

THE GREENERSIDE

OFFICIAL PUBLICATION OF THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF NEW JERSEY



OCTOBER 13, 2015
ANNUAL MEETING and
CHAPTER CHAMPIONSHIP

Host: Justin Dorman
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website: www.gcsanj.org

PHOTOS INSIDE THIS ISSUE
Courtesy of Shaun Barry, Bill Murray

Welcome New Members!

Freddy Carmona, C,
Stanton Ridge Golf & Country Club

Timothy Kwiat AF,
Winfield Solutions

Signed Up your Assistant?
It is \$75 well spent and will pay
dividends on a practical
and a professional level
for you and for your club.

President's Message

Jim Cadott, Pebble Creek Golf Club



It seems like just yesterday when *Lance Rogers* and I were asked to run for a position on the GCSANJ board. We were up at the Crystal Springs Conference, and I think *Bill Murray* and *Roger Stewart* were the members pushing us to run, and after a few more libations, we were definitely off and running. Now I sit here writing my last President's message for the Greenerside.....time flies!! Not a more true cliché.

To be involved with the inner workings of an association is one thing, but when you are involved with a group of colleagues who want to do everything possible to make that association better, it is a very satisfying feeling and makes you want to try even harder yourself. That is how I feel about our board of directors.... a successful team that does not want to sit still.

Hopefully you agree and are satisfied with your membership. If not, you have had, and still do, many chances to voice your opinion. Or better yet, volunteer and get involved. I have stated before that all of our committees take their responsibilities seriously, but that does not mean that they can not take suggestions on possibly improving what they do. Remember that as you attend a seminar, or Green Expo, or a social function, or play in a monthly golf outing, or apply for a scholarship.

Looking ahead, the GCSANJ has a bright future. Your board of directors is strong and committed, and will be led by *Gary Arlio* as of November 1st. Gary has plenty of experience as this is the second time that he has served on the board of directors. He has helped me with just about every vital decision made in the past two years, making my term as President both rewarding and fun. I say fun because if you know Gary, he can put a very logical and humorous spin on just about any situation. But when he has to get serious, you will know it.

The members of the board will come and go over the years, but the continuity, professionalism, and forward-thinking should continue as our association goes forward. We should not discount the groundwork that was laid by past presidents and board members. You did not, and still do not, have to climb the executive board ladder to make a difference. When you look at a person like *Shaun Barry*, who joined the

board as a commercial affiliate and was not able to hold a director position or hold a vote, you see a member who has influenced many of us throughout our board careers. A consummate volunteer is how I see Shaun.

Looking at some of our younger directors, I am impressed by two members who have recently switched career paths and are no longer on the board (for now). *Keith Bennett* and *Mike Weber* are now working in the commercial field of golf, but their time on the board was quality time. Keith jumped right in and assisted *Joe Kinlin* on the education committee, and was so efficient that I have asked him to stay on that particular committee. Mike was influential this past year as he basically took the "Rounds 4 Research" bull by the horns and helped New Jersey become the number one donor in our state category throughout the entire country. More money was donated to the Foundation this year than all the other years combined...thanks guys.

You know you have a solid board of directors when you can look around the table and say, literally, that anybody here can run this association. It is a good feeling to have but not the easiest to achieve and maintain. Our executive director, *Cece Peabody*, keeps us going day to day with her logistical work, and her can do attitude and willingness is an assuring support system. What I am getting at is that we speak all the time at board meetings that we, the board members, are the policy makers, networkers, and final deciders on important issues. Your board members take their jobs on the board very seriously, and you as a member should appreciate their hard work and dedication.

I am not going to ramble on much longer...and I would love to say "what a long strange trip it's been". But it hasn't been either. Time flies...it went fast....and the only strange part is wondering why more members have not been involved over the years trying to make a great association even better.

Good Luck , and remember...be thankful for what you have in life, and more thankful for what you do not have !



Eagle Ridge is the Perfect Host for the GCSANJ Nine & Dine - July 7, 2015

by Shaun Barry.

Joe Kinlin has been a very active member of the Golf Committee for years. He always comes up with great ideas. He has been working for a couple of years trying to see if Eagle Ridge could find a date to host our Nine & Dine Meeting in central NJ. We have seen them work well in other areas. Ridgewood's Nine & Dine is a great example of that and Joe knew that Eagle Ridge would be just as successful.

Joe asked Pat McMahon if he would like to host this meeting and Pat readily agreed. Joe was directed to management and he followed-up immediately. It seemed that everyone was on board with the idea and a date was secured and Joe worked with Allen Depuy on the menu and pricing. Allen's dealings with Joe showed great respect for our group and a strong desire to treat us very nicely.

Joe and Cece kept reaching out to people and we had 50 people signed-up to play. A few members had to cancel the day of the event but the field was right at Joe's goal. Joe and Pat are so well liked it was a no brainer that people would come to their meeting. In addition to that, many people had never played Eagle Ridge and others just needed to get away from their courses and playing nine holes was very appealing. At the end of the day however, there were several folks who did say how nice it would have been to see all of the course. That may set the stage for us to return for a couple more Nine & Dine Meetings or even a Monthly Meeting.

The course was in great shape. Shortly before registration started, a heavy downpour hit the area but it was over pretty quickly. Other courses had a much longer rain issue and that was why a few guys had to cancel. When they saw what they were dealing with, they couldn't have imagined that the meeting was going to happen. With that bit of luck (Pat is Irish so that may have helped), we started out on time and everybody was truly impressed.

***Lots of diversity
with the holes and some
Augusta-like elevation
changes.***

We played the newest nine and it was great fun and it was in great shape. Lots of diversity with the holes and some Augusta-like elevation changes. I am glad that we weren't walking.

Dinner was ready as our last group finished. The smells from the grill and the great choices on the buffet table did get everyone's attention and soon everybody found their place in line. It was a great ending to the day. Pat addressed the group thanking them for attending and he thanked his staff, the chef and Mr. Depuy. He received a round of applause for presenting the course in such great condition.

Joe chose to play a scramble and it moved play through very quickly. The winning foursome was actually a twosome. Pat's assistant, Eric O'Toole and Ron Luepke shot a 31 to win easily. Eric also hit the longest drive and that was sponsored by Tim Kwiat who is now representing Winfield Solutions. Tim also sponsored the closest to the pin on hole # 22 won by Mike Linkewich with a shot to 9 ft 4 ins. Not to be outdone, Mike and Seeton Turf Warehouse sponsored the closest to the pin on hole #26. Brian Wenrich from Twisted Dune GC won the prize. He hit it to 9 ft 4 ins.

Having played 18 holes of golf (or more) every time that I played for so many years I didn't think nine holes would be enough for our members but Joe and several of the young guys have proved me wrong. Being wrong is not a problem especially when things turn-out so well. There is a place for 18 holes and 9 holes and I am glad that our meeting schedule has the best of both worlds.

Thanks *Ian Kunesch* for a terrific District I and II
Event at Rolling Greens!
Read article on pg 15



June 25, 2015: Ridgewood Sets the Bar High for the GCSANJ Nine and Dine

by Shaun Barry

To the golfing world our Nine & Dine at The Ridgewood Country Club was not a major event. That however is not how the club treated us. They have a history that goes back to 1890. They have hosted many major events and Byron Nelson was an assistant professional at the club. They have what I would consider to be a serious pedigree. They could have looked at us as blue-collar guys. We could have been asked to change our shoes in the parking lot. Nothing could have been farther from the service and care that we received. We were treated like members. Our vehicles were valet parked and everyone had their own locker. Bags were loaded on carts that contained enough cold refreshments to keep everyone hydrated. Out on the course there was a station offering several different hot dishes along with fruits, snacks and several choices for additional cold drinks. This station was perfectly located for players to get to it more than once. They wanted to take care of us.

