

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

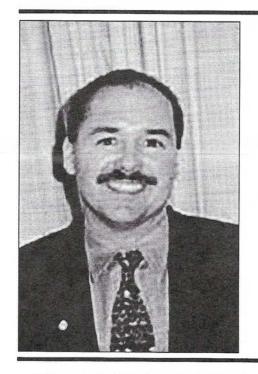
Sponsors and administrators of the Troll-Dickinson Scholarship Fund – Awarded yearly to deserving Turf Management Students.

The golf course management company: Threatening ogre? Or positive development?

Golf course management companies are in the news again. Are they an ogre for the golf course superintendent? Are they a threat to his present job? Are they good for the game? Will they gradually phase out the existing concept of golf course management? Or are they simply a natural evolution in progressive business practices?

This month, with word that golf course management companies have become entrenched in the New England golf landscapes, The Newsletter examines them through the eyes of two prominent representatives of their managerial theories and perceptions. One is Steve Tibbels, CGCS, who is on-site superintendent at Acushnet River Valley Golf Course and regional superintendent for several northeast courses under contract to ValleyCrest, a national maintenance outsourcing company. The second is Kevin Osgood, longtime superintendent at Newton Commonwealth Golf Club and 10-year founder and owner of Sterling Golf Course Management, Inc.

Tibbels was the head superintendent at the Segregansett Country Club for seven years before joining ValleyCrest in March 2001. Acushnet River Valley is one of three Massachusetts courses under Valleycrest operational teams. The others are Swanson Meadows in Billerica and The Ledges in South Hadley. Incidentally, Valleycrest has been in business for 60 ars, but in business related to golf course management for only the past 15 years. It manages 42 courses around the country.



"I think one of the biggest benefits we offer our superintendents is job security. They are their own managers in our operation."

> Kevin Osgood Sterling Golf Course Management, Inc.

Tibbels emphasizes that management companies are an option for the club or course in question. "We deal primarily with public and municipal courses, although we also manage several private clubs," he explains. "We believe we can save money and prevent headaches for the folks who use our services. We also try to maintain as many people of the existing staff as possible. It's a different concept, but its goals are universal. We give owners or town officials the best possible playing conditions for the best possible price."

continued on page 2

INSIDE . . .

							Page		
Calendar of Events	•	٠	٠	•	•	•	٠	٠	2
From the President			٠	٠	•	•			3
From the Editor .			•		٠				4
Remember When?								•	5
Divot Drift	•	•		•	•	٠	٠	•	6
Host Superintenden	t	Pr	0	fil	е	•	٠	٠	8





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"If for some reason the contract at my present club isn't renewed, and I have not been negligent in my duties, I have the chance to move somewhere else within the company's managerial network.

A MARINE DE LOS ANTARAS DE LOS ARTES DE LOS

Steve Tibbels, CGCS ValleyCrest

continued from page 1

A superintendent working for Valley-Crest has job security, this according to Tibbels, who serves as an informative and energetic spokesman for his company. "We work under a contract which affords some protection for the superintendent," he tells. "If for some reason the contract at my present club isn't renewed, and I have not been negligent in my duties, I have the chance to move somewhere else within the company's managerial network. But that's something I don't even think about."

ValleyCrest gives its head superintendents the responsibility for filling staff positions. It also has a strict regimen of checks and balances in that the superintendent's performance on and off the course comes under inspection. Regional managers visit courses once per month to make sure the job is being handled correctly. "The course condition and operation are completely reviewed twice a year," he says. "We have weekly safety meetings, conducted by safety managers and reviewed by regional safety personnel. I believe the additional checks and balances aid in professional growth. As for my personal input, I run the maintenance program at Acushnet to the best of my ability as I would any other position in our profession."

One of the attractions for a superintendent working for a maintenance company like ValleyCrest is the significant reduction or absence of "politics" and its influence on the superintendent's job and operation. "The responsibilities and duties of both parties are clearly outlined in a contract which is administered jointly by myself and the Golf Management and Operations committee of Acushnet. I am responsible to the residents of the Town of Acushnet through the Golf Management and Operations Committee," described Tibbels. "We work together toward a common goal. Personality clashes, hidden continued on page 4

CALENDAR . . .

March 10 GCSANE Monthly Meeting

Tournament Players Club Norton, Mass. Supt. - Tom Brodeur USGA Rules Refresher; Maintenance Facility Tour

April 23 GCSANE Monthly Meeting Joint Meeting w/Cape Cod GCSA

Eastward Ho! Country Club Chatham, Mass. Supt. - Brian Cowan

Supt. - Matthew Marrone, CGCS

May 12 Scholarship & Benevolence
Tournament
Wachusett Country Club
West Boylston, Mass.

