on Wednesday, December 19th at the Bar "A" in Lake Como. Everybody is invited to come out and enjoy a little holiday cheer. Guests and crew members are always invited, and the spread will be well worth the trip. See you there! Once again, Lance Rogers and myself, Jim Cadott, are proud to be your representatives to the Board of Directors, and encourage input and suggestions on how we can serve the

Continued on pg 16

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membership better. Merry Christmas and Happy New Year!

District IV News

Well, another year has gone by, and I hope everyone had a successful season. It was a well fought, drag out election, but Wendell S. Beakley nudged Jeff Steager for District IV Director. Please welcome Wendell as your new director. At Tavistock Country Club in May, \$85.00 was collected. District IV donated this money to the Mark T. Hughes Memorial Fund. District IV would like to Thank all the affiliated members, sponsors, and superintendents who participated in all the events this year, and we look forward to serving you in 2008. God bless all for a safe and healthy holiday season.



Congratulations Sam Camuso on your wedding!

Met Team Championship -- NJ came in third

Met Team	294
GCSNJ	342
Met Team	321
Met Team	311
GCSNJ	291
Met Team	285
Met Team	304
Met Team	292
Met Team	327
Met Team	290
Met Team	318
Met Team	313
Met Team	309
Met Team	319

GCSANJ team with Gordon Moir who is the head greenkeeper at St Andrews, Scotland.



- C Championship - Sean Hartman won the Gross Event.



Initial Stanley Cup Match. L to R: Josh Kopera, Brad Fox, Fran Owsik, Joe Owsik. The Owsik's are the Champs!



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GCSANJ news

ARCOLA CC REIGNS SUPREME AT 2007 GCSANJ CHAMPIONSHIP

The 2006 GCSANJ Championship, which was held at Essex County CC, is the first time that I noticed an apparent changing of the guard with our superintendent members. Jason Thompson was our host and he was able to attract several of our newest and youngest members to his event. It turns out that most of these gentlemen can play the game and they ended up winning many of the awards with the exception of the Sherwood Moore Cup which went to our Bill Murray. He had just celebrated his 50th birthday and he was really proud to put his name on the cup. The next generation would have to wait a little longer to push out the veterans but it soon would be their time.

Two of those young guys were Todd Bunte and Joe Kinlin. Both of them spoke to me that day about getting more involved and they expressed an interest

in hosting one of our meetings. The next year Todd was our host for the Championship and this year Joe accepted the challenge of hosting our biggest event. Todd has already asked if we would return in 2008 but that honor goes to Tom Grimac and Tavistock CC. It looks like we are set for some really fine golf and that is important because we don't want to go backwards with our schedule.

The day was just beautiful and after a wonderful lunch we jumped on our carts and headed out to see what the experience would be like. This course was built in 1909, it has never moved and it was terrific. Thank goodness we had fore-caddies to help read the greens because they challenged everyone's skills especially if you don't have any real skills in reading greens. We played the ball down but that didn't matter. Every lie in the fairway was perfect and the only way to improve it would have been to use a tee. If our foursome didn't have to get back to help with the scoring I think we might have played a few extra holes because we didn't want the day to end.

Continued on pg 18

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GCSANJ *news*

As we checked the score sheets we could see that there were going to be a few results determined by a match of cards. The low gross winner for superintendents was Tom Grimac. He shot a fine 77 and this also earned him the Sherwood Moore Cup for what I believe is a record fifth time. John Alexander and Brian Minemier also shot 77 but they ended up 2nd and 3rd.. Kevin Purcell was Rick Krok's guest but with only two guests we did not have any prize for them. Too bad because Kevin shot a 71. Maybe he needs to join the association.

The next major award went to the superintendent with the lowest net score. We had 4 scores of 72. Jim Cross prevailed on a match of cards as he took possession of the Dr. Henry Indyk Cup and won the A Flight event. Brian Minemier and Jim Swiatlowski will have to wait until next year. The other 72 was by Lance Rogers in the the B Flight. This however only got him second place because Brent Borelli had a 70 to win the flight. If he had been an A member he would have been the winner of the Indyk Cup so look out guys when he gets a head job. The C Flight only had two winners and they were Pat Quinlan edging out Scott Bosetti. Sometimes scores aren't important

so let us just congratulate them on their victories.

