



THE NEWSLETTER

February 2002

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.

Distinguished Service Award goes to longtime GCSANE guardians Phil Cassidy & Dick Blake

In this new era of pride, courage, valor spirit and patriotism, it's fitting that the Golf Course Superintendents Association of New England select the indomitable pair of Phil Cassidy and Dick Blake as recipients of its coveted GCSANE Distinguished Service Award. Indeed, they mirror all the attributes mentioned above.

Cassidy and Blake represent two different time segments in the foundation and development of the association. Cassidy, finally resting on his laurels after bailing out the GCSANE during the World War II years, is in his 90s and actually older than the organization honoring him. Blake, who championed the image of the golf course superintendent in the 1960s and '70s, still has his hand in the pie, so to speak. He's a member of the National's historic committee and still fights for the preservation of the wisdom of former National presidents, a trait that should be tapped by present-day administrators.

The venerable Cassidy, in his 96th year, could be called "Mr. GCSANE" because

without his tenacity in keeping the association alive when many superintendents were off doing battle against a far more dangerous enemy than turf disease, the association would have been dead in the water.

"I was over the draft age, so I didn't have to go into the trenches," Phil recalled three years ago when the GCSANE was celebrating its 75th birthday. "I did what I could for the war effort when I quit my job at the Needham Golf Club and went to work at Raytheon. There wasn't anyone around to run the group of superintendents we'd put together, so I did all the paperwork necessary to keep things going. I scheduled meetings, put the Newsletter together and sent out the mailings. Someone had to do it."

Cassidy, then, was a one-man gang keeping the association's underpinnings intact when the dearth of active superintendents threatened to become the group's wrecking crew. "I guess it's because I loved the profession and the potential it had," Phil explained his determination to make sure the association didn't disappear while most of its members were off to war. "In fact, I wasn't even sure I'd return to golf course maintenance when the war was over. But I wanted something to be there when the guys came back to pick up their lives on the golf course."

Just as efficient as he had been when minding the fairways and greens at Needham, Phil quickly adapted to his assignment at Raytheon and was offered a lucrative position there when the war ended. "It was very tempting," Cassidy admitted. "It would have paid me far more than what I'd earn at the Weston Golf Club which had made an offer to become its

head superintendent. My wife, Viola, said she'd stand behind me whatever I decided. You know the rest. I took the Weston job, the only one I had when I retired 27 years later. All that time I did all I could to make the association into something superintendents could depend on to keep the profession headed in the right direction."

That wasn't just smoke Phil was blowing when he talked about his love of the association and his deep-rooted desire to lift the superintendents' profession to the lofty level it deserved. So, he wasn't all show and no go. Rather, he became one of the GCSANE's leaders, serving as association president and even rising to a term on the National board of directors.

Touting the professionalism of the golf course superintendent was Cassidy's theme song and Blake turned it into a full-blown

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"I always had great admiration for what I call the first line of people who got the ball rolling for the good of the profession."

Dick Blake
Service Award recipient



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THE NEWSLETTER

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symphony selection when his generation poured themselves into the task of making sure the profession received due recognition from all points of the golf world.

"I always had great admiration for what I call the first line of people who got the ball rolling for the good of the profession," Blake said from his home in Boynton Beach, Florida. "People like Phil Cassidy, Sam Mitchell, Less Allen, Bill Ashe, and Arthur Cody. Then, of course, the torch passed on to guys like Leon St. Pierre, Bob Grant, and Tony Caranci. Along came Donnie Hearn and he also was a giant contributor. Now, the new generation of kids has the ball in their court. From what I see, they know what to do with it."

Hearn's name served to put Dick's remember-when motor into high gear. Hearn, with Blake, remain GCSANE *non paries*. They are the only New England association members to serve as national presidents. Typically, each was at the launching pad switch that got important legislation off the ground. Blake, for example, was sitting in the golf course superintendents' White House when the profession's certification program was adopted.

"I think it was a good thing when we first implemented the idea of certifying superintendents," Blake stated. "And it has proven itself over the long haul. It has been one of the inspirations for superintendents gaining recognition not only from within the business but outside it. Golfers and others now know that we're an integral part of the golf operational system. But I think the particulars of our certification program should be reviewed every now and then. If there are appropriate changes to be made, then let's make them."