I wasn't involved with setting up the day. *Jamie Devers* spoke to *Todd Raisch* because Todd had mentioned that he was considering hosting a Nine & Dine. What a great idea and it got even better because Todd had some ideas for what he wanted. He knew that this could be a meeting that people remembered for years to come and that is what happened. He discussed the event planning with the club and they all agreed to have an outing that maintained The Ridgewood Country Club's standards.

Word got out to the GCSANJ that Todd and Ridgewood were planning something special. Knowing that it was at The Ridgewood Country Club, and that Todd was making decisions, caused people to respond immediately once the meeting notice was posted on the GCSANJ website. There was a limit of 48 people and within 24 hours the event was sold out. That was a first for any GCSANJ event and our history goes back 89 years.

It is hard to adequately describe the superb conditions. You know how a camera can't truly capture what the eye sees. In this instance words can't tell you what we saw. It was magnificent. Todd and his staff continue to find a way to improve on perfection.

After golf, everyone enjoyed the Hors D'Oeuvres and cocktail hour. There were several groups enjoying the comfort of the Adirondack chairs that were placed in the shade looking out over the putting green and the

course while others mingled with their friends around the bar. This would have been a great way to end the evening, but soon everyone was trying to decide what delicacy they should put on their plate. It took several trips but I think I tried and enjoyed everything and I wasn't the only one doing so. Somehow I was able to

try a little (3 scoops) ice cream and that completed a perfect day.

It was perfect because I was also fortunate enough to be on a winning team. We had enough good players (*Ken Mathis & Tom Tuttle*) and enough strokes from high handicappers (*Kevin Driscoll & myself*) to eek out a victory. Our net score of 28 beat 4 other teams at 29.

I can't officially speak for the association but I can express my sincere thanks to Todd and his staff for all that they did to prepare the course for our enjoyment. It is ready right now for any tournament including The Masters if they want to take a little break...:-)

- Individual 1st Place Gross: *Josh DeSalvia*- 39
- Individual 1st Place Net: *Jim Cadott*- 34 (MC)
- 1st Place Team Gross: *Chad Broderick, Joe Kinlin, Robert McNeil, Jim Swiatlowski*- 34
- 1st Place Team Net: *Shaun Barry, Kevin Driscoll, Ken Mathis, Tom Tuttle*- 28
- Longest Drive: *Steve Juhring*
- Closest to the Pin: *Mark Miedler*- 17 ft 6 ins

This Nine & Dine event sold out in 24 hours -- a first for any GCSANJ event! Pics on Page 34

2015 CALENDAR

*More Events are being finalized.
Check calendar for updates and signup info.*

Thursday, September 24

District IV Golf Event
Indian Spring Country Club
Marlton, NJ

Tuesday, September 29

MET Team Qualifier
North Jersey Country Club
Wayne, NJ

Tuesday, October 13

Annual Meeting and Chapter
Championship
Roxiticus Golf Club
Mendham, NJ

Monday, October 19

GCSANJ Foundation
Scholarship & Research Shootout
Forsgate Country Club
Monroe Township, NJ

Tuesday, October 20

MET Tournament Championship
Quaker Ridge Golf Club
Scarsdale, NJ

Tuesday - Thursday

December 8 - 10, 2015

40th Annual Green Expo**

The Borgata Hotel, Atlantic City, NJ

** GCSANJ Members Register at Member
Rate



From Your Exec Director

Cece Peabody, M.A.T., C.M.P., Executive Director



How to Make a Great First Impression...

How long does it take you to form an impression when you first meet someone? One study found that people have already inferred several of your personality traits -- including competence, trustworthiness, and likeability -- just 100 milliseconds after meeting you. You already know these things, but it never hurts to remind yourself of some effective 'to dos' on how to make a great and a lasting first impression.

- (1) **Be confident and outgoing.** Shake hands when you first meet. Don't be afraid to say hello to new people. A warm smile goes a long way.
- (2) **Relax.** Don't try to impress someone, let your real personality do the work.
- (3) **Make eye contact.** Focus on the person you are speaking with and not anyone else to avoid them feeling unappreciated and unwanted.
- (4) **Dress appropriately.** Be genuine and show your unique personality. Wear what is correct for where you're going.
- (5) **Have a sense of humor.** People who try to be funny can be if they try hard. Born funny people are just themselves and the wittiness shows.
- (6) **Be interesting.** Use common sense and talk about things appropriate to whom you are with. Keep people interested - talk about interesting facts or advice, music or movies, ask questions about their interests or hobbies. Don't be rude about someone's personal beliefs, religion, or ethnicity.
- (7) **Concentrate on getting the person to talk about themselves.** "So, what do you do in your downtime?" A compliment about appearance is also a good opener.
- (8) **Use good hygiene, and go easy on the cologne.** This may seem overly basic, but fresh clothes, clean teeth, deodorant, are all signs that you care about yourself.
- (9) **Speak and act positively.** If someone asks something personal that you'd rather not answer, say "I'd much rather learn about you and what interests you."
- (10) **Be yourself.** Stay genuine and unique but polish any rough edges.

You'll never be able to control what people think of you, but you can certainly do your part to shape the perception of you to one that is positive, enduring, and authentic, especially in those first 100 milliseconds.

CONGRATS

2015 Scholarship Winners!

Andrew Alexander

Ed Casey Award

Stephen Carpenter

President's Award

Emma Carr

GCSANJ Scholarship

2015 Scholarship Winners!

Jacob Larson

James C. McNally Award

Emily Vogel

John Farrell Award

Sky Lee Weld

John Anderson Award

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- Level 3** Topsoil Evaluation

Greenhouse

Saturated (Organic) Media Extract Analysis: Nutrients, pH, electrical conductivity, inorganic nitrogen

Sport Turf

- Level 1** Fertility Test: Nutrients, pH, recommendations
- Level 2** Complete Test: Nutrients, pH, estimated CEC & cation saturation, soluble salt level, organic matter* content, soil textural class
- Level 3** Sand/Foot Zone Test

*% organic matter content would be determined by loss-on-ignition for golf course greens, as described by USGA guidelines.

For more information please call us at 732/932-9295, or visit us on the web at:
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Rockaway River GC superintendent John Topakas (R) is pictured with Tyler Hall. Tyler won the 2015 NJSGA Open Championship held at Rockaway River. The course was in wonderful shape.



