



THE NEWSLETTER

Golf Course Superintendents

Association OF NEW ENGLAND, INC.

Sponsors and administrators of the Troll-Dickinson Scholarship Fund - Awarded yearly to deserving Turf Management Students.

April 1993

May Meeting

Monday, May 10, 1993
Andover Country Club

Host Superintendent
Wayne LaCroix

9:00 a.m. Board Meeting
10:30 a.m. Regular Meeting
11:00 a.m. Education
Golf and Lunch to follow
Golf & Lunch - \$41.00
Lunch Only - \$17.00

Reservations Required
Call by May 7, 1993
(617) 328-9479

You must pay by check - No Cash!
Checks payable to GCSANE

Wayne LaCroix has been the superintendent of Andover Country Club for the past two years. Prior to that he was for four years the superintendent, construction/grow-in of Ipswich Country Club, Ipswich MA from 1987-1990; for seven years the foreman & assistant of Tedesco Country Club from 1980-1987. He graduated from Stockbridge Arboriculture & Park Management in 1980, and Turf Winter School in 1983. Married to wife, Julie, the reside in Andover, MA. Wayne enjoys fly fishing, hunting and golf.

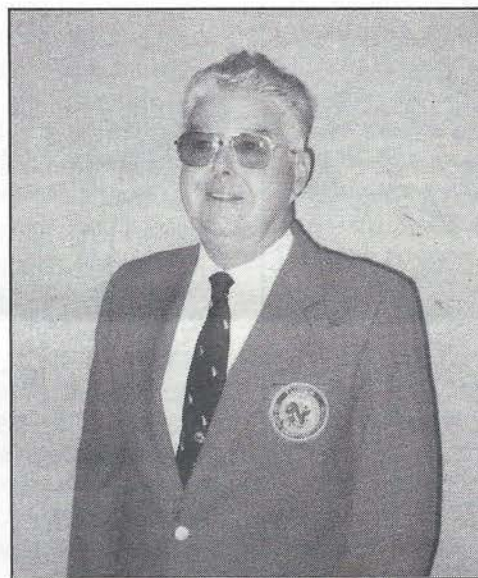
Directions to Andover Country Club: From Boston - take 93 North to exit 43 (Rt. 133) and take a right. Follow (133) through two sets of lights and take third left onto Canterbury Street. Follow Canterbury to the clubhouse. From West and South - take 495 North to exit 41 (Rt. 28) South, follow to set of lights and take a right one (Rt. 133) follow 1/4 mile. Take first right on Canterbury Street. Follow Canterbury to the clubhouse.

Like that TV "battery", Dick Blake keeps going . . . going . . . going

The word was out but hardly anyone believed it. Dick Blake had retired. Come on! Never happen! He's just in the middle of a parade rest, smelling the roses! Yet, there is a sprig of official declaration in the former GCSAA president's revelation that he, indeed, did announce his retirement from the golf course superintendent's profession in December of 1991. With reservations, though.

"It was sort of a combination tenure-health decision," Blake explained when the Newsletter caught up to him at his Boynton Beach, FL home. "Two years ago, I slipped and hurt my back. It really stopped me in my tracks. So, I thought that maybe it was time to call it quits after 42 years in the trenches."

At that wind-down stage of his career, Dick held the position of executive superintendent at the Bocaire Country Club in Boca Raton. Before that, his Florida outposts included Card Sound Golf Club (Key Largo) and Quail Ridge Country Club (Boynton Beach). Those jobs, of course followed that salad days of a distinguished career that saw Blake serve 13 years at Mount Pleasant (Boylston, MA) and another eight at the Woodstock Golf and Tennis Club in



President of the Florida GCSAA,
Richard Blake

Vermont. The Mt. Pleasant years (1960-73) comprise an era in themselves, an era during which Blake championed the image of the golf course superintendent through historically significant stints as president of the local (GCSANE) and the national (GCSAA).

"That period was the time of my life," Blake admitted. "There was just so much to do

in the way of pulling up the profession and laying the groundwork for programs that escalated its advancement. I'm happy to say that I was a part of what probably was the most important time frame of the superintendent's professional and practical development."

They also were happy days, special from a standpoint of the New England group enjoying spin-off benefits from the administrative involvement of Blake and some of his close colleagues. "When they're handing out prizes for getting our association rolling in the right direction, they have to tap Leon St. Pierre and Bob Grant," Dick advised. "The three of us knew the New England chapter

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couldn't sit still and remain isolated from the mainstream of golf. So, we just gave ourselves a push and the picture of the typical golf course superintendent changed almost overnight. Before that, we were poor cousins to the golf professional and club manager in the country club's service structure."