The last major award is the Dr. Paul Sartoretto Cup. This goes to the lowest gross score from an affiliate. Our winner was Doug Larson with an 82. He left early so when he reads this it will be the first time that he hears about it. The low net affiliate winners were Rob Finnesey, Fred Rapp and Shaun Barry. I am not sure about the others but the last guy won only because there were no other names entered on the sheet. This was Rob's first victory at one of our events but if you don't know him you may recognize his name. Each year he and Tree Tech donate \$600 towards our foundation. \$300 goes directly to the foundation and the rest is to be split between the winners of the 3 flights in the long drive contest. This year Shaun Barry was the only qualifier who was there in time for the contest. Needless to say he won his flight and so all of the money went to the foundation. Rob has been doing this for over 10 years so it is was a pleasure to finally get him in front of the group with this victory. He was also one of the winners of our 50/50 and he left the meeting with that money ending up in the foundation.

Continued on pg 19

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GCSANJ news

Once again we had many affiliates sponsor our event to keep the cost of the meeting lower to the participants than what the club charged us. Donations came from Grass Roots, Plant Food, Tree Tech and Seeton Turf because Joe asked for some assistance. That is all that it took to get their help. In addition to this help we also had sponsors for the skill contests. At this meeting those companies were Aer-Core, Atlantic Irrigation, Maser Consulting, Philly Turf, Storr Tractor, The Terre Co., Vic Gerard and Wilfred MacDonald. These companies do this every month and they never question our requests even though it is not always easy for them to do so. Do they get good value for this help? I am not sure but I hope so. We have signs on the course and I do try and mention each one at the meetings and then they get this kind of notice in the Greenside but the best way for them to see a benefit is for you to just say thanks for their support.

Benefiting from those sponsorships were closest to the pin winners Kevin Purcell (4ft 7ins), Brad Fox (7ft 5ins), Steve Finamore (11ft 5 ins) and Jim Cross (11ft 1 in). With that shot Jim also won the use of Vic Gerard's utility

vehicle for a month. Mr Cross can hit it a long way and he did so to win a long drive contest. Joining him with long drives were Jim Cadott, Paul Dotti and Bob Prickett. The skins were split between Matt Ceplo, Brad Fox and Brian Minemier who had two each while Jim Cross, Tom Grimaldi, Lance Rogers and Jim Swiatlowski had one. The last event of the day was the District Championship and in what may be its final playing District III came away with the title. It unfortunately had nothing to do with their actual scores (although 5 out of the 6 were pretty good) but because they were the only district that put up 6 scores on the score sheets. The winning team was John Alexander, Shaun Barry, Jim Cross, Mike Granger, Rick Krok and Bill Murray.

Everyone who attended had a great experience because the club really wanted us to enjoy the day and to make sure Joe's peers were treated with respect. It was first class out on the course and in the clubhouse. Joe, please thank each of your staff members for their hard work in making the course play as a true championship course should play and also thank Bill and Deana for the care they took in making this such a memorable day.

Continued on pg 21



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Next Survey to Go Out in January

The Pesticide Use Survey is scheduled to launch in January 2008. This is the latest installment in the series of surveys being conducted as part of the GCSAA Golf Course Environmental Profile project, which is being funded by The Environmental Institute for Golf, thanks in large part to a grant from The Toro Foundation.

Pesticide use data submitted by superintendents and summarized over agronomic regions will allow GCSAA to communicate accurate information on pesticide use on golf courses to the golf industry, golfers, regulatory agencies and other groups.

GCSAA regularly submits comments to EPA during the pesticide re-registration process. When data on golf courses is not available, the EPA must make decisions regarding registration and use of pesticides based upon sales data and best estimations. A complete and accurate data set on pesticide use will help GCSAA advocate more effectively with EPA on behalf of superintendents.



The goals of the Golf Course Environmental Profile project are to document the features, practices, inputs and outputs associated with golf courses and golf course management, and measure change on golf courses and in golf course management practices over time. The data collected from the series of surveys will allow GCSAA to develop and communicate an accurate portrayal of golf courses and golf course management practices.

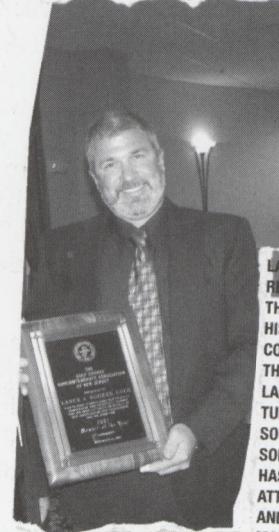
GCSAA members, industry leaders and other supporters can help by encouraging superintendents to complete the survey. Your efforts to promote the importance of the Pesticide Use Survey will help make a difference for the game of golf and the environment.