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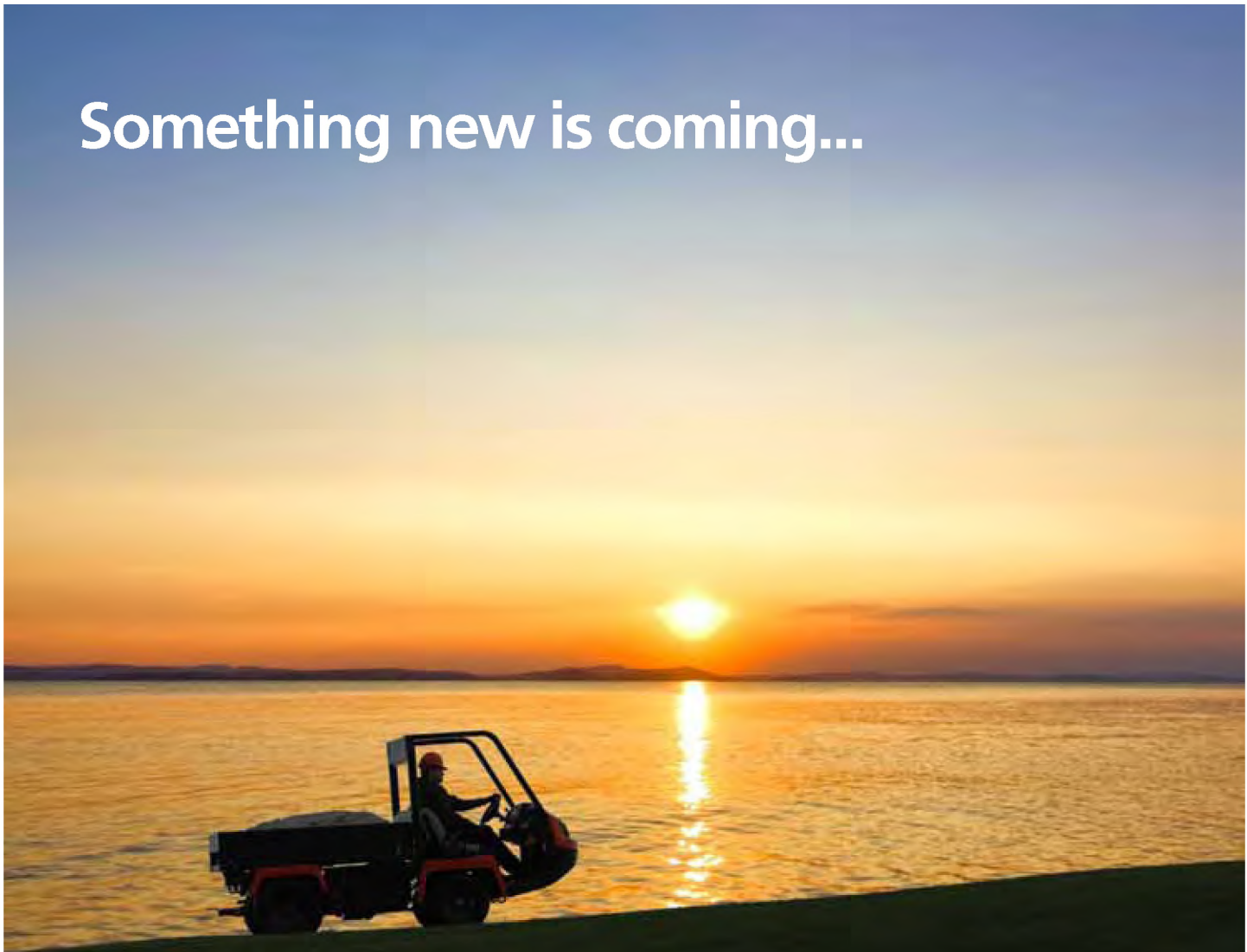


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ARCHITECT'S

We asked our contributing architects
one question:

**Can a regulation Golf Course
playing from 6,000 yards from
regular tees have no bunkers
and still be challenging?**

**A. John Harvey, ASGCA,
ASLA:**

Very simply put, yes, it can!

As a golf architect, designing without the use of formalized bunkers as a hazard and design feature can be quite challenging on a number of levels. Bunkers are used by the designer to help describe the golf course to the player by defining intended routes, shot angles, landing areas, target zones and pin-positions, not to mention their use as a tool for clever deception and camouflage to confuse and challenge the medal of golfers. They create a visual contrast of color, form and texture to the eye, defining the ground plane within the golf landscape. Their origin from within the sandy linksland of Scotland, sheltering animals from the harsh seaside weather conditions, to natural wind blowout sand pots, penalizing the player from a miss-hit shot has evolved into an artistic design feature that can take on endless shapes, sizes and configurations based on site conditions, motif of the course being built and design style of the golf architect.

We all have to remember that bunkers are hazards and are meant to be imperfect by nature of their definition. Climatic, geological conditions, irrigation and maintenance practices all share a role in making even the latest and greatest bunkers and their sand therein, inconsistent. After all, isn't variety the spice of golf and life for that matter?

The mindset on designing golf courses without bunkers or sandy waste areas, can potentially handicap the designer, taking away one of the most notable physical, aesthetical, strategical and memorable elements in design. Intentionally not incorporating these magnificent, stylistic features into design makes the golf architect think further out of the proverbial box.

Personally, I was involved with my former boss, Roger G Rulewich, ASGCA Fellow, while working for Robert Trent Jones Companies (RTJ, Sr.) on the construction of one such course out of necessity, rather than intended design parameters. The course is Hampton Cove – River Course located in Huntsville, Alabama, one of the stops on The Robert Trent Jones Golf Trail. The River Course consists of 18-holes of golf; part of the facility's 54-hole complex that was laid out in 1991 on former soybean fields in the floodplain of the Flint River that traverses the property. The layout stretches from 5,278 yards from the front (Teal) markers to 7,668 yards from the very back (Purple) markers, affectionately known as "Black and Blue."

Due to periodic flooding of the Flint River during the rainy season, the golf course was intentionally designed and constructed without bunker features so river silt and debris contamination under high water conditions wouldn't jeopardize the integrity of the sand. Since no bunkers were used as hazards and drainage was the "driving force" behind the layout, ponds and lagoons were created as sources of fill dirt as the material was 'pushed-up' for course shaping, while the resulting water collection and drainage systems help to convey stormwater runoff.

Since contrasting qualities of sand and turfgrass together wasn't an option in the design vernacular of this course, other creative elements of the course architecture repertoire were required to visually and strategically describe the course and intended routes of play. Because the

continued on page 13

ARCHITECT'S € Ø R N E R

local grasses are predominantly warm season, Bermuda grass is the primary grass on the golf course. Clever contour mowing of fairway grass lines and striping of swales, hollows, chipping areas and green surfaces help to define and visually portray landing areas and green targets. Water features and tree lines also play a role as strategic factors and aid the player with determining depth perception, judgement of scale and create visual character. The creative and artistic shaping of the golf course works hand and hand with the grassing patterns to present the player with optic recognition of the design options off the tee and to the green complexes. Perimeter mounding complexes on several holes were purposely shaped to echo the silhouettes of the surrounding mountains as a unique touch. The strategic defense of par lies in the intricate combination of fine shaping of greens and their respective pin areas, collection areas and fairway target zones, coupled with a nice complementary, yet intricate display of grassing and mowing lines.

Finally, due to the lack of bunkers, there aren't any complaints about the quality of the sand, playability, lack of uniform playing conditions and design of the bunkers from the golfers! That's good news for the Superintendent, Management and the Architects!

I would enjoy being charged with the mission of designing a new course, whether 9 or 18-holes without bunkers using a palette of cool season grasses. Arguably, cool season grasses under the right regional climatic and geological circumstances would be the best way to offer a magnificent, visually tantalizing variety of grassing colors, forms and textures to describe, tees, greens, fairways, primary rough and native grass areas. Just for spice, on the right sandy site, I'd try and bend the rules a little (given this topic) and introduce or expose some natural looking, sandy waste barren areas, but a little more reserved than this year's US Open venue.

Presently, my Firm is negotiating with a potential client on the redesign of an existing 18-hole golf course, where the buyer is considering a redesign of the golf course as a linkage of 3 and 9 holes, or perhaps a combination of 3 and 6 holes, all as returning routings to the clubhouse along with vertical development on the balance of the property. Perhaps this is the opportunity to consider the design of another course without bunkers? Only time will tell.

