



THE NEWSLETTER

November 2000

of the *Golf Course Superintendents Association of New England, Inc.*

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

Dick Duggan coordinates the puzzle pieces in construction of Peabody Municipal G.C.

Not too many of us can say it, but Dick Duggan rambles on in delight over his latest turf related venture. "I'm just where I want to be," he chimed one day last month. "I'm in my glory . . . out in the field, free as a bird, and always flying into the sun."

While Duggan waxes poetic over his heavy hand in construction of the Peabody Municipal Golf Course, its work crews are putting the finishing touches on the seeding process in hopes the much-needed public layout will be ready for a late-summer opening in 2001.

"Projections are easy to make," Duggan remarked. "Meeting projections is another story. That's why we're not putting a rush order tag on the course. We don't want to open just for the sake of being able to say we're going to come in ahead of schedule. That would be foolhardy."

Duggan came aboard the project in July of 1999. It was a good transition

situation, too. For almost three full years before he agreed to take over as "clerk of the works," a public-level term for project manager, Duggan had been deep into the successful conception and birth of the much-ballyhooed Cyprian Keyes Golf Club.

"That was another hands-on deal that had me salivating," Dick told. "It really put me on the right track in my career. I was surrounded by good turf people. Dick Zepp was the man at the top and Jim Beane had been in on the construction process from the beginning. Again, I found myself out in the field. Not only that, it gave me the practical experience I've carried over to this job."

Duggan's part in the appealing story of Cyprian Keyes' rise to prominence surfaced as a direct contribution of putting the course together. "It was very rewarding," he disclosed. "It's one thing to clear the land for actual construction but to follow through from cutting trees

to performing the first mowing of greens and fairways is something else. This is the road I'm on in Peabody – across-the-board involvement."

Even years before he stuck his foot in the Cyprian Keyes door, Duggan was warming up for the construction beat. When he was the golf course superintendent at Concord Country Club, he was into land clearing but didn't know it. Some of the Concord greens were starving for air circulation and Dick launched a tree-felling move that provided new life for those putting surfaces.

At one point in the five-year plan to rejuvenate the 100-year old course, Duggan estimated that his chain saw serenade had accounted for more than 5,000 downed trees. To this day he claims that the logging camp exercise was responsible for saving many Concord greens. At that, his cutting path was

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"It's one thing to clear the land for actual construction, but to follow through from cutting trees to performing the first mowing of greens and fairways is something else. This is the road I'm on in Peabody – across-the-board involvement."

*Dick Duggan
Peabody Municipal G.C.*



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THE NEWSLETTER

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disciplined to the effect that the course never lost any semblance of its original, defining design. So, he must have known what he was doing.

The Peabody project is in Duggan's wheelhouse. It's been in the works for 10 years, advancing through those years under the patriarchal push of Mayor Peter Torigian. The entire 250-acre complex spread (125 acres are being developed for the golf course) consists of abandoned property, some landfill turned over expert enough to house four holes and another portion (about one-third of the overall amount) leased to the city by a division company of Eastman Kodak.

Duggan described building on the 24-acre landfill plot as a most delicate operation. "We had to make sure we were on solid, environmentally friendly ground," Dick disclosed. "Only small bulldozers were used to move soil and such, as we were especially aware of making sure the area had adequate cover. It was another experience I've saved for the footnotes on building a golf course."

Mark Mungeam is the golf course architect. According to Duggan, he has set up a challenging test on tree-lined, rolling terrain with breathtaking views. It also lies a convenient one-mile from the center of Peabody. So, its accessibility earns a triple-A rating.

"There's something else about the location," Duggan interjected. "Even though the course is one-mile from downtown, it lends itself to a suburban setting. All along I've felt that I've been building a golf course in Central Park. It's that beautiful around here."

The seeding began Labor Day and the process has been blessed by the succession of Indian Summer days that followed. "Having 70-degree days in late October has been a big plus for us in projecting the opening to next year," Duggan explained. "We struck it rich as far as the weather is concerned. Through the end of this month (October), we had seeded 90 percent of the course. And, at this time, it appears my projection is on target. Another thing we're planning on is a full blowout opening, the full 18 holes, not nine at a time."

Duggan's present title is that of golf course superintendent, but he feels more like a general manager. That's because

"All along I've felt that I've been building a golf course in Central Park."

Dick Duggan

he's been tapped as part of the course's marketing team. "It's neat to be out there, telling the public just what to expect and how exciting this is," Dick continued. "We've had just a small expression of opposition to the course. But most of the community has indicated that they want it."