In fact, Blake and St. Pierre formed a political punch that knocked the national's approach to the 1971 election for a loop. They nominated Dick from the floor as incoming president and put on a campaign that swept him into office. It was unbelievable. Blake's term as national president set the stage for a number of progressive measures that further enhanced the super's image. During his stay in office, the controversial but beneficial proposal of certification was born, a harbinger of the profession's heavy concentration on continued education of its members.

"There's still a lot of flak coming down about certification," Dick said. "Somehow, the ordeal connected with on-going re-certification must be addressed and altered. Its rules should be reviewed and, if necessary, changed to bring the process up to date. Regardless, certification carries a lot of weight. I'm one hundred percent of it."

Seems that Blake also is 100% behind continuing to be involved in the image-shaping of the golf course superintendent. "I really don't know what's going to happen in terms of getting back on the golf course in a working way," Dick told. "I had surgery on

my back a few months ago and I'm feeling so good I might even return to those trenches. We'll just have to wait and see how I am doing nothing."

Which is somewhat of a hollow statement since Blake always has been a man in the field, not one on the sidelines. "Oh, I'm still going to remain involved as an observer of and a contributor to the superintendent's scene," he explained. "In fact, I'm working on an idea right now, one what would revive the input of former national presidents. Hey, there's still a lot of expertise left in us and it's still there to be tapped. This is something I'd like to see happen."

Blake, who says he's received the mandatory OK from wife, Elaine, to remain active in such capacity, doesn't mind nailing down some of the negative practices that draw his ire and making them known. "For instance, I don't like some of the hiring practices that seem to have taken hold," he disclosed. "There's evidence that veteran superintendents are being dumped and less-experienced people taking their places at lower salaries. We can't allow to have such practice become the norm."

Dick still believes the New England superpers form one of the more solid groups in the professional field. But, why not? He was one of the pioneers in convincing country club officials the golf course superintendent headed up the most important wing of the country club service units. Retired, then, hardly fits when pinning a descriptive on Dick Blake, he can't sit still, he never could and he never will. Like that TV battery commercial, he keeps going . . . going . . . going and going. He'll never run down. Ain't that grand?

GERRY FINN



"Why we don't go in the rough to find a golf ball."

Calendar

May 10	Andover C.C. Andover, MA
June 7	Thompson Club
June 28	Franklin C.C.
July 19	Thorny Lea

The Super Speaks Out:

This month's question: *Explain how you set up your work force in matter of fulltime, seasonal and peak-time help?*

Glenn Ackley, Marlboro Country Club:

"Actually, I have a well of resources from which to draw my seasonal and peak-time crew and perhaps the present uncertainty of the economy may have something to do with the process. "Let's start from the beginning, which means that the basis of my crew consists of four full-time workers. They include myself, my assistant and two other people whose experience and input are vital to the overall operation.

"The next stage of employment is seasonal. It usually means employment for two or three young people in May to Labor Day time slot. My seasonal setup is interesting since it taps local teenage students who have indicated an interest in outdoor work through involvement in a school run agricultural program. Only thing is, in recent years the school dropped that program, so my help has to be recruited from the rank and file of the school's enrollment.

"No problem there. Somehow, there always seems to be any number of outdoor-oriented individuals who take golf course maintenance work naturally. For example, some of the interest is so heavy I have one girl who has been on the seasonal team ever since she started as a 16-year-old. That was 15 years ago and she still come back every summer. She's married with children but still is able to handle any job I assign her."

"Recently, that 12-week period known as the peak-time of the maintenance season has been filled by some of my former seasonal workers who have gone on to college but are finding it difficult to find steady employment. From my experiences with all of these people, I find that the younger ones work out just fine. Maybe it's because most of them have a tendency to become deeply involved in outdoor work. Anyway, I have no complaints in that direction and so far both parties seem to be satisfied."

"Additionally, let me say I have no rule against hiring members' children nor am I against having retired people on the staff. Maybe when the economy picks up, it will be

a different story and my labor resources won't be so plentiful. In the meantime, everything's gone on without a hitch."

Bruce Packard, Stockbridge Golf Club:

"The heart of my work force is pretty much written in stone, at least it's been that way in the three years I've been on the job here. Full-time, we have three

people including myself, my assistant and a third person who can fill most any position on the staff."