~ A. John Harvey, ASGCA, ASLA

If you have a question you'd like us to ask the architects, send an email with the question. execdirector@gcsanj.org

FOR YOUR INFORMATION:

Golf course architects must possess a background in areas such as agronomy, engineering, site design, and - of course - golf. Degree programs in landscape architecture provide the foundational knowledge needed to design a golf course as well as other structures. Bachelor's degree programs offer general training in landscape architecture theory and practice, while Master's programs may allow students to specialize in golf course architecture as they look into more advanced skills.

ARCHITECT'S € Ø R N E R

We asked our contributing architects:

As a golf course architect, what are the pros and cons of Augusta National, the Masters tourney, and recently renovated Pinehurst # 2, last year's US Open, and the links like course Chambers Bay at this year's US Open?

Stephen Kay, ASGCA, ASLA:

The Masters golf tournament and the US Open are two very different tournaments with the Masters being played every year on the same golf course, so the TV viewer gets to know the golf holes; the public gets to see a different golf course each year with the US Open. The pros for both are that the TV coverage gets golf into the minds of the public.

At recent US Opens (last year's Pinehurst and this years Chambers Bay) the dry brown fairways will hopefully get public golfers and members of private clubs not so thinking that green is better.

At this year's ASGCA meeting in San Diego, a state representative of California said that in the state legislature, there is talk of golf courses single row irrigation as Pinehurst installed. If this does become law in California, it might only be a few years before it becomes law in other states. If golfers can get used to seeing browner fairways on TV, they would be more acceptable of it. The Masters does the opposite with the dark green fairways and all the flowers. Golfers then expect green fairways and putting surfaces. A big con is the greens are way too fast.

Another pro is -- the last men's US Open at almost treeless Oakmont in 2007 was great. It used to be almost impossible to remove trees at golf courses. Members and owners thought (and some still think) the tree makes the hole. But as we all know, trees and good turf do not get along. So thank the good Lord for Oakmont. Tree removal started in secret at Oakmont by NJ's Mark Kuhn's in the mid-1990's, and continued by John Zimmer (1993 Rutgers graduate). After the 1997 PGA at Winged Foot (think rainbow and Davis Love III), they started to remove trees. With all the tree removal at Oakmont and then Winged Foot, it now is so much easier to get approvals to remove trees (I just wish it was not so expensive). Less trees results in better views, and in a quicker round of golf.



***Oakmont less trees
(notice new swale right of fairway)***

Rolling Greens Golf Club Welcomes the District I and II Championship - August 6, 2015

by Shaun Barry

If you have been a GCSANJ member for years, you will remember that *Ian Kunesch* has graciously offered to host this meeting several times. It must be close to 6 times that both districts have gathered at Rolling Greens for a day of fun, challenging golf and seeing many long-time friends. For some reason however it seems that everybody waits until the last couple of days to decide to attend. Less than a week out only 7 people had signed-up. It looked like the only thing to do was to cancel and try again next year. *Ian, John Alexander, Les Carpenter* and *Cece* decided to try and reach out to people and let them know that they were needed. People responded and the numbers grew and suddenly we were at 24 people. *Ian* wanted 30 people but he spoke to *John, Les & Cece* and the decision was made to go ahead with the day.

The weather could not have been any better. It was warm and dry and was just made for playing golf. It was also why so many people chose to stay at their golf courses. Several affiliates had planned on bringing people, but they couldn't find anybody. What a shame but we know work does come first.

We had a couple people cancel but several people like *Jason Osterhoudt* (*Metuchen*) just showed-up because they knew they would be welcomed. Mr. *Kunesch* had forgotten to sign-up but we decided it was OK to let him play....:-). *Wayne Remo* got there early to help with registration. He and *Chad Mathieu* were sponsors for lunch and dinner along with 3 skill contests. That is quite a commitment on their and *John Deere Landscape's* part. *Wayne's* back has been hurting for years and he hasn't been able to play golf. This is a fellow who used to routinely win the long drive contests so I know he wishes he could join the group on the course. He got to the course early so he could help with registration and then *Ian* gave him a cart to drive around to visit with everyone. Thanks *Wayne* for your help and commitment to our association.

In keeping with the easy and relaxing atmosphere of the day, *Ian* decided on a *Shamble* event. That was universally accepted, but *Steve Kopach* is still gently lobbying for a *Scramble*. He may have a point....:-)

Ian decided to split the field into two equal groups. We ended-up with 28 players. The lowest 14 gross scores would be the *First Flight* and the final 14 gross scores would be the *Second Flight*. This gave him the opportunity to award prizes to the 1st and 2nd players in each group. A novel and fair way to decide the winners.

Leading all scorers with a three under 62 was *Rob Johnson*. He needed to play well because recent GCSANJ Scholarship winner *Andrew Alexander* had a 63. More important to *Andrew* is the fact that he beat his dad *John* by 4 shots and his uncle *Grover* by 2 shots. There are some great golfing genes in the *Alexander* family.

Shaun Barry won the *Second Flight* with a 76 (that would have been a 96 if he had to play his own drives and not *Jason Osterhoudt's* drives). *Steve Kopach* took second place with a 78. It may appear that *Steve* and I don't need a *scramble* but trust me, a *scramble* is a good thing for us but not so good for any teammates.

Closest to the Pin:

#8 (*Syngenta*) *Chris Boyle*
#9 (*John Deere Landscape*) *Chris Boyle*
#12 (*John Deere Landscape*) *Grover Alexander*
#16 (*Lacorte/ John Deere Golf*) *Todd Raisch*
#18 (*John Deere Landscape*) *Jason Osterhoudt*

Longest Drive:

(*Bayer*) *Mike Weber*

Skins:

#7- *Rob Johnson*
#12- *Andrew Alexander*
#15- *Grover Alexander*

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Shots from Eagle Ridge Nine and Dine Event - July 7, 2015



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The "Dogs of GCSANJ"

Owner: **Darrell Marcinek**, Director of Golf Maintenance for Somerset County Parks

Name: **Divot**

Age: 3 years old

Breed: Chocolate Lab, Chow, Dachshund, Lancashire Heeler mix

Rescued through Husky House at 7 weeks old



One of Divot's many talents is balancing golf balls on his nose for dog treats (cookies). He has been known to also balance ice cream cones, pizza crust, multiple milk bones and other edible items, but will not flip and catch them unless told to do so. He is also trained to tap the Staples "that was easy" button for a cookie.



When he is not showing off, he accompanies his master around the five golf courses to check for geese and say hi to the employees (and their dogs)

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Newton Country Club: The Environment and Education

by Les Carpenter, Superintendent, Newton Country Club



Newton Country Club is a modest, private golf club located in beautiful hill country Sussex County N.J. that will celebrate its 100th anniversary in 2016. The course is situated on 266 acres of rolling land in Andover Township. The club has always strived to be a positive contribution to our local community and in 1998, we decided to pursue our Audubon Certification with a group of members and the grounds staff leading the way.



As most of you know, there are many dividends to gaining the distinction of being an Audubon Sanctuary. We have been re-certified eight times and are proud of our accomplishments across almost two decades of service. You must gain certification in six different categories; each of which presents its own group of challenges and rewards. *Environmental Planning's* rewards are in knowing what you are doing on the course and is always done keeping the best interests of the environment in mind. The main challenge we face is ensuring environmental protection while still providing favorable conditions on the golf course. *Wildlife and Habitat management* has many rewards, usually resulting in more wildlife on the course and less acreage to maintain. The real test is convincing the membership to agree to take areas out of play and encouraging them to spend time building and maintaining ecological projects like nest boxes.