Blake, who's been battling physical problems of late, still gets a chuckle when recalling the circumstances of his election to the National presidency in 1971. That fear stands as a landmark accomplishment, since Dick is the only successful presidential candidate to be nominated from the floor.

"First of all, I have to say I never would have been elected if the guys from New England didn't want me there," Dick leveled. "It was simple. They didn't like what the nominating committee came up with, so they did something about it. It was weird. Something like that never had happened before."

St. Pierre, a relentless dynamo when it comes to getting things done, was Blake's self-appointed campaign manager. "Leon did it all, just like they do at the party conventions," Dick told. "He had good-looking girls holding 'Elect Dick Blake' signs, he got some of our guys to put a buzz through the crowd, and wrapped it all into a neat package. But, again, if I didn't

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CALENDAR . . .

- | | |
|-----------|---|
| Feb. 27 | GCSANE Monthly Meeting
Framingham C.C.
Framingham, Mass.
Supt. - Pat Daly, CGCS |
| March 2 | MGA Spring Conference
Westin Hotel
Boston, Mass. |
| March 5-7 | New England Regional Turfgrass Conference & Show
Providence, R.I.
www.turfshow.com |
| March 21 | GCSANE Monthly Meeting
Jointly with USGA Seminar
The International G.C.
Bolton, Mass.
Supts. - Brett Johnson, CGCS & Jim Whitley, CGCS |
| April 22 | GCSANE Monthly Meeting
Juniper Hill G.C.
Northboro, Mass.
Supt. - Tom Ackley, CGCS |
| May 6 | Scholarship & Benevolence Tournament
Belmont C.C.
Belmont, Mass.
Supt. - Arthur Silva, CGCS |
| June 10 | GCSANE Monthly Meeting
Joint Meeting with Cape Cod
Indian Pond G.C.
Kingston, Mass.
Supt. - Tom Harrington |
| July | GCSANE Monthly Meeting
Joint Meeting with Rhode Island
Kirkbrae C.C.
Lincoln, R.I.
Supt. - Mark Richard, CGCS |
| August | GCSANE Monthly Meeting
Individual Championship
TBA |
| Sept. 23 | GCSANE Monthly Meeting
Supt./Club Official Tournament
Wellesley C.C.
Wellesley, Mass.
Supt. - David Barber, CGCS |
| Oct. 7 | GCSANE Monthly Meeting
Team-of-Two Championship
The Ranch G.C.
Southwick, Mass.
Supt. - Mike Stachowicz |

Following election of 2002 GCSANE officers, president Jim Fitzroy addresses membership

(The following is the complete text of the speech given by GCSANE president Jim Fitzroy following the elections at the Annual Meeting.)

I would like to thank all of the members of the Golf Course Superintendents Association of New England for their support in the years I have been a board member. It has been a privilege to serve on the board and I'm honored to accept the position of president.

And this year, we need to give a special thanks to the nomination committee. It's a very difficult job on years when there is a change in the presidency and this year's committee worked very hard at finding good candidates for the board and advancing existing board members through the offices.

A number of years ago a vendor, who has called on me for longer than we'd both like to admit, commented on how it was good to have one of the "older" superintendents serve on the Board. Initially, I was somewhat indignant, but as

I gave it some thought I realized I do enjoy a perspective as to where the association has been and where we are now. And, hopefully I have a vision as to where we should head in the future.

GCSANE NEWS

When I joined GCSANE in the early 1970s, I was impressed by how the association was steeped in tradition. We are one of the oldest chapters in the country and it seemed like many of the members were giants in the golf course management industry. People like Dick Blake, Tony Caranci, Bob Grant, and the Mitchell family were legends to this young superintendent. But there was little interest in our profession outside of our own fraternity of golf course superintendents.

By contrast, in 2002, the GCSANE is recognized as one of the leading professional associations in golf. We are represented on the board of the Massachusetts Golf Association, AMGO, and the Ouimet Fund. For the past decade, the GCSANE has had a presence in golf-related functions such as retirements, award dinners, and the Ouimet Golf Marathon. But more importantly, we are perceived as a progressive organization whose members are responsible for the success of the golf operations at our facilities. And our members are recognized as leaders and professionals in golf course management.

The excellent media coverage our members received in their efforts to overcome the devastating effects of the winter damage last year was a demonstrative example of our acceptance throughout the whole golf world. And, in the 1950s or 1960s, could the members of this organization imagine the superintendent being the subject of the main article in the *Massachusetts Golfer*, as we were this fall? Or having a superintendent featured on the cover, as was board member Art Silva and Bruce Packard of the Stockbridge Golf Club?