Dick reports directly to the mayor, but officially, he works under a community development director. "I like this," he concluded. "I've been into this course wall-to-wall, cover-to-cover. I can tell you things about the construction, like trucking in 100,000 cubic yards of material, including topsoil. It's almost like it's been my baby. And I'll take care of it with that in mind, too."

GERRY FINN

CALENDAR . . .

- December 4 **GCSANE Monthly Meeting**
Thorny Lea Golf Club
Brockton, Mass
Supt. - Joe Rybka, CGCS
- December 9 **GCSANE Christmas Party**
Essex County Club
Essex, Mass.
Host - Pat Kriksceonaitis
- January 15 **GCSANE Annual Meeting**
Walpole Country Club
Walpole, Mass.
Supt. - Brian Walters
- Feb. 11-18, 2001 **GCSAA 72nd International Golf Course Conference & Show**
Dallas, Texas
- February 13 **Stockbridge School Job Fair**
UMass, Amherst, Mass.
- February (Date TBA) **GCSANE Monthly Meeting**
Franklin Country Club
Franklin, Mass.
Supt. - Gary Luccini
- March 7-9 **New England Regional Turfgrass Conference & Show**
Providence, R.I.

The Super Speaks Out

This month's question: *What preventive-care measures do you take for your golf course maintenance equipment?*

Mark Taylor, Mt. Washington Hotel:

"We are in a different kind of world golfwise compared to clubs closer to Boston and the rest of southern New England. For one thing, the golf season is much shorter. Our season generally runs from May 1 to November 1. Therefore, some of our maintenance equipment is inactive for longer stretches of time.

"The regular put-away measures include oiling, greasing, and repairs, when they can be made without major input by our mechanics. Other measures include jacking up small vehicles and placing them on blocks, sealing and replacing bearings and, of course, sharpening cutting blades. These are all automatic things.

"Another method I use to ensure that equipment doesn't wear out before its time is a sort of kinship between the individual who uses it and the piece of equipment itself. I more or less make sure the operator is married to his machine. That attitude makes the operator responsible for the machine's condition. Not that he or she has to perform the actual repairs, if needed, but it makes sure the mechanics are informed that some kind of repair should be made before the machine is put away for the winter.

"Replacing equipment takes another unfamiliar form up here in the mountains where, believe it or not, we were forced to close the course for a few days when a sneak snowstorm struck a couple of weeks ago. Up here the people seem to be more frugal. So, equipment lasts longer.

"For example, the newest piece of equipment at Mt. Washington is six years old. The next newest is 12. I don't know what that reflects, other than the assumption that our people are more careful when they use the equipment, with the idea that this approach will give the equipment a longer life.

"In some instances, due to crossover sports use of certain equipment, such machinery never gets a rest. We switch gears when the weather dictates what

sport rules the popularity polls. It's then that the proper, caring use of the equipment becomes the best or most effective form of preventive care."

THE SUPER SPEAKS

Erik Sinasalo, Nehoidan Golf Club:

"The golf course here is part of Wellesley College, so we share some of the equipment with the campus grounds crew. That crew is much bigger than mine. Whereas they have ten full-time people, I have just three and six seasonal when the golf season is in full gear.

"We don't have the room or manpower to do major repairs on golf maintenance equipment. Those jobs are sent out, usually to the dealer. It's the best way to handle it. Besides, we have one mechanic and he's busy enough just taking care of small repairs.

"Those repairs are part of the preventive-care program along with the regular put-to-bed practices like oiling, sealing, greasing, and cleaning. We are a nine-hole course, so that part of the end-of-season program isn't as big as an 18-hole course.

"Some of our equipment never has a chance to rest because of our tie-in with the grounds people. It means that we have to pitch in when snow plowing is needed, and when you're talking clearing the campus you're taking in a lot of territory.

"We're on a schedule that brings in one piece of new equipment every year."

**Eric Sinasalo
Nehoidan G.C.**

"However, the college is good about replacing equipment. We're on a schedule that brings in one piece of new equipment every year. We replace the oldest machine and follow this rule on a regular basis.

"Being the superintendent here (I've been in charge the last six of the 16 years I've worked at Wellesley) doesn't jibe with most top jobs. I have to crossover to doing grounds work in winter, so it's having to be a jack-of-all-trades position.

"We also have a five-year athletic facility expansion plan in place, so my duties could expand with it. You just have to be ready to do anything here."