When you delve into critical areas such as *Chemical Use and Reduction*, *Water Conservation*, and *Water Quality*, the benefits are obvious: you as a person are doing your best in areas essential to the environment and the additional work and attention to detail that are required on the superintendents' part are well worth it to reap those benefits.

Lastly, I want to talk about the *Outreach and Education* aspect of the program. There is some previously established work here, such as newsletters and posters to the members, and outreach to local community groups.

We have even had a local TV network produce a short piece on the course and have been the subject of several newspaper articles.

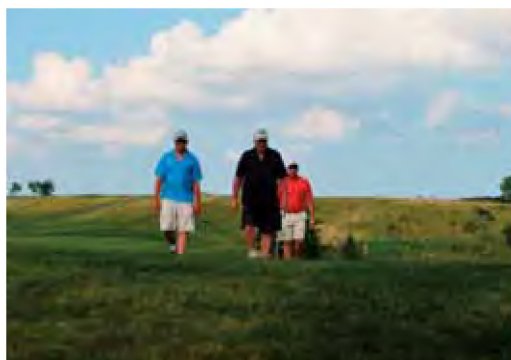
On the reward side, we sponsor a local school in the Adopt-a-School program, but the real fun for us is in running our nest box program with local cub scouts. Each season we invite one or two local cub scout groups to the course for a Bluebird Nest Box Program.

We load the kids and group leaders into hay wagons and take them out onto the course. Each cub scout receives a nest box handbook and is assigned a personal nest box. We provide insight on cavity nesting birds and the insects they eat. We teach them how to distinguish bird species by observing nest design and spotting adult birds nearby. We also take time to highlight our other constructive course and environmental initiatives. A few weeks later, the kids are invited back to revisit their nest boxes and discover if their birds have hatched or fledged. The scouts, along with our staff and members, thoroughly enjoy seeing how their birds matured. Before the children leave, we give them cold drinks and a logo ball from the club.

It's a wonderful time for the kids, a worthwhile experience for our staff, and it just reinforces the many reasons to be involved in the Audubon program and the great business of golf.



More Shots from Eagle Ridge Nine and Dine - July 7, 2015





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Become the Ultimate Superintendent

*This article (or parts of) has been taken from the Golf Course Industry website. It was written by **Nick Klinkhammer**, an aspiring superintendent completing his studies at University of Minnesota-Twin Cities with a degree in horticulture with a focus in turfgrass science and a minor in business management.*

Be involved

Students, assistants and superintendents should be involved with the community. This could be the local community in which your course resides, or your local chapter of the Golf Course Superintendents Association or with GCSAA. Each of these communities and organizations needs interested volunteers. "Go to every industry function that you can and shake hands," says Scott Verdun, superintendent at Kenosha Country Club of Kenosha, Wisconsin. "Don't be afraid to go and introduce yourself to someone."

Many use excuses like, "I'm too young," "I'm not a superintendent" or "I'm too busy with school to get involved." It is never too early to be a part of your community or to give time to volunteer. In doing so, you will connect and develop friendships by simply being involved in each of these organizations.

One day you may need to call upon these contacts or friends for help in a difficult situation.

Balance work and life

Many members of this industry have trouble balancing the commitment of work and personal life. During the golfing season, superintendents are thinking about the irrigation system, disease outbreaks, equipment upkeep and employee performance. These thoughts can get in the way of family life and convey the impression that you are not engaged.

You must be able to leave stressful and confrontational work issues at work. This sounds simple, but leaving work at work will reduce the stress between your family and friends and will also allow you to confront issues in a more productive, controlled and logical way.

Continued on page 23



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Jonathan Heywood (L) and Morris County Country Club hosted the 2015 NJSGA Amateur Championship. Jamie Devers from Canoe Brook Country Club presents a plaque to Jonathan from the GCSANJ honoring all of the professional efforts needed to prepare and maintain such a tournament ready golf course.





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Become the Ultimate Superintendent

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Develop your human resource management skills

Human resource management is the ability to recruit, manage, and provide direction to the people within your organization. As a developing leader, your ability to be skillful in each of these areas directly influences the success of your golf course each year. Robert Yeo, superintendent of Spyglass Hill Golf Course, a Pebble Beach Company, suggests, "Human resource skills are quite important, as you need to guide others to attain your vision of the course."

A group of people is only as good as its leader. Being able to manage and maintain a healthy working environment as the superintendent and leader is a must. Provide employees with the best equipment and materials possible for them to do their job at the best of their abilities. Most of all, have fun working at the course. Coaching and teaching your employees about everyday activities will allow your maintenance crew to reach and surpass the goals and expectations of the members and community of your golf club.

Planning and organizational skills

Each and every day superintendents evaluate and develop tasks to be completed on the golf course. They take into account elements such as weather, personnel, equipment and events to organize and plan these tasks. Planning and organizing these jobs requires follow-up to ascertain the quality of the golf course and to reevaluate future needs.

A disorganized crew will become clustered and disrespectful of the tasks at hand which will be easily shown by the quality of the golf course. For example, having a small crew go out and build a rock wall with no formal knowledge about what is expected of the completed product is a waste of time and money. It's best to demonstrate exactly what to build and how you want the final product to look. If your workers are still having problems seeing your vision, work with them throughout the project. Always be one step ahead of your staff, and have things planned out. The planning and organization of staff is vital to produce the best product available.

Written and communication skills

In this industry not one person can go a day without talking or communicating with employees and coworkers. Superintendents need to be familiar with the use of email, blogs and other social media, in addition to the need for traditional letters to your golf course members, colleagues and staff. Great examples of blogs that you can use for your maintenance facility are Tom Vlach, CGCS at TPC Sawgrass in Ponte Vedra Beach, Fla. and Chris Tritabaugh, superintendent at Northland Country Club in Duluth, Minn.

Professionalism is the key with all forms of communication. "Golf course superintendents are a professional career just like physicians and architects and need formal education to be a professional member of this community" says David L. Wienecke, CGCS of Chambers Bay Golf Course. Superintendents, just like doctors or lawyers, are the experts in the care of turf.

Expressing and communicating your ideas, concerns and knowledge to members of the golf course and community will demonstrate professionalism.

Patience

Good things come to those who wait. Patience is one of those skills that every future and current superintendent can work on. "Don't expect to be at the top of your career right out of school" says Fred Larned of Sycamore Creek Golf Course in Fort Worth Texas. I understand that most of you may already be superintendents but just remember to use patience at any level of your career for we are all students throughout our whole life.

Patience at work should transcend into your everyday activities outside of your career. Many superintendents get stressed about past or future events or worry about things they have no control over, like weather. However, if you allow yourself to be patient and let things work themselves out, good things will come. Remember, focus on the big picture.

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Become the Ultimate Superintendent

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Be creative, innovative and a problem solver

In addition to planning each day's operations, a superintendent must be able to roll with the punches and be creative in solving any problems that may arise. "Cognitive thinking is a must; you need to be able to think on the fly, and outside the box," says Blake Scott of Cherry Creek Country Club in Denver, Colorado.

Problem-solving is a skill that you need to develop outside of the classroom. Scott goes on to say: "Figure out your style. There are a hundred ways to skin a cat. Maybe technology is your thing, maybe you're old-fashioned. But one thing that is important to keep in mind is that these are people working for you, not mindless robots." Whether it is moving employees to different jobs on short notice or developing new techniques on difficult and time-consuming objectives, creative thinking is important. This skill will enable your employees to be more productive in many daily activities.