"My seasonal crew also consists of repeat members. First, there is a gentleman who's been working that shift for 35 years. He's a fixture who knows just about everything there is to the maintenance history of the course. Next there is a fellow in his late 20's who likes the idea of a seasonal job and has been a dependable member of the crew since I took over. My third seasonal regular is a mature (38) man who has decided on a career change and gotten so involved with the profession that I sent him to the winter session at UMass (turf school)."

"My peak-time help is also a select group, four college kids who have been with me in the past and actually look forward to returning every summer. Naturally, there must be incentives for such loyalty. I provide them, too, by offering slight raises in pay and one full week of tree, cleanup work during the college Christmas break. I've had so much success with this type of operation that my college kids come back for the biggest tournament on the schedule, a pro-am the last weekend in September."

"So, a lot of planning and foresight go into the makeup of our maintenance operation. I can't say enough for my help. They're solid, from top to bottom and in-between."



Ron Hansen, Eastman Golf Links:

"This being a year-round operation, the emphasis here is on full-time help. That's a load, too, because I have 11 on the day-to-day work schedule, plus myself. It's a load but a necessary one because we're talking about maintaining an entire community.

"The seasonal part of the work agenda has developed into a pet project for me. In straight numbers, it means lining up four to six people for the mid-May through Labor Day time period. Through a unique April cleanup program, that I started four years ago, I've established a pool from which I select my seasonal help."

"Here's how it works: During the April school vacation we recruit 15 to 25 kids from Newport High School to a hand-rake cleanup of the golf course and the many other facilities that enhance Eastman. There is no mechanical labor involved. However, those kids do in one week what it used to take my regular crew two to four weeks to complete. The community management spares no expense with the compensation tab running from \$1300 to \$2200."

"The benefits are twofold. First, it gets the course and other facilities ready for play. Second, it encourages a competition for the seasonal jobs that will open late in the spring. The kids are observed all the time during the cleanup and the best of them usually filter down to what will become my seasonal golf course maintenance crew."

"This really has been the solution to a problem that haunts a lot of superintendents during the height of the golf season. It really produces outstanding, reliable seasonal help. I think it's the best thing that every happened to Eastman and yours truly."



PRESIDENT'S MESSAGE



By the time this Newsletter reaches you, I really hope that all of our members have been able to open their courses for play. It seems as though it is go-

ing to be a slow process for many of our members to get back to normal. With some courses having terrific tree damage, other with winter turf kill, and other with the recent soggy or possibly flooding conditions, most superintendents have their hands full, as even May begins. Good-luck to those with problems.

I must apologize for inadvertently forgetting to include the Golf Committee members on the list of committees for 1993. Golf Committee Chairman, Jim Fitzroy will be assisted this season by Larry Anshewitz, Rich Tworig, and Mike Hermanson. Again, this committee does some terrific planning and hard work for our golf events. Please cooperate with our guidelines for meeting sign-up and do all you can to accommodate these individuals.

The MGA Spring Conference was conducted on March 13th in Newton. The weather was not at all cooperative, but the conference attendees enjoyed the excellent program that was put together by my MGA committee member, Mike Reilly. The golf course topic was once again presented by USGA agronomist, David Oatis. Dave's presentation was on the topic of trees on golf courses and the problems they can sometimes cause the game. Incidentally, the Mass. Open and the Mass. Amateur Golf

Championships were conducted last summer at the Taconic Golf Club and the Longmeadow C.C. in western Mass. Leon St. Pierre, CGCS., and Peter Lund, CGCS., were recognized individually by the MGA at the awards ceremonies at each site, upon completion of these championships. Again, congratulations the Leon and Peter.

On March 22nd, the membership of GCSANE voted unanimously in favor of a proposed By-law change, at the Franklin C.C. The change essentially allows any assistant superintendent, working at any location, to become an Assistant Member of GCSANE. The original By-law stipulated that an assistant member be employed at a golf course managed by a regular member of GCSANE. It was felt that this was very restrictive, particularly to those individuals who are interested in the Association and in receiving our Newsletter. Your vote to change this By-law will allow our Association to better serve the up and coming turf managers in the New England area.

Lastly, in the March, 1992 Newsletter, our superintendent members were asked to consider the possibility of subscribing to and participating in the USGA's Audubon Cooperative Sanctuary Program. At that time, there were thirteen courses in Massachusetts participating. I am pleased to announce that during the last twelve months, twenty-one additional courses have become registered in the program while two courses are no longer participating. The following thirty-two courses from Massachusetts are currently enrolled in the Audubon Program: Acoaxet Club, Allendale

G.C., Bass Ridge G.C., Colonial Hilton, Dedham Polo & Club, Eastward Ho, Fram Neck G.C., Fresh Pond G.C., Hyannisport Club, The International, Ipswich C.C., Kings Way G.C., Longmeadow C.C., Nashawtuc C.C., New Seabury C.C., Newton Commonwealth G.C., Oak Hill C.C., Oakley C.C., Oyster Harbor G.C., Sagamore Spring G.C., Segregansett G.C., Stockbridge G.C., Stow Acres C.C., Tatnuck C.C., Twin Hills C.C., Twin Springs G.C., Unicor G.C., Waubecka G.C., Weston G.C., Willowbend Club, and Worcester Country Club.