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GCSANJ news

(Author's [Shaun Barry] addendum to this report)

Joe and I sat down last fall and went over what was expected for this meeting. We had a contract in early 2007 and the only things that needed to happen were for Arcola CC to be in tournament conditions, have great quality in their meals and for us to show up in large numbers. The course was in wonderful shape. Joe and his staff really worked hard to keep their normal conditions because this course can host a tournament every day of the week. The conditions were so good that two of the superintendents who were still in the Leslie Cup Tournament told me that it was the best conditioned course that they had been on all year. It was a wonderful challenge and the greens were quick, fair, very consistent with good hole locations. Everyone needs to pat themselves on the back for a job well done. The food was exactly what we wanted so Arcola CC held up its part of the deal. The only troubling part of the day is that we as an association did not do our part.

Our estimate was based on historical data and we decided on a range from 80 to 100 players with a strong possibility of it being over 100. We only had 68 players and that included 6 people from Arcola CC. It seems that the changing of the guard has not really taken place and it needs to happen because that is where our future leaders will come from.

If the younger members can't find the time or don't have the interest in growing our group then we are in trouble and that would be a shame.

Please don't get me wrong. It is not just our younger members but rather everyone within the association who needs to think about what makes this group successful and are they doing their part. Do you see any importance in our group? If not then what do we need to do to make it important? Please speak to someone on the board and let them know what you are thinking.

After this year we are looking at reducing the number of months that have meetings. Why is that? That is because this year not one meeting had good attendance. We were down 25% to 50% from previous years. We already don't meet in July and the August district meetings are successful in only half of the state. Many years ago, when Dave Pease in his President's Message, suggested that in the future we could be reduced to having our meetings in the local Holiday Inn's conference room, I thought he was being overly dramatic. Now I am not so sure. It might actually happen that way and we will have lost a wonderful tradition and I hate to see this great association heading anyway other than forward.

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Low Gross Supt.

Jim Swiatlowski from Montammy - 77

Low Golf Pro

Mike Rinker- 70



Host Supt. Ryan Oliver above with GCSANJ President Michael Stachowski

A Winning Event

The RTJ Invitational Team Championship Is A Winner Again!

The RTJ Invitational Team Championship is one of the great fundraisers in our industry. Started from the vision of Steve Cadenelli CGCS and the Sambol family, this event was approaching its 19th year and Metedeconk National GC was interested in being a host but they felt it was time for someone else to run the tournament. They asked the GCSANJ Foundation and we jumped at the chance to be involved.

The committee was made up of Bruce and Steve Cadenelli, Jim Cadott, Dave Mishkin,

Glenn Miller, Bill Murray, Ryan Oliver, Lance Rogers and myself. We had approximately 20 planning meetings to be sure we wouldn't miss any opportunity to succeed. Lance Rogers created the invitations, the sponsorship forms, the i-cards and the tournament booklet. We couldn't have done it without him or else we would have spent an extra \$2,000. Because we knew how important this was, everyone on the committee really stepped up and made things happen. Dave Mishkin had to leave the committee but he was there for most of the planning. We knew that he really wanted to be there because he brought so much to our planning sessions.

The date for the tournament was much later this year but we went from 17 teams to 27 teams. Thank you to every team that entered the field this year. Your attendance made all of the difference in the world and I hope you enjoyed the day. Knowing that the MET had their Invitational event and that Philly had their annual meeting on

this date tells us that we may have more teams in 2008. They won't find the course in any better shape because that can't be done. Everything was perfect. Ryan Oliver and his staff did a marvelous job and I know the Cadenelli's would be proud of "their" course.

The Team winners are mentioned above. In the skill competitions the winners were: Tom Hassel (9ft 1in), Tom Ashfield (8ft 10ins) and Chris Boyle (12ft 4ins). Eric McGhee, Andy Bott and Ira Rothbaum won the longest drive contests.

This year's success has inspired us to take on the challenge again in 2008. Please put the date down on your calendar as soon as we get that information to everyone. It very well may be an event that will be filled early because of this year's tournament and because we promise to make our part even better than it was in 2007.

A Special Thanks!

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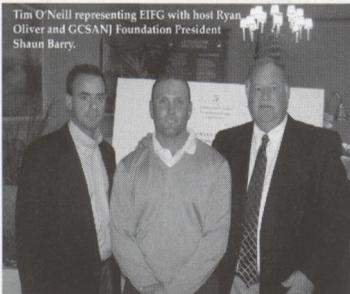
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Tim O'Neill representing EFG with host Ryan Oliver and GCSANJ Foundation President Shaun Barry.