But we face continuing challenges as an association. The Golf Course Superin-

tendents Association of America has instituted a Professional Development Initiative. How are we as a local chapter going to structure our activities to meet the needs of our members regarding this initiative? How can we encourage better meeting attendance? How can and should these meetings be structured? Can we be a resource for facilities looking for a golf course superintendent? The strength of any organization is its members. I challenge each and every one of you to become an active member. To make the extra effort to attend a meeting that is a little out of the way, volunteer for a committee, or write something for our Newsletter.

Finally, I wish you all a great and successful 2002 season.

Sincerely,
Jim Fitzroy, CGCS
President, GCSANE

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Mark your calendar for Scholarship & Benevolence Tournament, says GCSANE president Jim Fitzroy

On behalf of the GCSANE Board of Directors, I want to thank all those in attendance at our annual meeting. It certainly was one of the largest meetings in recent history. And thanks to everyone who voiced their opinions about the issues that are facing our association. Be assured the board will take into consideration all of the comments from the meeting. In that vein, our February meeting will feature a panel discussion with Russ Heller, Patrick Daly, and Robert DiRico sharing their irrigation installation experiences.

And of course a special thanks to Ed Gianni and the entire staff at Ridder Farm Golf Club for accommodating our group. Please be reminded of the importance of calling in your reservations. The staff at Ridder was able to accommodate the late comers but that may not always be the case.

And I'd be remiss in not thanking Kevin Osgood for his service to the GCSANE. Not only did he serve on the board for over 10 years and admirably serve as president; he remained an active and contributing member of the board as past president. Kevin was also instrumental in representing our association in the formative stages of AMGO and served as our representative for that group for the last two years.

Everyone should be marking their calendar for May 6, 2002. Our annual Scholarship & Benevolence tournament is to be held that day at the Belmont Country Club. Belmont is one of the fine private clubs represented in our association

and Superintendent Arthur Silva always has the golf course in immaculate condition. While the GCSANE has a long history of granting scholarships for turf students under the Troll/Dickenson Fund; this

FROM THE PRESIDENT

tournament raises money for our own families. Not only do we issue annual scholarships to the children or grandchildren of our members, but also we have been able to help a number of families when a need has occurred. It is important to note that these funds are available to all members of the association; superintendents, assistants, affiliates, friends and retired members. This is a great day of golf and camaraderie and we are helping our own membership with the funds raised.

The February meeting we will be voting on the proposed bylaw changes. The first will be a vote on membership classes. The proposed changes will align our bylaws with that of the GCSAA. The second change will allow the board of directors to establish the number of meetings held each year. Under the existing bylaws, we are obligated to hold twelve meetings per year. This change will allow the board the latitude to establish what they feel is an appropriate number of meetings.

Finally, to all those going to the GCSAA Conference & Show in Orlando, and other vacation destinations, have safe trips. And on behalf of the board, I hope everyone has a great 2002 season.

Sincerely,
Jim Fitzroy
President, GCSANE

For the record: Ken Crimmings tells how he wound up in editor's chair

From the Editor:

It was a cold November day, a day only a die-hard golfer and a dedicated member of GCSANE would even think about playing golf. We were west of the Connecticut River in a town where many spent their college years. Although some of those days have been forgotten, this one I will remember for a long time. We were at Amherst Golf Club for our annual 9-hole meeting when more than one member of the GCSANE Board of Directors approached me about getting on the Board.

When the first gentlemen mentioned the idea I didn't think much of it. Later, another board member approached me; this is when I started to suspect something was up. So I asked, what would I be doing? They said I would be Newsletter editor. I laughed.

We proceeded to the golf course where I mentioned it to my assistant superintendent. He laughed.

After golf they told me they would call me the next day; I laughed. I went home

that night and told my wife the story. She laughed. The next day as promised Mike Hermanson called me, and for the first time I seriously considered the position. The rest, as they say is history.

FROM THE EDITOR

Now, two months later I am writing my first article for the February Newsletter. I have never done anything like this before, and I enter this with more than a little apprehension. Nevertheless, I have made a commitment and promise to all the members of this association to try to publish timely, meaningful, useful, and truthful articles and stories of interest. If anyone has any ideas, information, happenings, notices, pictures, etc. please contact myself or Julie Heston at anytime during the season. Thank you, and see you at the next meeting.