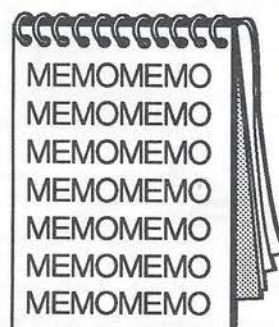
As mentioned before I feel that the public image of our industry can be enhanced as more and more Clubs choose to participate and our profession becomes more and more visible in the community, as a major environmentally sound industry.

Stephen Chiavaroli, CGCS.

Memorandum

TO: Fellow GCSANE Members

FROM: Charles T. Passios, CGCS



Dear Fellow GCSANE Members:

I would like to take this opportunity to express my sincerest appreciation for all your support these past three years while serving our profession while on the board of CGSAA. There is no question that through our association's progress we have all benefited individually, while collectively becoming instrumental to the successes of the game of golf. This advancement is a tribute to our support of one another along with our fortune of employing a most dedicated and focussed staff at GCSAA. Though we have arrived at a new high professionally there is still much to be accomplished in securing the professionalism of our industry. We need to keep moving forward, exploring every avenue that will continue the processes of advancement through education.

For me personally this period of my professional life has been extremely fulfilling and I would encourage anyone who has the will to lead our profession into the future to get involved.

Sincerely,

Charles T. Passios, CGCS
Golf Course Manager

NEWS RELEASE

Iowa Medical School selected for golf course pesticides study.



Lawrence, Kan., April 2, 1993

The University of Iowa's College of Medicine has been selected by a major golf foundation to conduct an important new study of occupational pesticide exposure among golf course superintendents.

The foundation, GCSAA Scholarship & Research, announced that Iowa's Dr. Burton Kross will lead the first-ever independent examination of cancer and illness trends among superintendents. Dr. Kross and his team will conduct a thorough study of causes of death among superintendents over the past 23 years. They will attempt to determine whether superintendents have higher-than-average rates of cancer or other illnesses that could have been caused by long-term

occupational exposure to pesticides.

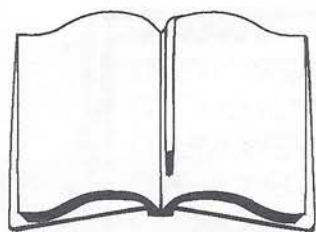
"This is an important first step in our association's commitment to addressing concerns about our use of pesticides," said Randy Nichols, CGCS, head of the foundation and president of GCSAA. "We feel we have an obligation to our members and to the golf community to document the safety of our practices."

The initial study will focus on superintendents, the individuals who manage golf courses, because they are typically exposed to both concentrated and diluted (applied) pesticides throughout the course of their careers. Based on the results of this project, later studies may examine health trends

among living superintendents, course workers and even players.

"The results of this first study will give us an idea of the worst case scenario," said Nichols. He explained that the superintendents in the mortality sample were much less likely to have taken the safety precautions that are standard now and that today's pesticides are better tested and commonly considered to be less hazardous than products used in the past.

The University of Iowa study should be complete early next year. Plans call for preliminary findings to be presented at the GCSAA International Golf Course Conference in Dallas next February. The study, which will cost an estimated \$80,000, will be funded by GCSAA S&R thanks to donations from golf clubs, individual superintendents and state and local superintendents associations. According to Nichols, the foundation is still seeking direct contributions to offset the costs of the current study and to support future follow-up research. To make a contribution, contact the GCSAA development department at (913) 841-2240.



GCSAA launches new golf business publication

Lawrence, Kan., February 9, 1993

A new magazine will be launched this spring to provide a single comprehensive information source for people who make golf their business. The magazine will be called **Golf Business Today (GBT)**.

Explosive growth over the last several years has made it increasingly hard to keep up with changes in the industry. **GBT's** goal will be to give each reader a convenient way to keep pace with all facets of the business of golf.

Starting in March, **GBT** will be published monthly by the Golf Course Superintendents Association of America (GCSAA). GCSAA is an international professional association formed in 1926, with more than a half-century of publishing experience in the golf course management industry.