Be humble

After working and volunteering at many different golf courses, I have experienced various management philosophies at work. The more successful superintendents are always humble and willing to work right beside their staff. They roll up their khakis, pull up their sleeves and fix an irrigation break right beside their assistants. They know what it takes to get the job done and are more than willing to do whatever it takes to complete it.

These superintendents also know when to listen to what other people are saying and are always teaching. Even though, as a superintendent, you are the expert at your club on turf issues, if you're confused or unsure about a particular problem, reach out to your friends and colleagues to find a solution to the problem.

Finance skills

Today's economic challenges affect all types of courses and your ability to manage your course's maintenance budget is the most important skill to develop.

Continued on page 27

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Become the Ultimate Superintendent

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Taking a few business classes may help you plan and work within a budget.

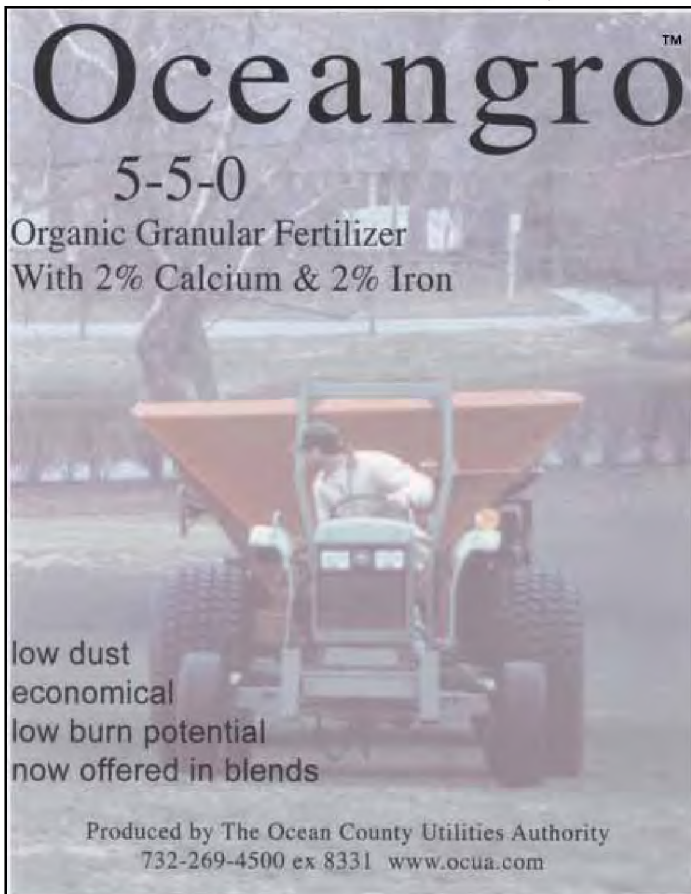
“Know where your money comes from, and how you allocate it for the best use is imperative,” says Phil Bailey, CGCS of Cypress Creek Golf Club of Smithfield, Virginia. Superintendents must be able to budget for salaries, fertilizer and pesticide costs, capital purchases, equipment and irrigation supplies and unexpected events that happen throughout the season. Your ability to manage the funds of your department will directly influence the quality of the golf course.

When all of these skills are working together, you will develop respect from your employees. This respect is your ultimate goal as the leader of your crew. If your employees don't respect your views or abilities to lead the group, then the work ethic and quality of their work will directly influence the quality of the course. Take for example some of the best coaches in sports throughout history; coaches such as Herb Brooks, Don Shula, Joe Torre and Vince Lombardi; they all had

the respect from their players who were willing to follow their plan. You, as the coach of your crew, must do the same and lead them to the goals set forth by your organization.

Each member of this industry must always remember that the course in which they work is never “your course,” but instead always think that it is the “members’ course” or “customers’ course” and manage it accordingly. Never take credit personally for your crews’ work but instead give credit where credit is due.

For all the students or assistants trying to work their way up the ladder, use these skills for personal growth to get an edge in the industry. The economy and job market will get better and the cream of the crop will rise to the top. If you're passionate enough for this career and the work ethic shows, then you will have no problems finding a job. #



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Toms River Country Club Keeps On Getting Better Every Year - *August 13, 2015*

by Shaun Barry

Someday we will have to do a little research and find out how many years *Ed McSeaman* and Toms River Country Club have hosted our District 3 Meeting. Ed thinks it may be 20 but even he is not sure. All he knows is that he does everything in his power to have the golf course in the best condition possible. Most years he is dealing with some overwhelming natural disruption. Mother Nature has not been kind. This year she tried her best but 3 inches of rain 2 days before the event didn't cause Ed to even blink. The course was dry enough for carts to go wherever our golf shots took us. Well not on every shot. On the 6th hole our group hit 3 balls into the water and another into a backyard. In that case we very quietly went to the drop area. Not a good place to be when playing a scramble. You won't be surprised to find out that we didn't win...:-)

The course was in wonderful shape. It seemed that this year conditions were even better than previous years and I didn't think that could have been possible. Toms River Country Club is very lucky to have Ed taking care of everything. I am not sure what his title is but it should be KING. You can see how much he loves the club and he really knows what needs to get done and he gets things done.

On the course, he is ably assisted by *Tom Ford* who used to work for *Matt Dobbie*. Tom has really learned a lot from both of these mentors and he and Ed make a great team. Their staff is a small group but they work really hard to make these conditions possible. It however seems that Tom always gets the blame for some very challenging hole locations. I guess that is possible, but I think Ed may secretly enjoy testing our skills.

Cece wasn't able to be there because she had just gotten home from vacation but she knew that the day was in good hands. I got there early and our tent and tables were set-up and ready to go. Ed's wife Nancy always takes off from work to help Ed with set-up for this event and she was there once again. When I see her I know everything will be OK.

Just before registration started, *Matt Anasiewicz* and *Kevin Driscoll* got there and put out the signs. They finished that job and sat down at the registration table. *Joe Kinlin* joined us and he handled selling our merchandise, and he relieved the guys so they could get lunch. What a good team and things went off very smoothly as expected.