Sincerely,
Ken Crimmings, Jr.
Golf Course Superintendent
Marlborough Country Club

Not only do we issue annual scholarships to children or grandchildren of members, but also we have been able to help a number of families when a need has occurred.



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Dear Superintendent,

Lets face it these days we need to work not just harder but a whole lot smarter than we used to! **Environmental problems and regulations can be the bane of the superintendents existence**, delaying and making important projects more expensive than they need to be. Trying to work with crew, greens communities, environmentalist, worried neighbors and regulators requires great communication and a plan!

Find out what the best golfclubs and superintendents know! The Essex County Club, Brae Burn, Weston, and the Charles River Country Club are only a few of the quality courses who have benefited from working smarter with Water-flowers.

This is what we do, we design and permit pond restoration, drainage and feature construction and master planning.

Our first step is the Environmental audit. The EPA award winning site evaluation. Two reports are delivered, a written document that covers the whole course and a verbal that goes into detail and covers sensitive issues for the superintendent only. Good planning requires good information.

We then design and permit the Watershed Management Plan. This permit covers construction projects, pond and stream maintenance, tree removal and drainage on an on going basis so over the years work is done legally and with good planning and communication. We also design and permit larger projects.

So call me and let me know what your needs are. I am looking for the very best to work with if that is your attitude lets work together.



Terry Bastian



New president **Jim Fitzroy** addresses GCSANE members at the Annual Meeting.

GCSANE Annual Meeting

January 14, 2002

Ridder Farm Golf & Country Club, Whitman, Mass.



Dan Higgins, CGCS, right, accepts a plaque for his service on the GCSANE board of directors.



Immediate past president **Bob Ruzala**, right, accepts a plaque from incoming president **Jim Fitzroy**.

OSHA Form 300, introduced on January 1, 2002, revises standard for reporting injuries & illnesses

After several months of administrative delays and bureaucratic roadblocks the new revised standard on Recording and Reporting Occupational Injuries and Illnesses, OSHA Form 300, was formally introduced on January 1, 2002. Form 300, along with the new Form 300A, has been in development for the past three years. These two new forms collectively replace the OSHA 200 Log.

In addition to these two new forms, there is another new form, Form 301. Form 301 replaces Form 101 (Supplementary Record of Occupational Injuries and Illnesses).

OSHA introduced the new forms with the goal of collecting more useful information, simplifying the record-keeping system for employers, and improving employee awareness of occupational injuries and illnesses. The new forms will also hopefully allow for increased use of computers and telecommunications technology in the reporting process.

The new forms themselves are just one of the many changes in the standard

on Recording and Reporting Occupational Injuries and Illnesses (29 CFR, Part 1904). While certainly the new forms are the most visible of the changes, the most significant changes involve the recording criteria and the posting of the annual summary.

OSHA NEWS

Changes in the recording criteria include modifications in: (1) When and what injuries and illnesses must be recorded; (2) Definitions of medical treatment, first aid, light duty, & restricted-work cases; (3) Definitions of what employees are covered, exempted, or partially exempted; (4) Criteria for illnesses versus for injuries; and (5) Determining work relationship.

Changes in the posting requirements include: (1) Day counts - days away or days of restricted work; (2) Employee involvement particularly as it relates to privacy and access to records; and

(3) Review, certification, and posting of the annual summary

For most of you the posting changes will have the most immediate impact in your workplace. Consequently, they are worth reviewing in more detail. The dates associated with the posting of the annual summary have been extended. The old dates used to be February 1 to March 1. The new dates are February 1 to May 1. Previously, the annual summary form did not require certification by a company executive. Now the form must be certified and signed by an officer of the corporation or a company executive.

"Space" constraints do not allow me to go into details regarding the other changes listed above. For a complete review of the revised standard please visit OSHA's website at www.osha.gov.

If you have any questions regarding the use of the form please feel free to contact me at 877-848-5978 or at ronsmith@sportsclubmanagement.com.

Ron Smith
Sports Club Management

Cassidy & Blake a clear choice for GCSANE Service Award

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have the support of all our New England people, I wouldn't have made it."