Michael J. Hermanson, Gardner Municipal Golf Course:

"I think we put the emphasis on preventive maintenance around here, that more than anything. We have a code to work by and it says to keep the number of breakdowns to the bare minimum. Of course, this is a mindset, so it doesn't always work the way I'd like it.

"As for the routine check-up procedures before putting the equipment to bed, the practice is simple. When winter comes to stay, we become a machine shop. That means we go through every phase of putting the equipment away and having it ready to go full bore in the spring. The checkup includes grease, oil, filters, washing, you name it.

"That is the time of year, too, when it's proven that the most important man on the maintenance staff is the mechanic. I have two good ones here, and they do a good job of getting as much mileage out of the equipment that they can. In that vein, it pays to buy good equipment, and that's what I urge the bean counters to do when that time comes.

"This sort of puts pressure on me, too, because I make the critical decision on what to buy and when. Traditionally, the municipal golf course sector lives by the rule that says you keep a piece of equipment going until it won't work. Like running a car into the ground before replacing it. That's the difference between private and public course maintenance.

"In the end, we do everything we can to prevent a major piece of equipment from going down. We go into the season with the thought that it will never happen, and most of the time it doesn't."

GERRY FINN

GCSANE Four-Ball Championship planned for 2001

The GCSANE announces, for 2001, the First Annual Double Elimination Four-Ball Championship. Entries are open to GCSANE members in good standing with an up-to-date USGA Handicap Index.

The championship is a 2-person team, four-ball competition consisting of two flights. The field consists of 64 teams of two, with the upper bracket being the lowest 32 team handicaps, and the lower bracket consisting of the next 32 team handicap totals. The maximum handicap differential for a team is 12 strokes, based on the GCSANE-issued USGA handicap index. Seeding is based on team handicap totals, with ties broken by order of entries received.

The championship final to determine the champion is between winners of each flight. The runner-up will be awarded second place. There will be a consolation flight for teams that lose their first match. Such teams will compete until a second loss, at which point the team is eliminated from competition. The consolation bracket plays-off for third and fourth overall places.

The deadline for entry form and fee is February 1, 2001. Posting of brackets and pairing sheets will be at the GCSANE booth at the New England Regional Turfgrass

Conference and Show, Providence, R.I., on March 7-9.

The entry fee is \$100 per team. Prizes will be awarded as follows; winning team, \$400 per player; runner-up team, \$300 per player; third place team, \$200 per player; and fourth place team, \$100 per player. The GCSANE will issue prize credit to the pro-shop of the player's choice.

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First round matches will be between April 16-30. The final match will be at the GCSANE September monthly meeting, Sept. 11-25. Round one of the consolation matches will be between May 1-15, with the final at the September meeting.

All matches must be completed within a specified time period. Complete rules and regulations will be presented to all teams upon receipt of registration and entry fee. Prior questions should be addressed to the Four-Ball Committee.

All matches through the final rounds should be held at neutral sites, to prevent a "home course" advantage. Should all four players agree to a non-neutral site, the committee, upon prior notification, may

approve the site. Players are responsible for securing sites. The team whose name appears on the upper line of each bracket is assigned responsibility of contacting opponents and arranging a to play the match.

Competitors will play from blue tees, with senior men and women playing from white tees. Handicap's play-off the lowest handicapped player in group. Results, including location, date of match, complete names of competitors, and signed and attested scorecard must be in committee hands prior to the deadline (considered 11:59 p.m. on the last day of the round time frame). Faxed copies of scorecards are accepted by the committee. The

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Kansas in November, a Holiday Gala, & caring for "Friends"

This year's GCSANE Holiday Gala will be on Saturday, Dec. 9 at the Essex County Club. We are looking forward to seeing everyone there for this wonderful event. By now, all of you should have received an

FROM THE PRESIDENT

invitation in the mail. If there are any last minute accommodations needed for this event, please contact our executive secretary, Sharon Brownell, at (800) 833-4451.

Michael Iacono, CGCS, is representing GCSANE in GCSAA's Chapter Leadership Program. This was held in Lawrence, Kansas on November 13 & 14. Mike will bring back new ideas and communications to help serve our membership better.

Now that it is budget time and we are all planning for next year, let us try to give our business to our Friends and Affiliates of this association. These people have supported us over the years. We appreciate their help in support of our Scholarship & Benevolence Tournament, the Holiday Gala, and many other ventures. In *The Newsletter* is a complete list of our Friends. Please think of them now and in the future.

**Sincerely, Bob Ruzala
President, GCSANE**

Dear me! A chilling report of a new risk facing the golf course superintendent

They sometimes say, "A bad day of golf is better than a good day at work." Well, perhaps, but not always!