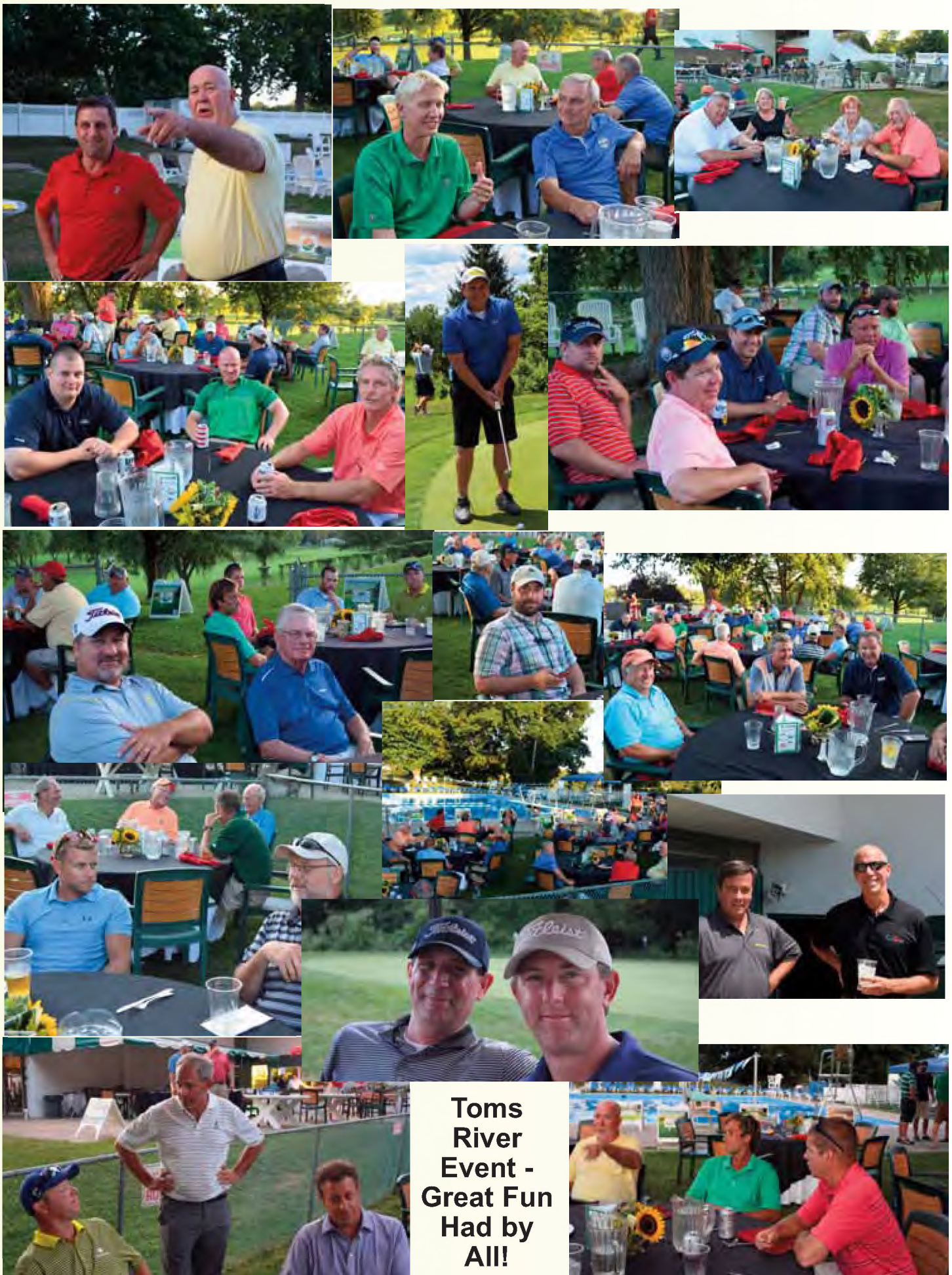
Lunch was excellent once again. It was sponsored by **John Deere Landscapes** (*Wayne Remo, Frank Jacheo and Shawn Reynolds*) and **Helena Chemical**. Shaun & Joe Kennedy also had Helena sponsor the "Hydration" carts and stations. Boy are those visits popular. *Greg Storms* is new to **A.C. Schultes** but he wanted to help so he sponsored dinner. These affiliates truly make a difference. Without their help our cost would have been well over \$100 a person. We all thank-you for the wonderful support.

On this nine hole course we had 16 foursomes because we hate turning people away. We went from 56 people being our limit to 64 players. The reason that we did this goes back to *Joe Kennedy*. Joe suggested to *Bill Murray* that a team scramble would be a nice change. Bill spoke to me at an outing and said, "We are having a scramble at Toms River and it will be scored with the Callaway System." I agreed if Bill would do the final scoring. He agreed and the rest is history. We had a scramble and Bill & Joe did the scoring and everybody had a nice pressure-free, casual round of golf. Bill went to every table at dinner asking for feedback and it sounds like we will have a scramble next year at Toms River.

When it came time to award prizes the **Syngenta** team came in first. *Lee Kozsey* brought *Tom Wilchak* (Bethlehem Municipal), *Pat Dolan* and *Craig Kinsey*. They shot a 63 and ended up with a 61. Sounds like the Callaway System needs an adjustment...:-)



continued on page 30



**Toms
River
Event -
Great Fun
Had by
All!**

Toms River Country Club Golf Event Results

Closest to the Pin:

#2 (Black Lagoon- *Chris Borek*)- *Matt Anasiewicz*-
10 ft 7 ins

6 (JDL) *Matt Anasiewicz*: 5 ft 1 in

11 (Bayer- *Jeff Weld*) *Mike Pizzi*: 25 ft 7 ins

15 (JDL) *Tom Wilchak*: 5 ft 1 in

Long Drives:

0-11 handicaps (JDL)- *Bill Murray*

12-22 handicaps (Syngenta- *Dennis DeSanctis Jr & Lee Kozsey*) *Ron Simpson Jr*

23- 40 handicaps (JDL) *Greg Storms*

55 years old plus (Groff Tractor- *Frank Horan*) *Joe Kennedy* (not a misprint. Joe is swinging like Jim Cross and getting the same results it seems)

Team Skins:

#6- *Doug Higgins, Tom Higgins & Ron Simpson Jr*

#7- *Bob Chiara, Tyler Chiara, John Cipriano & Tom Hucko*

#13- *Lou Bosco, Ken Mathis & Brad Simpkins*

It was another wonderful day that ended long after golf and dinner were done. *Jeff Brown* continued to play music when I was leaving but there were still a couple tables of our group enjoying the beautiful evening and music. Jeff is paid for right out of Ed's pocket which Ed doesn't have to do but then he wouldn't be Ed. I bought a couple of Jeff's CDs and if you were interested I am sure he has a few more for sale.

Ed and I will speak soon about a specific date in August 2016 and as soon as we agree, I will let you know. It will be the same price and I expect that it will once again sell-out very quickly.