Even though he may walk instead of run on certain occasions these days, Blake is still as enthusiastic and energized over issues, whether they are associated with the superintendents' profession or the community. Presently, he's on the board of directors at his condominium complex at Cypress Creek Country Club and chairman of its landscape committee. "It keeps my mind busy," he remarked. "That and I do a lot of reading. I've always

been a hands-on guy. I can't sit still. It's not my nature."

In fact, Dick even strays north when he sweeps his telescope in search of something he feels is amiss. "I really think you guys (New England) should do something about writing a piece about the turf conference held every spring," he offered. "There's a lot of history there, a lot of hard work that for the most part has gone unrecognized. I know the modern-day conference is a huge success, getting bigger and better all the time. But there had to be a beginning and

an in-between time when certain people kept it going. I'd like to see something written about that."

So, Dick Blake and Phil Cassidy, as well, take pride in their chosen profession and the organization that has experienced an appreciable lift in stature. They also are humbled by selection for an honor signifying their part in solidifying that same stature. They'll always be golf course superintendents at heart. They'd have it no other way.

GERRY FINN

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

INFORMATION

Thanks to Ed Gianni and his staff for hosting this year's Annual Meeting.

Congratulations to Donald D'Errico on his recent move to Pleasant Valley Country Club.

Be sure to mark your calendar for the February 27 meeting at Framingham C.C. Panel discussion: Irrigation installation. Speakers: Robert DiRico, CGCS; Patrick Daly, CGCS; and Russell Heller.

EMPLOYMENT

Turf Specialists. This is a unique opportunity to develop communication skills and to experience the challenges of managing turf under a variety of conditions with varying degrees of disease and insect pressure. Responsibilities include working one on one with clients to develop and implement programs to maintain turf on residential properties; diagnosing and treating insect and disease problems; communicating with clients; scheduling work; and making additional recommendations for turf programs. Training available for commercial driver's license, professional designation, and the development of skills for year-round employment. Full professional benefits package. Send resume to: Hartney Greymount, Inc., 433 Chestnut Street, Needham, MA 02492, Attn. Ted Wales; or e-mail Ted@hartney.com.

First Assistant Superintendent, Pleasant Valley Country Club Sutton, Mass. Pleasant Valley is an 18-hole private country club, which has hosted 47 PGA/LPGA events since 1961, the 2001 NEPGA Section Championship, and will host the 2004 Massachusetts Open. Seeking a motivated individual to assist the superintendent in all phases of golf course maintenance operations, including

staff scheduling/daily operation management, scouting, monitoring, record keeping, and employee training. Applicant must have a certificate or better in turfgrass management or related field, and be employed as an assistant or second assistant or position of authority for at least two years. A working knowledge of golf course maintenance, the ability to lead and communicate well with a team of employees, and the desire to excel in the profession is imperative. Additional qualifications include: possession or ability to obtain a Category 37 Mass. pesticide applicators license, experience with plant protectorant and fertilizer applications, irrigation system operation/maintenance, and a thorough understanding of the game of golf and the rules associated with it. Knowledge of Toro Net 8000/Site-Pro helpful. A competitive salary and benefit package is available; commensurate with experience. Deadline: February 15, 2002. Send resume to: Donald D'Errico, Superintendent, Pleasant Valley Country Club, 95 Armsby Road, Sutton, MA 01590; or email to: dpml@ncounty.net.

Shop Mechanic. Full-time year-round employment for a person with strong mechanical skills for small engines (2 and 4 cycle and larger equipment). Benefits include: health insurance. 401k plan, and employee stock ownership. Up-to-date equipment. Safety focused. Team spirit. Drug-free work place. For more information contact: James McGuire, Hartney Greymount Inc., 433 Chestnut Street, Needham MA 02492; Phone (781) 444-1227; Fax (781) 455-6698

Superintendent, Green Hill Golf Course, Worcester, Mass. Green Hill Golf Course is an 18-hole municipal golf course located two miles from downtown Worcester. Bent/Poa greens, Poa/Rye tees and fairways. Report to management company representative. Fully automated Toro irrigation system. Applicant should possess

a two or four-year degree in turf management. Should have two or more years experience as a supervisor at a golf course. Must be business oriented. Salary will be commensurate with experience. Benefits include health insurance, 401(k) plan, GCSAA dues, conference/seminar expenses, and paid vacation. Deadline: Open until filled. Send resume to: Arellio Golf Management, Attn. Michael Hightower, P.O. Box 7526, 560 Lincoln Street, Worcester, MA 01605; or e-mail: Mrmhightower@hotmail.com.