On a warm, sunny Sunday morning in mid-October, what could be described as nothing but "two drug crazed, white-tailed deer" decided it might be fun to high tail it up the middle of the 18th fairway at the Winchendon School Golf Club. Deer sightings are a daily occurrence in this very rural setting, so this is not all that uncommon. However, while one of the doped-crazed creatures headed for the woods, the larger of the two had something different in mind.

After crossing the green and parking area, she seemed to think it might be fun to jump over the administration building. It didn't seem to matter that the building is three stories high. After crashing into the concrete and doing about three back flips, she again headed for the 18th green.

She took a right turn, passed a golfer here and a cart there, and bypassed the 16th green for the 15th tee. From here she cleared a six-foot shrub, a cart path and a second six-foot shrub – all in one jump.

By now she is in high gear and heading for glory. After she cleared the second shrub with the grace of a ballerina, she had one more obstacle – a lady on the putting green. Guess what. She missed! The lady golfer and deer went down in a heap. The deer headed for the nearest woods to relax and let the drugs wear off, and the lady headed for the hospital. A broken nose, a few loose teeth, and many stitches.

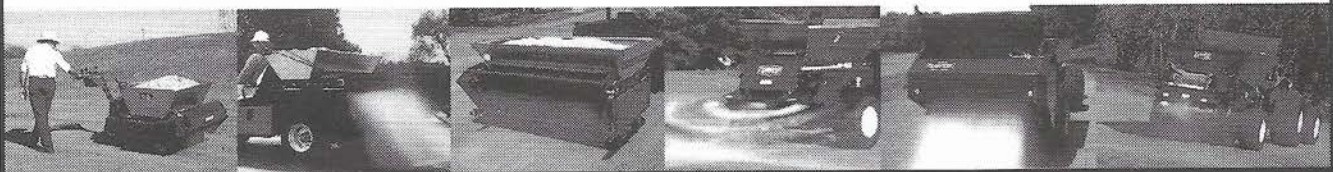
There is a happy ending. Three days later the lady was out golfing, and the deer is in rehab. Thank God it wasn't two moose that crossed the 17th green last Thursday.

DAVE COMEE



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GCSAA releases comprehensive financial update

by Michael Wallace, CGCS,
GCSAA Secretary/Treasurer

At the September 2000 Chapter Delegates Meeting recently held in Lawrence, Kansas, the annual Secretary/Treasurer's financial update was presented. This article was suggested in order to share the information presented with other chapter members.

Three Companies in the GCSAA Family. GCSAA is the flagship organization and is a 501(c)(6) tax-exempt professional association. GCSAA Communications is a for-profit subsidiary that houses the activities that compete in the marketplace with other for-profit companies, and would thus pay taxes on any net taxable earnings. Those activities, at this point, are primarily advertising and bookstore operations. The GCSAA Foundation is the charitable, fundraising arm of the family. It is governed by a separate board, and GCSAA's president, vice-president, and secretary/treasurer, as well as the chief executive officer, are among the eleven trustees. Their financial results are reported separately, and are not discussed in this article.

GCSAA and GCSAA Communications Consolidated Financial Results (June 30, 2000). The financial results of GCSAA and GCSAA Communications are consolidated for financial reporting purposes.

The combined entity will report revenues of \$19.5 million and a \$204,000 bottom line (or 1.1% of total revenue). These bottom line earnings provide funds for the retirement of debt and the purchase of

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capital improvement (i.e., computers, building improvements, furniture). In response to GCSAA's overall mission, we continue to budget and run the organization with a thin bottom-line objective (1 to 2%) and to thus reinvest 98% of our resources into programs and services.

Sources of Revenue by Event.

Member dues were 19% of total revenue for the year, as they were the year before. The average over the last 10 years is 21%. The most significant event by far is the Conference & Show. It generated \$6.9 million in gross revenues (\$3.3 million net of expenses) used to fund the many programs and initiatives that do not pay for themselves, such as career development and image efforts, media relations efforts, and government relations efforts. GCSAA has grown to rely on this income stream for program enhancement and growth.

Sources of Revenue by Type. Sliced yet another way, over \$10 million, or 54%

of the organization's total revenues, is provided by industry, primarily advertising, exhibit fees, and sponsorships. An amount of \$3.7 million, or 19%, comes from program and service user fees (including Conference/Show and seminar registration, bookstore, etc.) and, as stated before, \$3.7 million, or 19% of revenues, comes from member dues. The remaining 8% of revenues are from GCSAA foundation grants, rent, and investment income.