Rutgers Turfgrass Research *news*

Dollar Spot Samples Still Needed

Ms. Jo Anne Crouch, a doctoral student working with Dr. Bruce Clarke at Rutgers University, is collecting samples of turf infested with dollar spot. The purpose of this research is to confirm the "true" identity of the dollar spot fungus and to determine the geographic origin of this aggressive pathogen. Turf samples are being requested from all regions of the United States as well as from other countries throughout the world. Your help is needed to help get this project underway!

If you encounter dollar spot on your course during the next few months, please send a sample of the infested turf to Rich Buckley at the Rutgers Plant Diagnostic Laboratory:

U.S. POSTAL SERVICE only:
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Rutgers, The State University of New Jersey
PO Box 550
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OTHER DELIVERY SERVICES:

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Telephone: 732-932-9140
FAX: 732-932-1270
E-mail: clinic@rcrc.rutgers.edu
Website: www.rcrc.rutgers.edu/plantdiagnosticlab

Be sure to indicate the type of turf infested, the location where the sample was taken, and your contact information. If you should have any questions please contact Jo Anne Crouch at jrcrouch@eden.rutgers.edu ((732) 932-9375 x 334) or Dr. Clarke at Clarke@aesop.rutgers.edu. (x 331)



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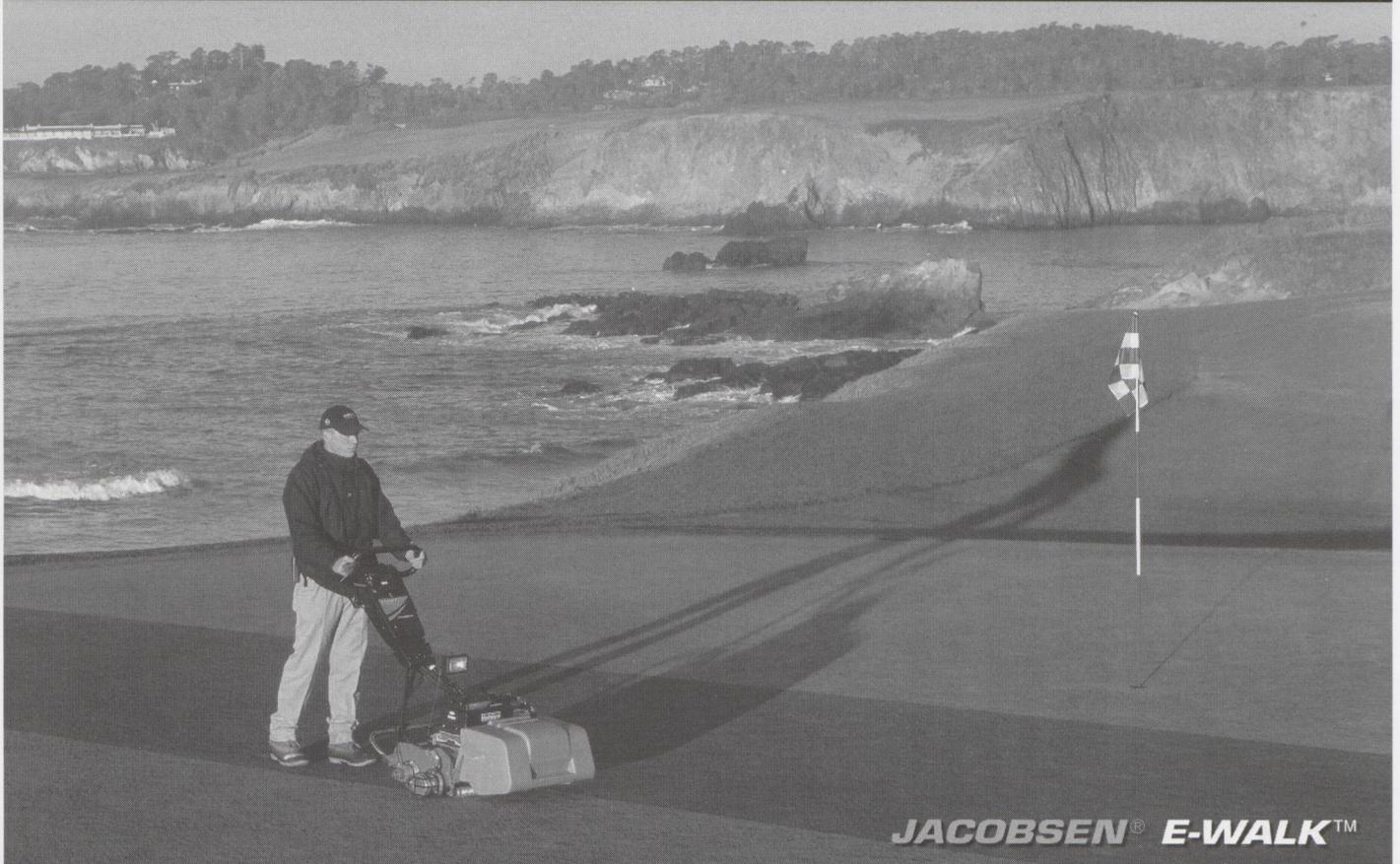
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by Doug Vogel