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GCSANJ Member *news*

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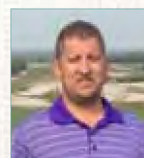
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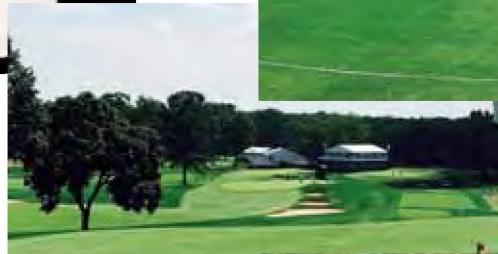
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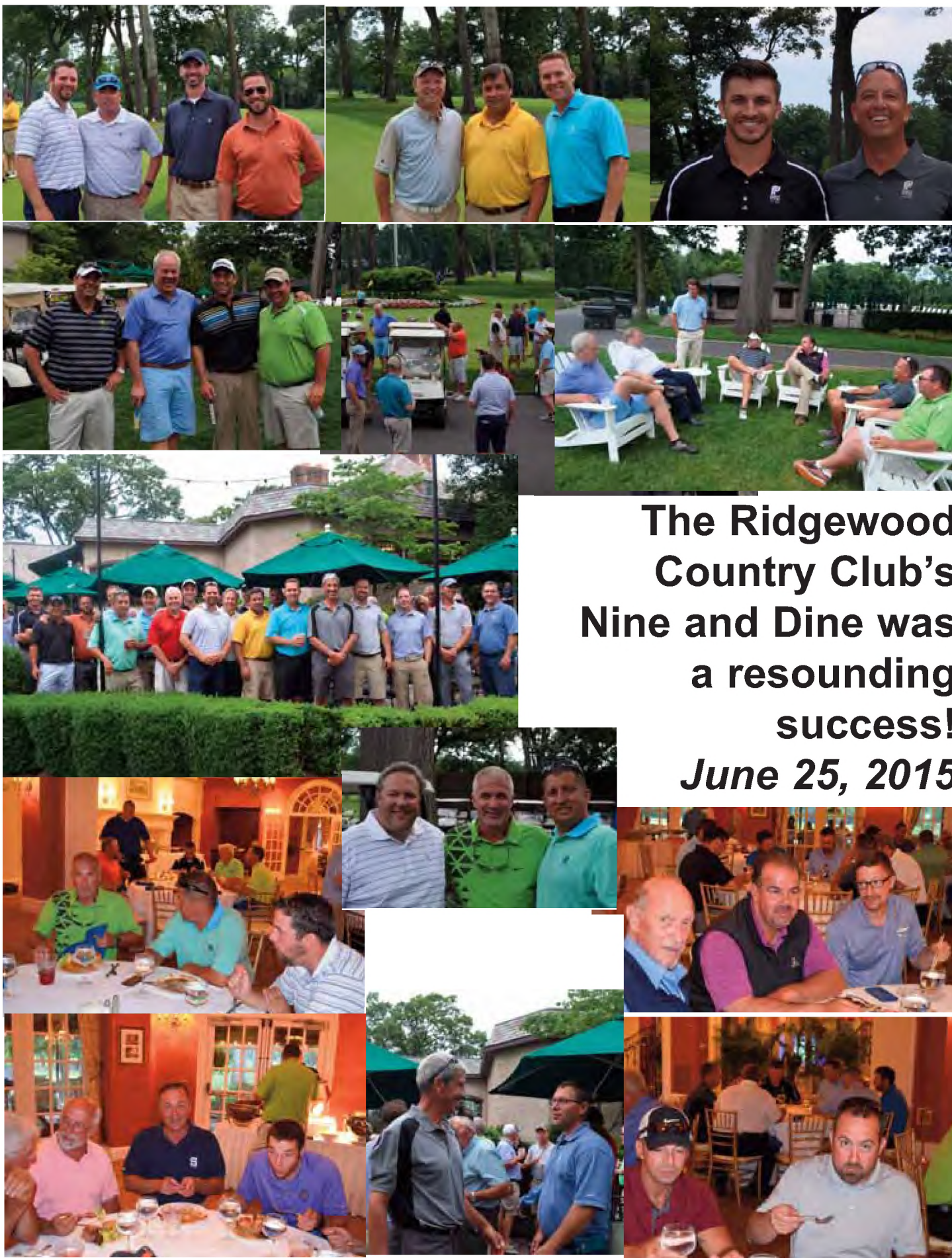
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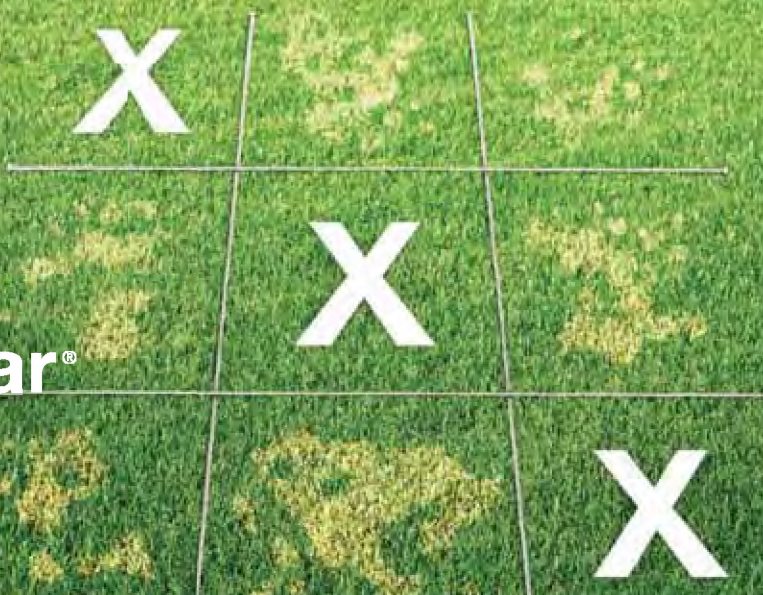
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GCSANJ Member Code of Ethics

GCSAA's bylaws, article III, sections 2 and 3, authorize the board of directors to enforce this code by procedures established through standing rules for the conduct of such proceedings.

This code is established to promote and maintain the highest professional standards of service and conduct among the membership of GCSAA. Steadfastly maintaining these principles will accrue to the membership a level of justly deserved recognition and respect from those who come into contact with any member.

Through high regard for, and strong enforcement of, the code, membership in this association will be deemed a significant indicator of individual responsibility, character and professionalism.

Professional courtesies or conduct are set forth in the Professional Conduct Guidelines and should be adhered to by all GCSAA members. As a professional courtesy, a member should always contact a fellow superintendent before visiting that superintendent's golf course.

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

1. Recognize and discharge all of my responsibilities and duties in such a fashion as to enhance this Association and my profession.
2. Practice and insist upon sound business and turf management principles in exercising the responsibilities of my position.>
3. Utilize frequent opportunities to expand my professional knowledge, thereby improving myself and my profession.
4. Refrain from any unethical act tending to promote my own interest at the expense of the dignity and integrity of the profession.
5. Base endorsements, whether written, verbal, or through any other medium strictly upon satisfactory personal experiences with the product, item or service endorsed.
6. Refrain from encouraging or accepting considerations of any value without the express understanding of all parties that said consideration is available to all persons in similar circumstances, and no gift or consideration is for personal gain to the detriment of the course, my employer or the profession.
7. Recognize and observe the highest standards of integrity in my relationships with fellow golf course superintendents and others associated with this profession and industry>
8. Assist my fellow superintendents in all ways consistent with my abilities.
9. Abstain from making false or untrue statements concerning another superintendent that causes public embarrassment to another superintendent.
10. Lend my support to, and actively participate in, the efforts of my local chapter and National Association to improve public understanding and recognition of the profession of golf course management.
11. Promptly report all known or suspected violations of the Code of Ethics and voluntarily participate as a witness and present information in all proceedings to determine the possibility of a violation of this Code of Ethics.
12. Abstain from applying for or otherwise seeking employment in a dishonest manner. For the purpose of this section of the Code, a member seeks employment in a dishonest manner if he or she does one or more of the following in connection with the prospective employment:
 - (a) provides false or misleading information to a prospective employer;
 - (b) makes false, slanderous or defamatory statements concerning a fellow superintendent;
 - (c) attempts to undermine or improperly influence the staff of a fellow superintendent;
 - (d) attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - (e) makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - (f) makes misleading, deceptive or false statements or claims about a member superintendent's professional qualifications, experience or performance.
13. Refrain from accepting employment, as a consultant, in a dishonest manner. For the purposes of this section of the Code, a consultant accepts employment in a dishonest manner if he or she does one or more of the following in connection with such consulting:
 - (a) provides false or misleading information to a prospective employer;
 - (b) makes false, slanderous or defamatory statements concerning a fellow superintendent;
 - (c) attempts to undermine or improperly influence the staff of a fellow superintendent;
 - (d) attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - (e) makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - (f) makes misleading, deceptive or false statements or claims about a fellow superintendent's professional qualifications, experience or performance.
14. Abstain from conduct constituting a crime under federal, state or local law, the penalty for which is, or may be, imprisonment, including but not limited to crimes of moral turpitude and dishonesty. A member's conviction of a crime will be considered conclusive evidence that the member committed that crime for the purposes of this Code.
15. Abstain from knowingly making false statements or knowingly failing to disclose a material fact requested in connection with application or renewal for GCSAA membership or for membership in an affiliated chapter.
16. Express professional opinions on technical subjects publicly only when that opinion is founded upon adequate knowledge of the facts and competence in the subject matter.

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