Membership Dues. The belief that member dues cover the cost of a majority of the organization's products and services is incorrect, as was noted earlier. If dues were required to entirely cover program and service costs, dues would have to be increased to \$1,270 instead of the current \$250 level in place since July 1, 1997. The organization spends over five times the amount that member dues generate.

Program Expenditures. On the program expenditure side, over \$8.3 million was spent on education, information, publications, and the web site. This includes *Golf Course Management* magazine and *Newsline*, the information center, government relations, the web site, research, and related offerings. Included was \$400,000 spent to further competency-based education improvements, and \$100,000 spent to fund MSRSG meetings, needed cross-committee meetings, and chapter communication outreach efforts related to proposed member classification changes.

Approximately \$1.8 million was spent on image efforts, career development, and media relations; \$3.6 million was spent on the Conference & Show to generate \$6.9 million in revenues; and \$1.1 million was spent on member chapter services and the service center. Finally, \$3.2 million was spent in support of the program areas, which included production, accounting, executive management, human resources, and management information systems. In summary, the organization is financially strong; however, two key challenges remain – sustaining the positive momentum in our image, professional development, and Internet development efforts; and growing and protecting revenue-generating assets, especially our Conference & Show and *Golf Course Management*, in the midst of increasing competition.



Here's how you can get
a bird's-eye view of your course

Conor Fitzgerald (bottom), superintendent at Putterham Meadows G.C., and his skydiving instructor give the thumbs-up. Could this be an appraisal of the lush green golf course below?

Getting the word heard: Marketing PDI to employers

The first step in any marketing program is to create the identity you want to promote to a specific audience. Our audience is employers and influential golfers. PDI creates the identity of educated, knowledgeable, and competent superintendents, which can then be promoted.

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A "Yes" Vote. If the vote at the annual meeting and election supports PDI, the next step will be execution of a multi-faceted marketing campaign over several years.

Communicating the benefits and value of PDI is a long-term process involving a joint effort of association and members.

A Rewarding Goal. Our goal in communicating benefits of PDI is to have employers acknowledge value received from employing a general member, a class "A" member, and a certified member. We do not plan to explain the classification system, but focus instead on results. Consequently, employers will recognize and reward superintendents for the competitive edge they bring to course operations, and golfers will enjoy results of the superintendents' work – a superb golf experience.

GCSAA Marketing Strategy. The association will use external and internal communication to position benefits of certified, class "A", and general superintendents to employers and others. We will continue to use national media, such as television and magazines, to promote the superintendents' role and value in managing golf courses. We have been laying groundwork for this initiative for several years, positioning the superintendent as key to golfers' enjoyment of the game, and consequently having a direct impact on the golf course's economic success.

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

MEMBERSHIP

Welcome New Members: Keith Terry, Assistant, Bellevue C.C.; CleanQuest, Friend

Proposed for Membership: Timothy Harlan, Student, Penn State University; Scott Whitcomb, Affiliate, Mass. Golf Association

INFORMATION

The contingent of superintendents competing in this year's New England Superintendent Championship was unable to defend its title. The team of Ron Dobosz, Jim Fitzroy, Joe Rybka, Wayne LaCroix, Wayne Zoppo, Don D'Errico, Russ Heller, and Ron Kirkman finished third at this year's event at Metacomet C.C., three points behind champion Rhode Island. Vermont came in second.

If you haven't checked out the new association web page, be sure to give it a look. It can be reached at www.gcsane.org.

If anyone needs to send something to be published in *The Newsletter*, please send it via e-mail if at all possible. The E-mail address is rheller@gcsane.org.

Thanks to Len Curtin and the entire staff at Lexington G.C. for hosting this year's nine-hole meeting. Be sure to ask Len about his impersonation of T.C. Chen on the 3rd hole. He performed the amazing "double hit" not once, but twice (in a row, no less).

The second edition of **Destructive Turf Insects**, by Dr. Harry Niemczyk and Dr. David Shetlar, is now available. The cost is \$49.99, plus shipping & handling. Quantity discounts are available. To order, call Lori Skala at (800) 456-0707, or visit www.lawnandlandscape.com.

Golf course superintendent Walter Mattison, CGCS, who works in the Pacific Northwest, was a recent subject on the GCSAA "Talking It Over" forum. For the uninitiated, he was diagnosed with a malignant brain tumor, underwent radiation therapy, had a relapse, and is currently fighting for his life. Right now he, his wife, and two sons are trying to collect as many golf flags as they can. He currently has over 300 flags, with more coming in each day. If you care to send him a flag, his address is: Walter Mattison, CGCS, 61272 Kilowan Lane, Bend, OR 97702.