Ziggy Zaleski 1913-2007

The Greenside is saddened to announce the passing of 60 year GCSANJ member Sigmund "Ziggy" Zaleski on October 9, 2007.

Ziggy learned the greenkeeping trade at the heels of his father-in-law Bernie Roth, the distinguished greenkeeper of the Hackensack Golf Club, after returning from the European battlefields of World War II.

Zaleski assumed the superintendents responsibilities of Hackensack in 1955 and stayed on for 6 years before taking the head position of the Aldecress Country Club (now Alpine CC) in 1961. He left Aldecress to build the Clearview Golf Club in Lincoln Park, N.J. Upon its completion, Ziggy moved to the Wayne Country Club for only one year and was out of a job when the Passaic County Water Commission purchased the club and turned it into a reservoir.

The neighboring Packanack Golf Club was only too

happy to hire the greenkeeping veteran in 1966 to help nurture their two year old course. He remained at Packanack until retiring in 1984.

Ziggy lived an interesting life having played professional football for the Newark Bears in the 1930's and wrestling professionally at the Laurel Garden in Newark earning \$50 a night twice a week.

Zaleski was the envy of his GCSANJ brethren as he was well known for handing his keys over to his assistants in the winter months and heading off to Florida or Hawaii with wife Marie for two months every year. He was a fixture at the GCSAA conventions always being first in line with his good buddy Jiggs Remo to get their Jacobsen hats (emphasis on the plural!).

He served on the GCSANJ board for two years and faithfully attended the Rutgers Winter Short Course during its heyday in the 1950's.

Memorial donations can be made to the American Lung Association of New Jersey, 1600 Route 22 East, Union, New Jersey 07083.

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Foundation Newsletter - The year of 2007

November 2007



The Foundation raises \$5000 for the "Dave Pease Medical Relief Fund"! The 2nd Annual River Cruise was a huge success again and thanks to members, we were able to raise money for one of our member's in need. Dave had a tumor removed from the C5 - C7 cervical section of spine. Operation was a success with some difficult times during physical therapy. Dave is back to work, doing better and grateful to be walking

Research - Foundation gives over \$10,000 to research work done by Bruce Clarke, James Murphy and by Albrecht Koppenhofer.

RTJ Invitational - held at Metedeconk National Golf Club. Superintendents and club members from the Northeast gather to raise money for the GCSANJ Foundation and the Environmental Institute for Golf. This event has raised close to \$ 700,000 over the last 19 years. Plan on bringing a foursome next year in early October.



Foundation donates \$3000 to the "Luke Gilligan Foundation". Luke celebrated his first birthday on July 6, 2006. His party was filled with cake, presents and laughter as proud parents Bill and Suzanne looked on with joy. Just days later, doctors informed Bill and Suzanne with Luke's heart-wrenching diagnosis: a brain tumor. Doctors discovered a rare cancer in Luke's soft tissue called PNET (primitive neuroectodermal tumor), which affects approximately 3 in 100,000 children. Luke is retired Supt. Jim Gilligan's grandson. Go to lukegilliganfoundation.com. They got Luke's tumor and he still has a lot of tough times ahead. Please say a prayer for Luke and to check on his health, go to www.carepages.com Care page name is "LukeThomasGilligan".

Other charities:

- ~Eastern Amputee Association
- ~Make-A-Wish
- ~ALS- Lou Gehrig's Disease (Driving4life)
- ~The Children's Institute for Autism



The Foundation awards scholarships to GCSANJ member's children. Congratulations!

- Award winners: Daniel Carpenter
Allison Ceplo
Joseph Guanill
Phillip Rudich

Most Recent Charity:

The Mark T. Hughes Memorial Fund
~Foundation gives \$5000 and anticipates more support for this cause in the future!

Go to www.gcsanj.org for more info.



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