June GCSANE Monthly Meeting
Shattuck Golf Club
Jaffrey, N.H.
Supt. - Paul Lautner

July 28 GCSANE Monthly Meeting
Supt./Club Official Tournament
LeBaron Hills Country Club
Lakeville, Mass.
Supt. - Mark Klimm

August 26 GCSANE Monthly Meeting Individual Championship Marlborough Country Club Marlborough, Mass. Supt. - Kenneth Crimmings

September TBA

October 6 GCSANE Monthly Meeting Juniper Hills Golf Course Northborough, Mass.

Supt. - Thomas Ackley, CGCS

November

GCSANE Monthly Meeting
Annual 9-Hole Meeting
Norfolk Golf Club
Norfolk, Mass.
Supt. - Jason Adams

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Presenting GCSANE's Distinguished Service Award was enjoyable presidential duty, says Jim Fitzroy

One of the really enjoyable duties the President of our Association has, is the presentation of the GCSANE Distinguished Service Award. It certainly was a pleasure to present this year's award to Leon V. St. Pierre at our Annual Meeting at Charles River Country Club.

Leon served as superintendent at the Longmeadow Country Club in Longmeadow, Mass., for over 36 years. He served many years on the Board of Directors of the GCSANE and was our President from 1965 through 1968. When I was a student and then a young superintendent, I remember Leon as one of the leaders in our field and a man one would do well to emulate. But the thing I remember most about Leon was the respect and admiration his peers demonstrated towards him. We are very honored and delighted to have

Please mark your calendars for Saturday, March 8, 2003. The Massachusetts Golf Association Spring Conference will be held at the Westin-Waltham Hotel in Waltham, Mass. There will be four breakout sessions that will address topical issues. We think it will be a very valuable morning for all our members.

Leon as our 2003 Distinguished Service Award winner.

Please mark your calendars for Saturday, March 8, 2003. The Massachusetts Golf Association Spring Conference will be held at the Westin-Waltham Hotel in Waltham, Massachusetts. There will be

FROM THE PRESIDENT

four breakout sessions that will address topical issues. Jim Snow, National Director of the USGA Green Section will lead a session on water conservation and pesticide prohibition. There will be time for a question and answer period after his presentation. After the breakout sessions, we will hear keynote speaker Alastair Johnston of IMG and lunch will follow. We think it will be a very valuable morning for all our members.

Cleve Willis, Dean of the University College of Natural Resources has announced a Turfgrass Capital Campaign. The goal of the campaign is to construct the Dr. Joseph Troll Turfgrass research maintenance building and lab at the turf research farm, and fund a revolving professorship in turf research. The GCSANE has been asked to provide financial assistance, communicate the campaign message to our members, and to organize fundraising events. We will certainly value any input from our membership.

As you may know this is the centennial anniversary of the Massachusetts Golf Association. Another date to save is March 29, 2003 as there will be a centennial banquet honoring the first 100 years of golf in the Commonwealth. A commemorative book has been published by the MGA entitled A Commonwealth of Golf. I just received my copy and it is a must have for everyone involved in the game.

And finally, I hope to see you all at the "Nor'easter" Hospitality room on February 13, 2003 from 6-8 p.m. at the Atlanta Marriott Marquis.

Jim Fitzroy, CGCS President, GCSANE When I was a student and then a young superintendent, I remember Leon as one of the leaders in our field and a man one would do well to emulate. But the thing I remember most about Leon was the respect and admiration his peers demonstrated towards him.



Above is this year's recipient of the GCSANE Distinguished Service Award, **Leon V. St. Pierre**. The award was presented at the annual meeting by **Jim Fitzroy**, CGCS, GCSANE president.

Plenty of slots on 'extended' Newsletter Committee editor seeks your ideas, articles, news, & photos

From the Editor,

I would like to ask all members of this Association, Superintendent, Assistant Superintendent, Honorary, Retired, Affiliate, and Friends to be on the Newsletter Committee. As a committee we shall provide information, stories, and photos to our members. These items may be informative, humorous, or a personal experience. Although technology (e-mail, cell phones, scanners, etc.) has made some aspects of The Newsletter easier to produce, the fact remains that people are harder to reach than ever. If each of you could supply a small piece of material relative to our industry we will all benefit.