Dave Donahue, formerly at Wellesley C.C., is now the superintendent at Long Meadow G.C. in Lowell.

Ron Milenski has left his post at The International G.C. and is now a sales rep with Boston Irrigation Supply Co.

Congratulations to Amherst C.C. superintendent Carl Teschke and his wife Cathy on the birth of their new daughter Samantha Rose. She was born on October 26 and weighed in at 6 lbs., 9 oz.

EMPLOYMENT

Superintendent. Segregansett C.C. is a private, 100-year-old golf course that maintains an active golf and social membership. Applicant should possess a degree in turf management or a related field and have at least two years as a superintendent or assistant. Applicant must have experience with budgets, hiring, and employment issues, with proven management and leadership skills. Compensation includes competitive salary with health insurance, association dues, and conference expenses. Send resume by Dec. 15 to: Richard Marcos, Greens Chairman, Segregansett C.C., 85 Gulliver Street, Taunton, MA 02780.

2nd Assistant. Ridder Farm is a privately-owned, public daily-fee course. It seeks a qualified individual with strong communication skills and knowledge of turf management. Applicant must have a two or four-year degree, preferably in plant and soils sciences; four or more years in the golf maintenance field; and must have or attain a Mass. pesticide applicator's license. Salary is commensurate with experience. Send resume by Dec. 22 to: Edward Gianni, Supt., Ridder Farms Golf Club, P. O. Box 310, Whitman, MA 02382-0310.

Mechanic. Sagamore-Hampton G.C. is an 18-hole daily-fee course in North Hampton, N.H. It seeks a qualified individual responsible for maintenance and repair of all golf-related equipment. Candidate should have strong record-keeping and organizational skills, and knowledge of hydraulics and electrical systems. A working knowledge of irrigation systems and computers is a plus. Salary is commensurate with experience, and includes health, dental, life/limited insurance, and profit-sharing. Send resume by Dec. 15 to: Sagamore-Hampton G.C., 101 North Road, N. Hampton, NH 03862.

TOURNAMENT RESULTS

Nine-Hole Meeting - "Nine Is Enough"
(Four-person teams; best two balls)

Lexington Country Club
Lexington, Mass.
November 6, 2000

1st gross: Kevin Osgood, Ken Crimmings, Robin Hayes, & Brian McCarthy (78)

1st net: Dave Comee, Mike Hermanson, Bob Ruzala, & Art Silva (64)

2nd net: Ron Kirkman, Greg Frederick, Wayne LaCroix, & Doug Dondero (67)

Please Patronize these FRIENDS of the ASSOCIATION

A-OK Turf Equipment Inc.

1357 Main St., Coventry, RI 02816-8435
Articulator, Terra Topper, Greens Groomer
brush, & used equipment.
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A.A. Will Materials Corp.

168 Washington St., Stoughton, MA 02072-1748
Top dressing & bunker sand, decorative stone,
landscape materials.
Charlie Downing, Mike Read
(800) 4-AA-WILL

Agr-Evo U.S.A. Co.

Wilmington, DE
Acclaim Extra, Banol, ProStar, ProGrass,
Finale, Turcam, DeltaGard.
David Sylvester - (860) 828-8905

Allen's Seed Store Inc.

693 S. County Trail, Exeter, RI 02822
Specializing in quality seed and related
golf course maintenance supplies.
Gregg Allen - (800) 527-3898

Bay State Fertilizer/MWRA

100 First Ave., Boston, MA 02129
Manufacturer & supplier of dry organic fertilizers.
Kristen Patneau - (617) 788-4437

Bayer Corporation

118 Ellery Ave., Middletown, RI 02842
Bayleton, Merit, Dylox, Tempo
Brad Herman - (800) 842-8020

The Borden Company

114 Summer St., Maynard, MA 01754-2216
Bulk limestone dealer.
Jack Borden - (978) 897-2571

Boston Irrigation Supply Company

60 Sturgis Way, Dedham, MA 02026
Distributor, irrigation supplies & accessories.
Andy Langlois, J. Anderson III
(800) 225-8006

Breudan Corporation

40 Walker St., Swansea, MA 02777
Doug Hopper - (508) 379-0092

The Cardinals, Inc.