GCSAA's board of directors

commissioned an independent research organization to explore the need within the golf industry for a single resource that could meet the demand for news from around the industry. The result of that research is **GBT**.

"**Golf Business Today** is designed to be a service to the golf industry," said Randy Nichols, CGCS, president of GCSAA. "**GBT** will fill a need as a single, concise source that will help those in the industry keep tabs on the golf news that really counts."

GBT will offer information drawn from a wide range of fields, with key facts presented in fast-reading summary form. The new magazine will also include longer features that take an overview of topics and developments of interest to everyone in the golf business.

GBT's target audience will be golf course architects, builders, club managers and owners, superintendents and others who make their living from golf.

Other golf industry groups, such as the American Society of Golf Course Architects and the Golf Course Builders Association of America, have officially endorsed the publication, further confirming the need for **GBT**.

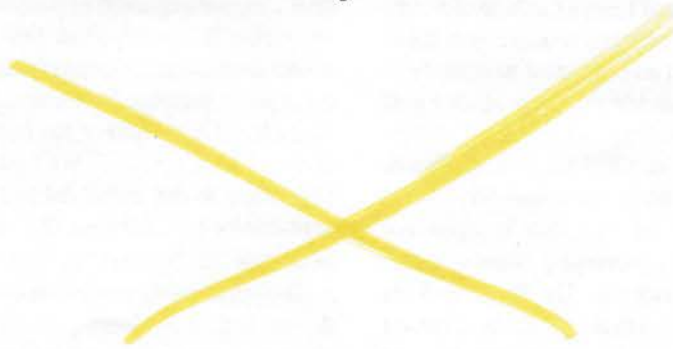
GBT will reach readers through two channels. About 25,000 copies will be delivered to persons who now receive *Golf Course Management (GCM)*, the official magazine of GCSAA. Another 25,000 copies will be mailed to other golf business people who are not *GCM* subscribers. The motto of **GBT** is "Around the Business World of Golf in 30 Minutes."

DIVOT DRIFT ...announcements...educational seminars...job opportunities...tournament results...and miscellaneous items of interest to the membership.

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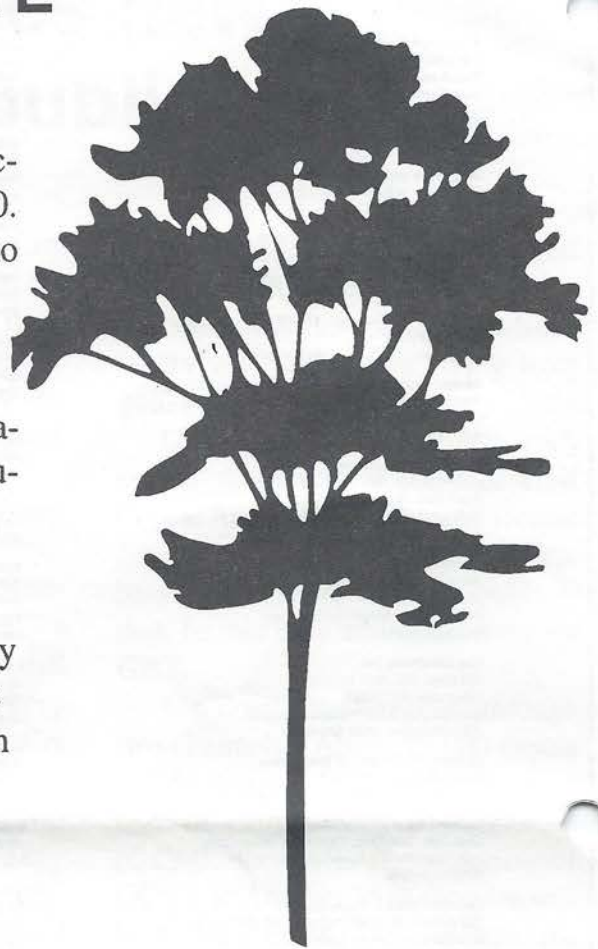
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THE CHEMICAL UPDATE

- DuPont has made a business decision to discontinue productions of their turf fungicides Tersan 1991 and Manzate 200. Once inventories of these products are depleted they will no longer be available.
- The Environmental Protection Agency has lifted its registration suspension of Embark®, a plant growth regulator manufactured by PBI/Gordon.
- The Chemical Benomyl manufactured by DuPont in many of its pesticides is coming under review by the EPA. The EPA is examining the product for potential adverse health and environmental effects.



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