I am located in the Metrowest area of Massachusetts, but *The Newsletter* is mailed to all six New England states. While I am aware of most happenings in my area, there may be very important issues in your area that myself or many others would have no way of knowing about. *The Newsletter* is a way to make us all aware of what is happening on your

Even if such information is not substantial enough for a separate article, we can include small bits of information in Divot Drift.
Remember, we are an association, and if only one other member benefits from your input, then it was worth your time.

course, town, county, or state that may be relevant to all of us.

I understand that putting something together suitable for print may take a few

FROM THE EDITOR

minutes (believe me, I know), but it could be as easy as expanding on an article you have already written for the publication at your own club. It may be clipping and faxing an article from your local newspaper pertaining to local regulations a group is trying to get passed. Even if such information is not substantial enough for a separate article, we can include small bits of information in Divot Drift. Remember, we are an association, and if only one

other member benefits from your input, then it was worth your time.

Finally, I am always looking for photos. Everyone has pictures of their course, whether it is wildlife, vandalism, major projects, new facilities, celebrities, etc. I would ask that you send them to *The Newsletter*. Include a caption, or we can make one up, although that could get dangerous. Anything or everything should be sent to myself or Julie Heston via e-mail, fax, or regular mail. All of our contact information can be found on the inside cover of *The Newsletter*.

Thank you,
Ken Crimmings
Golf Course Superintendent
Newsletter Editor

The golf course management company: A threat? Or the way of the future?

Continued from page 2

agendas and partisan biases have no significant impact on my job."

Kevin Osgood, who served as GCSANE president in 1998-1999, takes pride in the fact that he's a hands-on owner of his company with extensive background in the game and a sincere sense of compassion for those who service it. He likes to think of his operation as a family-oriented means to success for all involved.

Sterling has seven courses in its fold. Newton Commonwealth is one of them and Osgood still lists himself as superintendent. "This (superintendent career) has been my life," he remarks. "I've been in and around golf since I was 13 yearsold. And I've been involved in every aspect of its operation. When we assume control of a course, I try to retain all of the existing personnel.

"Every person on staff has a chance to retain their job. Job applications are available and everyone can apply. Usually, it's more likely that we will retain them. I've gone over the list of courses we operate, noting the situation when it comes to superintendents. None have been replaced other than those who chose not to re-apply for their positions."

On the same subject, Osgood wonders about the notion that golf course management companies are a threat to the job security of superintendents. "On the contrary," he opines. "I think one of the biggest benefits we offer our

continued on page 6

"We may not have the sky-high salaries of some private clubs, but we have bells and whistles that can compete with them."

> Kevin Osgood Sterling Golf Course Management, Inc.

Remember When?: GCSANE's past lives on in the yellowed pages of our old Newsletters

Remember When? is a monthly look at the people and events of GCSANE's past.

25 Years Ago

The budget is the original mind buster in golf operational circles. There doesn't seem to be any definite way of determining one that fills the needs of the game at a universal level. What appears high in Massachusetts might appear moderate in Kansas. What might appear to be low in New York could be just what the accountant ordered in Louisiana.

Whatever, one glaring compromise shared by all in bringing the golfer the best possible playing conditions is the realization that budgets have been placed on the steep spiral in the past 10 years.

Budget studies, conducted by the firm of Harris, Kerr, Foster, & Company, show that in the decade between 1956 and 1966 the average cost per hole for aintenance rose from \$2,680 to \$3,807. In the next decade or the one ending in 1976 the cost per hole jumped to \$7,381. Tag-on variables like payroll taxes, repairs and other cost items bring that figure to \$8,441 per hole. And climbing.

The average cost stepped up another 7 percent in 1977 and at least the same jump is expected this year. Therefore, as costs increase and budget items multiply it appears that golf course annual budgets are headed for the \$200,000 mark. What will they be 10, 20, 30 years from now? Such projection stretches them beyond comprehension.

and budget items multiply, it appears that golf course annual budgets are headed for the \$200,000 mark.

25 Years Ago

Appointed committee chairmen for 1978 include Ronald Kirkman, membership; Robert Johnson, finance; Pierre Coste, education; Ken Mooradian, golf; Larry Bunn, Newsletter; Norman Mucciarone, welfare; Larry Bunn, employment; Burt Frederick, publicity; Dr. Joseph Troll, turf research; Donald Hearn, bylaws; Wayne Zoppo, parliamentarian; Robert Grant, Donald Hearn, MGA liaison; Max Miezwa, monthly tickets.

REMEMBER WHEN?