166 River Rd., P.O. Box 520
Unionville, CT 06085-0520
Golf course and landscape supplies.
John Callahan, Dennis Friel - (800) 861-6256

Casey & Dupuis Equipment Corp.

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& rentals; all sizes of job equipment available.
Paul Casey - (617) 924-7575

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Cedar Lawn Tree Service, Inc.

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Pruning, fertilization, removal,
and professional care.
William P. Maley - (508) 881-2622

Cornish, Silva, & Mungeum, Inc.

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(508) 278-3407

Country Club Enterprises

P. O. Box 820, Cataumet, MA 02534
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Country Golf, Inc.

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Jerry Deemer - (616) 947-5751

Dow/Elanco

560 Ashwood Rd., Springfield, NJ 07081
Bob Scott - (908) 510-5549

Michael Drake Construction, Inc.

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Michael Drake - (508) 875-8247

F.A. Bartlett Tree Expert Co.

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Complete tree care, landscape design
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Growers of turfgrass and ornamentals
Malcolm McPhail
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Canterbury, NH - (603) 783-4717

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Civil engineering, Title V, environmental
consulting/site assessment,
above-ground/UST construction
Glenn Ferguson - (617) 479-0550

Greeno, Inc.

2352 Main St., Concord, MA 01742
Tree transplanting, landscape construction,
and masonry
Kevin Mulcahy - (800) 439-7244

Charles C. Hart Seed Co., Inc.

P.O. Box 9169, Wethersfield, CT 06019-0169
Roy Sibley, Dick Gurski
(800) 326-HART

Hartney Greymont

433 Chestnut St., Needham, MA 02492-2822
Tree care, landscape construction, consulting.
Mark Tobin - (781) 444-1227

International Golf Construction Co.

5 Purcell Rd., Arlington, MA 02474
Golf course construction.
Antonios Paganis - (781) 648-2351;
(508) 428-3022

Irrigation Management & Services

21 Lakeview Ave., Natick, MA 01760
Irrigation consultation, design, and
system evaluation.
Bob Healey, ASIC, CID - (508) 653-0625

Tom Irwin Inc.

118 A St., Burlington, MA 01803-3404
Jack Peterson, Wayne Ripley, Paul Skafas,
Chris Peterson, Greg Misodoulakis
(800) 582-5959

Ken Jones Tire, Inc.

71-73 Chandler St., Worcester, MA 01613
Distributor of tires for lawn & garden, trucks,
cars, industrial equipment, and golf cars.
Gerry Jones - (508) 755-5255

Landmark Construction

P. O. Box 662, Winchester, MA 01890
Tee/bunker shaping & remodeling, cart paths,
drainage, tree planting, landscape construction.
Daniel Champion - (781) 729-3250

Larchmont Engineering & Irrigation

11 Larchmont Lane, Lexington, MA 02420-4483
Marc Utera - (781) 647-3361

Lazaro's Golf Course

Supplies & Accessories
dba Hammond Paint and Chemical Co., Inc.
738 Main St., Suite 223, Waltham, MA 02154
Complete line of golf course accessories;
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Lesco, Inc.

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Lofts Seed, Inc.

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D.L. Maher Co.

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John McNulty - (508) 879-8875

Miller Golf Construction

1 Leicester Rd., Marblehead, MA 01945
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R.F. Morse & Sons, Inc.

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Larry Anshewitz, Jack Cronin, Chris Cowan,
Alan Anderson - (508) 295-1553

Nardone Sand and Gravel, Inc.

37 Power Rd., Westford, MA 01886-4112
Topdressing sand & mixes, bunker sands, root-zone
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Greg Frederick - (978) 692-8221

North Shore Hydroseeding

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Brian King - (978) 762-8737

Novartis Specialty Products, Inc.

394 Monson Tpk. Rd., Ware, MA 01082
Banner MAXX, Barricade, Subdue MAXX, Primo
Dave Ravel - (413) 967-6745

Partac Peat Corporation

Kelsey Park, Great Meadows, NJ 07838
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Jim Kelsey - (800) 247-2326

Prescription Turf Services, Inc.

P. O. Box 39, Middleton, MA 01949
Deep-tine and hydro-injection services,
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fairway aeration, topdressing operations.
(978) 777-1663

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171 VFV Drive, Rockland, MA 02370
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mulch, drainage stone.
Joe Farina, Frank Santos - (888) 475-5526

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65 Glenn St., Lawrence, MA 01843
Bob Brown, Larry Bunn, Mike Hannigan,
Frank Higgins, John Lenhart - (978) 682-9296

SBI Turf Services

65 Glenn St., Lawrence, MA 01843
Deep-tine, core, & water-injection aeration,
DOL & Verti-Seed overseeding, irrigation services.
Jim Favreau - (800) 999-TURF

Shawnmark Industries, Inc.