Superintendent, Hopedale Country Club. Hopedale Country Club is a semi-private, nine-hole 1953 Cornish-designed golf club conveniently located five miles west of I-495 in Hopedale, Mass. A new clubhouse will be constructed in 2002. A new maintenance facility, LTC irrigation controllers, and a Toro equipment lease are recent upgrades to the club. Applicant must have a certificate or better in turfgrass management or related field, and employed as a superintendent or assistant superintendent for at least two years. Other qualifications include a working knowledge of all phases of golf course maintenance, irrigation systems, and equipment maintenance practices; proven ability to create and manage an annual financial budget within the guidelines set forth by the club; ability to lead and communicate well with employees, committees, and members of the club; the possession of or ability to obtain a Category 37 pesticide applicator's license; and a thorough understanding of the game of golf and the rules associated with it. Salary will be commensurate with experience and education. Benefits include vacation, health insurance, life insurance/pension plan, vehicle allowance, and certain paid expenses for local/national associations, dues, and conferences. Deadline: Open until filled. Send resume to: Chris Davis, Greens Committee Chair, 6 Moore Road, Hopedale, MA 01747; or e-mail: cdavis@davisgolf.com.

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The Borden Company

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Distributor, irrigation supplies & accessories.
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(800) 225-8006

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Meet host superintendent Patrick Daly, CGCS, Framingham C.C.

The February meeting for the Golf Course Superintendents Association of New England finds us at Framingham Country Club, where Patrick Daly, CGCS, will be our host for the day.

Framingham C.C. was designed and built in 1902 by Orrin Smith, and in 1960, William Mitchell designed and added the back nine holes. It is a private, 18-hole, par-72 course, which includes 20 acres of fairway, an average green size of 4800 sq. ft., and an average tee area of 5000 sq. ft. The greens are bent/poa with tees of bent/poa/rye. There is a stream that runs through the course that makes some of

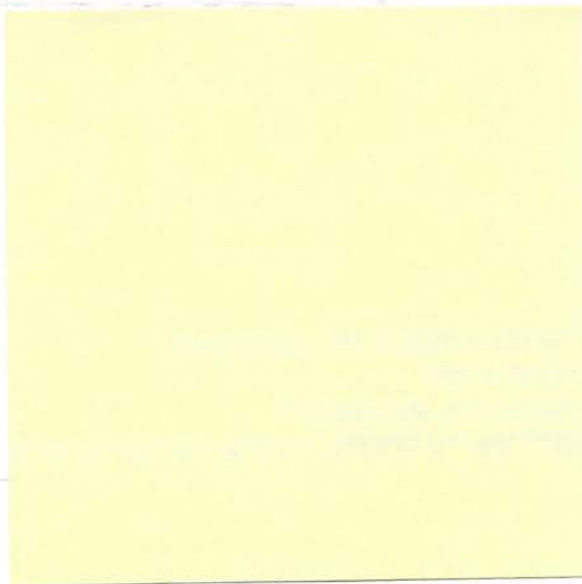
the holes a bit more challenging. Pat is currently overseeing the installation of a new Toro irrigation system, which is to be completed this year.

HOST PROFILE

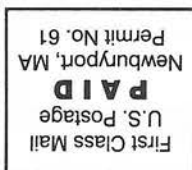
Pat has been the superintendent at Framingham C.C. since 2000. He recently became a Certified Golf Course Superintendent (CGCS) as designated by the Golf Course Superintendents Association of America. Pat's education includes receiving a bachelor of science degree in urban horticulture and turfgrass management from the University of Rhode Island in 1992. He spent his summers during school as part of the grounds staff at Newport Country Club. He started his career as an assistant superintendent at Rockrimmon

Country Club in Fairfield County, Conn. In 1996, he was the assistant at Pine Brook Country Club under the guidance of Mike Iacono, CGCS. He then became superintendent at the Milton-Hoosic Club and stayed there until his current position at Framingham C.C.

Pat has been an active member of GCSANE and is currently serving as Education Chairman. He is also a member of the Rhode Island Golf Course Superintendents Association. When he is not working on the golf course, Pat enjoys a good game of golf. He also enjoys spending time with his wife Judy and his two daughters, Emma and Caroline.



FIRST CLASS



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