President Dean Robertson reminds one and all of the importance of the Lawrence S. Dickinson Memorial Fund and the golf superintendent's obligation to support it. For those who didn't know, Professor Dickinson was the founder of the Greenskeepers at the University of Massachusetts in 1927. The first class had nine people enrolled. At first, it was a 10-week program that he later developed into a two-year course at Stockbridge extension. In 1962, Prof. Dickinson was presented the USGA Green Section Award for distinguished service.

15 Years Ago

The 57th Mass. Turfgrass Conference & Industrial Show will be staged Feb. 29 - March 3 at the Springfield Civic Center.

Some of the interesting sessions include "How Toxic Are Golf Course Chemicals" to be conducted by Dr. Paul Sartoretto; "The Golf Course Superintendent and the Environment," Monroe S. Miller; "Turfgrass Challenges of the South," George Thompson; "Golf Course Restoration," Rees Jones; "Maintaining Newly Restored Areas of Turf," William Spence; "Obtaining Water the Hard Way," Anthony Caranci and "The Biggest Problem of Golf Course Turf," James Snow.

The MGA Spring Conference & meeting is scheduled February 27. The speaker for the Green Section will be Tom Morgan, USGA Green Section Agronomist in charge of tournament preparation.

A navy blue overcoat, size 43-regular, was taken by mistake at the Christmas party at Needham Golf Club. Contact John Lenhart. You have his and he has yours.

10 Years Ago

Troll-Dickinson Scholarship Award winners include: Louis Peter Bettencourt, Westport; Mark Daly, Boston; Richard Gniadek, Pittsfield; Paul Hallock, Marlborough; Robert Hartley III, S. Hadley; Norman Raymond Lafaille, Spencer; William Leger, Southbridge; Michael Luccini, Franklin; Jonathan Miller, Marblehead; Peter Nystrom, Sandwich; Dennis O'Kane, Boston; Robert S. Reichert, Deerfield; Robert Varanka, Springfield; Jonathan Zuk, Unionville, Conn. Awards will be presented at the Massachusetts Turf Conference.

Bylaw change proposal: Proposed Article IV - Section 5. "Assistant Members." An Assistant Member shall be employed by a golf course as an Assistant to the Golf Course Superintendent. He shall have all of the privileges of the Association but shall not have the right to vote or hold office. He shall pay such initiation fee and annual dues as established by the Association.

Eric Newell attended the 1993 Government Relations Seminar at the national convention in Anaheim. For those of you interested, he has information on how to deal with the media; pros and cons to pre-emption; wetland issues; and posting and notification issues.

Just in case you missed it, our association champion Greg Misodoulakis knocked in a hole-in-one at the Walt Disney Golf Course.

GERRY FINN

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5 Years Ago

Management companies: Threat? Or the way of the future?

Continued from page 4

superintendents is job security. They are their own managers in our operation. And they can move around within the company to improve their positions."

"They have no one to answer to other than myself and my maintenance director. We may not have the sky-high salaries of some private clubs, but we have bells and whistles that can compete with them. For example, we have a 401K plan with a 25 percent company match. We're also able to be flexible with vacations. We're able to transfer personnel to fill in to allow vacations during the golf season. Being a superintendent here is a stable position."

Osgood, who started the business in 1993, likes to confine involvement to municipal courses and public courses with non-active owners. He's also convinced that New England serves as his service grounds. He's not interested in straying beyond its boundaries.

"There definitely is a place for golf course management companies in the business," Kevin concludes. "We can be a huge help to those who fall in that category. We're also good for the golf course superintendent and the profession he represents. After all, I am and remain a golf course superintendent. I'll always think of myself as that."

GERRY FINN

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

MEMBERSHIP

Proposed for Membership: Tyler Cradler, Assistant Superintendent, Haverhill Country Club; Peter Kelleher, Assistant Superintendent, Indian Ridge Country Club; Joseph Smith Jr., Assistant Superintendent, Cedar Hill Golf Course; Thomas McManamin, Assistant Superintendent, Worcester Country Club; William Sansone, Assistant Superintendent, Dedham Country & Polo Club; Jason Mulcahy, Affiliate, Lesco; Kevin McDonough, Affiliate, R.F. Morse.

Welcome New Members: Tom Albert, Superintendent, Hopedale Country Club; Kurt Calderwood, Assistant Superintendent, Dedham Country and Polo Club; Jess Hamilton, Assistant Superintendent, Bass Rocks Golf Club; Michael Ripley, Assistant Superintendent, Blue Hill Country Club; Brent Sevigny, Assistant Superintendent, Franklin Country Club; John McCarty, Assistant Superintendent, Franklin Country Club; Jon Targett, Assistant Superintendent, The International Golf Club; Ryan Turner, Assistant Superintendent, Country Club of Pittsfield; Jeff Stouffer, Affiliate, Turf Products.