P. O. Box 8966, Warwick, RI 02999
Matt Howland - (401) 295-1673

Simplot Partners, Inc.

15 Londonderry Rd., Londonderry, NH 03053
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P. O. Box 2, Slocum, RI 02877
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Bluegrass/Fescue/Rye, Bentgrass
Matt Faherty, Pat Hogan - (800) 341-6900

Sports Club Management

104 Wyman Rd., Braintree, MA 02184
OSHA and EPA compliance services and training
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Dahn Tibbett

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Specialists in golf course construction,
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Tee and Green Sod, Inc.

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Bentgrass, Bluegrass, and Blue/Fescue sod.
Dave Wallace, Robin Hayes
(401) 789-8177

Tuckahoe Turf Farms, Inc.

P. O. Box 167, Wood River Junction, RI 02894
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Turf Enhancement Enterprises

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Peter McCormick - (800) 314-7929

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Mike Turner - (800) 243-4355

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Concrete golf cart paths.
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Winfield Nursery, Inc.

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Stan Hildreth

Philip Wogan & George F. Sargent, Jr.

Golf Course Architects
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(978) 887-3672

Zip Type Service

50 Kent Street, Newburyport, MA 01950
Design, printing, mailing, advertising specialties.
Sheila Johnson - (978) 462-9358

Marketing PDI . . . from page 6

To reach employers, GCSAA will target publications and web sites they read. We will send press releases to trade and consumer publications and web sites about PDI's approval, and what it means to golf, the golfer, and the employer. We will work with allied associations to spread the message in publications such as NGCOA's *Golf Business*, CMAA's *Club Management*, the NGF's *Golf Market Today*, their web sites and other venues.

GCSAA now uses many publications and materials to market the profession. We will continue to use those vehicles. Information will be placed in *Golf Course*

Management, *Leader Board*, and on our web site. Other supporting resources, such as job descriptions, certification information, association benefits, and materials employers use in hiring, will include information on competencies of superintendents. In other words, the message that PDI allows us to develop about the profession will become a standard business practice for GCSAA materials and resources.

Members' Marketing Responsibility. Members have the opportunity to communicate benefits of the PDI to employers. Demonstrating effective management of the course is perhaps the most important validation of competence. Discussing with your employer your commitment to

education, achievement of proficiency, and, if certified, use of the Professional Development Resource (PDR) is strong support during your annual performance review. GCSAA will also provide you with resources to help communicate the value of PDI to your employer. We will develop a package of information in an easy-to-understand format, with suggestions on how you can present specific benefits of PDI to your employer on a continuing basis.

A "No" Vote. If the vote does not support PDI, an identity around the commitment of golf course superintendents to competency-based education and professional development will be created and promoted to employers.

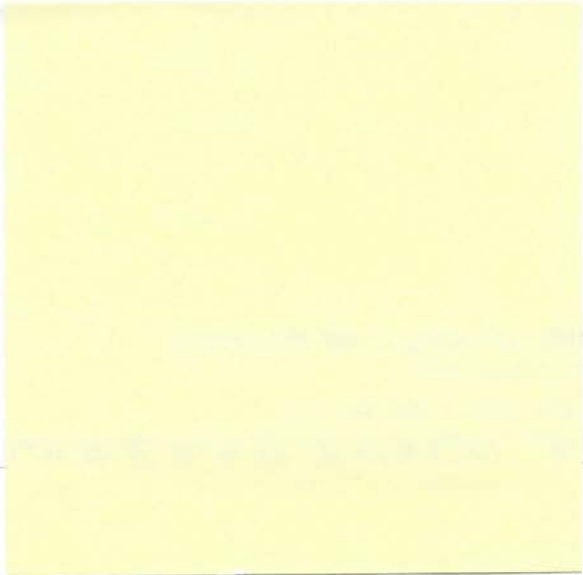
Four-Ball Championship

continued from page 4

committee will notify teams as to their next round opponents within three days of a completed round.

Should a monthly golf meeting of the GCSANE fall within the period of a scheduled round, the match (with prior notification to and acceptance of the committee) may be contested concurrently with the day's event.

Entry forms will be inserted in the upcoming December and January issues of *The Newsletter*. The *Four-Ball Committee* members are Bob Healey, Dave Comee, and Mike Hermanson.



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