INFORMATION

The annual Caranci Budget Meeting will be held in March 2003. The date and location are still being coordinated, so a postcard will be sent with pertinent information. Beginning this year Julie Heston, executive secretary of the Rhode Island GCSA, will assist Brian Giblin, CGCS, and Steve Tibbels, CGCS, in the collection and organization of budget survey information. Please complete all sections of the survey. Mail one copy of the completed survey plus one copy of your 2002 budget and one copy of your most recent pay stub to Julie Heston, Executive Secretary, R.I. GCSA, 36 Elisha Mathewson Rd., North Scituate, RI 02857. Also please include \$8.00 to cover copying

and binding costs. (Checks should be made out to the RIGCSA.) If you wish to participate, please submit materials by March 1, 2003. On the day of our meeting, we will present to you a packet of information summarizing all budgets that were submitted by March 1. All information will be held confidential and be available only to those who participate. For more information, please contact: Steve Tibbels, CGCS, Acushnet River Valley Golf Course; 'phone: 508-985-0047; fax: 508-985-0048; E-mail: AcushnetRiverValley@msn.com; or Julie Heston at phone/fax: (401) 934-7660.

From the GCSANE office: Please be patient during the continued fine-tuning of the new phone system at the Norton facility.

Congratulations to Scott Reynolds and his wife Eleanor on the birth of their son Cole Conroy Reynolds (10 lb. 3 oz; 22" long). Reports say he looks just like Scotty.

Condolences are extended to Charlie Dickow and family on the recent passing of Charlie's mother.

Condolences are extended to Joe Rybka and family on the recent passing of Joe's sister.

Condolences to Kevin Lyons and his family on the passing of Kevin's sister.

GCSAA Professional Development: Building on Success packet. GCSAA has developed a packet to help members understand PDI and to present this information and their commitment to professional development to their employers. This packet is free to members. For more information and a copy, please contact the GCSAA Service Center at (800) 472-7878

UMass/Stockbridge Winter School invites alumni and friends to its Breakfast Reunion at the N.E. Regional Turfgrass Conference & Show in Providence, R.I. Please join Joe & Lonnie Troll as we celebrate and reflect on 81 years of turf education at UMass. There will be a "special" guest speaker. Who's invited: alumni of Stockbridge, UMass, Winter School, and all friends of the UMass turf program. The Breakfast Reunion will be Wed., March 19, 2003, 8 a.m., in the Rotunda Room of the Providence Convention Center.

POSITION OPENINGS

Hudson Golf has several positions available: superintendent, Haystack G.C., Wilmington, Vt.; assistant superintendent, Townsend Ridge G.C., Townsend, Mass.; 2nd assistant superintendent, Charter Oak C.C., Hudson, Mass.; and interns at all locations. Educational requirements for superintendent and assistant positions include a certificate or 2- or 4-year degree in a turf related field; and a minimum two years of experience on a golf course. We are also seeking summer interns interested in improving their skills for a career in golf course management. Applicants must be willing to work 50+ hours per week. Salary is \$10 per hour. Benefits include uniforms and golfing privileges. Employment begins in spring 2003. Application deadline: positions open until filled. Send cover letter and resume to: Scott Reynolds, Director of Course Operations, P.O. Box 814, Hudson, MA 01749; phone: (978) 562-0800; fax: (978) 562-0198.

Second Assistant Superintendent. Poquoy Brook Golf Course, Lakeville, Mass., has a full-time position available immediately at this I 8-hole public golf course. Responsibilities include irrigation, fertilization, pesticide application, and supervising of maintenance crew. Applicant must have experience in golf course maintenance and possess a Massachusetts pesticide applicators license. Salary and benefits commensurate with experience. Deadline for position: Open until filled. Send resume to: Poquoy Brook Golf Course, Mike Cummings, Superintendent, 20 Leonard Street, Lakeville, MA 02347.

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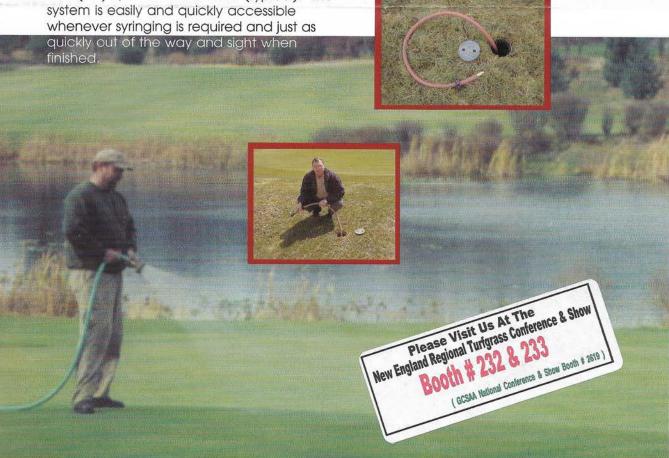


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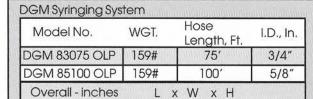
A few of the tangible BENEFITS:

- Enhanced ability to preserve the conditions of golf course by reducing course wear and tear/turf damage from driving carts and dragging hoses on turf.
- Less interruption / inconvenience for golfers.
- More professional look for golf course; do not have to drag hoses from green or leave hoses on sides of fairways and greens.
- Irrigation system can be pressurized to act as a blower for leaves and other debris on greens; this will save time and allow for a much more effective mowing process (system must be hooked-up to a compressor and the water blown out).
- Maximizes labor efficiency by making the job easier and less burdensome to greenskeepers (takes out the monotony of the job).
- Hand watering vs. sprinkler watering will give a more even and / or isolated watering distribution to the green; more effective and higher quality application will preserve and protect the green from bad exposures.
- Provides the resources to react timely in urgent situations such as extreme heat stress, dry conditions, and possible hydraulic oil leaks.

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Bay State Fertilizer/MWRA 100 First Ave., Boston, MA 02129 Manufacturer & supplier of dry organic fertilizers. Kristen Patneaude - (617) 788-4437

Bayer Environmental Science Bayleton, Compass, Dylox, Merit, Nemacur Tempo. Jim Santoro - (508) 679-4797

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

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Bourke & Lannery Turf Care dba "DryJect" 48 Hardwick Terrace, Brighton, MA 02135 Aerification & filling of holes with dry material in one pass on greens, tees, or problem spots on fairways. Rory Bourke - (617) 779-8873

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Jerry Deemer - (616) 947-5751

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Dahn Tibbett, Chip Brearley - (781)

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Charles C. Hart Seed Co., Inc. P. O. Box 9169, Wethersfield, CT 06109 Roy Sibley, Dick Gurski, Robin Hayes (800) 326-HART

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

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Meet Host Superintendent Tom Brodeur, Tournament Players Club

Host superintendent for the March meeting of the GCSANE is Tom Brodeur of Tournament Players Club of Boston in Norton, Mass.

Tom graduated from the Stockbridge School of Agriculture at UMass in 1978, and continued his career at golf courses in Massachusetts and Illinois. Previous to his role at TPC, he was the superintendent at Essex Country Club in Manchester-bythe-Sea, Mass. (1986-1991) and then at Crystal Tree Golf & Country Club in Orland Park, Ill. (1991-2001). He is a 7-year member of GCSANE and has also served on the board of directors of the

Chicagoland Association of Golf Course Superintendents.

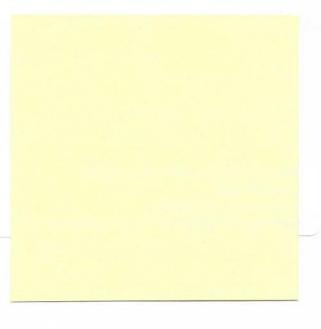
HOST PROFILE

He enjoys his time at home with his wife Maureen and their four daughters. His other interests include photography and skiing.

Tournament Players Club Facts:

Superintendent:		×	TI	non	nas	s E	Bro	odeur
Golf Professional:								
General Manager								
Number of Memb								
Terrain:								
Architect:								
Year Organized: .								
Par:								

Regular Yardage: 6656
(Rating: 72.7/137)
Ladies Yardage: 5282
(Rating: 71.9/127)
Championship Yardage: 7178
(Rating: 74.8/143)
Greens (yardage & type): . 151,000 sq. ft.
A-4 Creeping Bent
Tees (yardage & type): 232,000 sq. ft.
Princeville Creeping Bent
Fairways (acres and type): 31.5 acres
Princeville Creeping Bent
Roughs (acres and type): 60 acres
Fescue/Blue Mix
Carts: Continuous cart paths



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