



THE NEWSLETTER

December 2015

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.

Time Well Spent



The late Stephen Covey, a top authority on leadership, said one of the most important habits of successful people was to “sharpen the saw,” which he said was necessary in “preserving and enhancing the greatest asset you have – you.”

Simply put, sharpening the saw, according to Covey, is a process of self-renewal physically, socially/emotionally, mentally and spiritually. Regardless of profession or call in life, it was Covey’s opinion that everyone needed to engage in activities that recharge the batteries to improve performance.

This is not an earth-shattering revelation. It’s something golf course superintendents have heard repeatedly. Find a hobby. Engage in an activity. Volunteer for a cause. Exercise. But these activities take time, and for golf course superintendents that can be a challenge.



Cushing says everyone should have a passion for something other than work. “I think we need a release, and for me that is coaching,” he says.

And it can also be an excuse – not only for golf course superintendents, but for other time-starved individuals as well. Taking time for rejuvenation should be viewed as part of a routine, just as we change the oil in our vehicles, mow our lawns or take out the trash. When it becomes part of a habitual routine, we are more likely to complete the activity.

X’s and O’s everywhere

Paul Cushing, assistant deputy director of the golf division for the City of San Diego-Torrey Pines Golf Course, is sheepish when asked about his athletic career. A baseball and basketball standout at Upland High School in Los Angeles, he once held a future NBA player below double digits in scoring in a state tournament game, and he was solid enough on the diamond to earn a scholarship to California Polytechnic State University.

His interest in sports never waned, but working 70 to 80 hours per week early in his career as a grow-in superintendent left little time for him to enjoy his passion. That changed as he took on more traditional course management positions, and he became an assistant basketball coach, first for his alma mater, Upland High School, and for the past three years at Del Norte High School.

“I believe we all should have a passion for something other than work,” Cushing says. “I think we need a release, and for me that is coaching. I look at it as a way to give back. Without a doubt, some of the most influential people in my life have been my coaches. If I can help in the positive development of young people, then I feel I’m honoring those who helped me.”

Cushing also helped create a junior basketball program sponsored by the high school and has started a youth baseball club in San Diego. He spends some portion of every day dedicated to his basketball or baseball team. He says it forces him to be organized, efficient and a delegator. Those skills were honed as a course manager and further enhanced on the playing fields.

“What I do as a coach and what I do on the course are very similar in terms of organization and communications,” Cushing says. “You establish roles and create accountabilities. My job is to put my players and my staff in the best position possible to be successful. The two roles have been mutually beneficial.”

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Bee Bills



As many of our members are already aware there is a serious problem facing honeybees and other pollinators. Colony Collapse Disorder (CCD) is the rapid death of bee colonies and it is occurring all over the country. One of the many factors that scientists believe are contributing to the issue is pesticides. Specifically, the neonicotinoid class of insecticides is the one most commonly discussed. The reason that this class of insecticide is under scrutiny is because of its systemic property. The more toxic insecticides on the market are not systemic, and are not being looped in with the discussion for now.

The federal government is looking at how to solve this problem and they are establishing a task force to study the issue and propose new legislation. Massachusetts, along with several other states is looking at establishing their own new set of laws to help reduce CCD. The most recent progress on the issue is the proposal of the Bee Bills. This proposed legislation ranges from establishing a committee to study the issue, all the way to limiting the use and sale of neonicotinoids. The most aggressive bill being proposed is H. 655. This link will take you to a description of the proposed bill. ([Bill H.655](#))

I recently had the opportunity to speak with Representative Dykema, the author of the bill on a conference call. I wanted to let her know that golf courses are utilizing neonicotinoids for grub control and Annual Bluegrass Weevil control and they are a very important tool for us. I also explained that golf courses have certified applicators making applications of neonicotinoids, and that we are aware of the negative impact these products can have on bees. Representative Dykema commented on how she had included language to exclude Agriculture and Horticulture from her bill but that she never thought about the golf industry. She assured me that she would amend the proposed bill to include language to allow the use of neonicotinoids on golf courses, as long as there was a certified applicator applying them. I also informed her that we as superintendents already engage in several continuing education events throughout the season and accumulate credits for our pesticide license. I asked if that would be sufficient enough or if additional training and licensing would be required. She said she would speak with MDAR but that she felt we already have enough training, and that she wouldn't want to impose more on us.

Overall it was a very productive conversation and if nothing else, we now have a direct line of communication to legislators regarding the bee issue. Representative Dykema was very respectful of the professionals in our industry, and she made it clear that her intent is not to burden golf with new regulations, but rather to get neonicotinoids out of the hands of unlicensed and uneducated individuals. ❖

By Greg Cormier



Jim Fitzroy loves to take photographs of golf courses.
PHOTOS COURTESY OF JIM FITZROY

With Camera and Whistle

Jim Fitzroy found his hobbies, photography and basketball officiating, through a most unusual means – his work. He had been interested in photography since he was a teenager, but never enough to pursue it with vigor. He continued to dabble in photography almost by necessity when he became a superintendent.

For 38 years, Fitzroy was the superintendent/general manager at the county-owned Presidents Golf Course in Quincy, Massachusetts. To communicate updates on the course, Fitzroy regularly took photos and sent them to county staff and commissioners. As technology advanced and the ability to quickly and inexpensively edit and manage photos became easier, Fitzroy found himself becoming more smitten with the activity. In fact, the Presidents Golf Course website regularly featured his photos.

“I was always busy, so I really didn’t have the time to dedicate to it,” Fitzroy explains. “But once digital cameras came around and I found I could edit them myself, I began to get more involved at work and away from it. Today, I’m not sure there is a superintendent who doesn’t consider photography as one of his more important tools, both for course management and communication purposes.”

Now that he’s retired, Fitzroy finds he’s even more of a shutterbug. He snaps just about everything, and has a fledgling business taking high school senior portraits. Fitzroy had been asked to do it for family and friends, and now others seek him out. Still, golf courses are his favorite subject, with Pebble Beach Golf Links topping the list.

For 21 years Fitzroy has officiated high school basketball games. He was a youth basketball coach, but got into officiating after fellow golf course superintendent Ken Moora-dian suggested he join him. Fitzroy took lessons, went to clinics and grabbed a whistle. He would be somewhat anonymous until others would question his work. Kinda like being a golf course superintendent, huh?

“There are parallels no doubt,” Fitzroy says. “I think being an official and being a superintendent benefited my work in both activities. You have to be able to handle the reactions of people and maintain composure. Officiating was also good for me because it kept me in shape during the winter months, when I was not as active with course maintenance.”



He’s also pretty good with the shutterbug when it comes to nature scenes.

Take time for yourself

Bob Randquist, the certified golf course superintendent at Boca Rio Golf Club in Boca Raton, Florida, says he made it a priority early in his career to engage in other interests, and it’s something others should focus on as well. Over the years, he has participated in family activities, played pickup basketball, sang in the church choir, learned to play the piano, taught seminars, and is a passionate follower of sports. “It sounds selfish, but it’s not,” Randquist says. “You have to make time for yourself so that you are more valuable to others. I firmly believe that you need to get away from your job, no matter how much you love it. There comes a point when you hit the wall. Having an outlet has been vital for me, and for others around me.”

A special time

Certified Golf Course Superintendent Bill Rohret and his wife Dian made it a point early in their married lives to focus their free time around their two children. The Rohrets found themselves attending sporting events and musical performances virtually every free moment. When the children went off to college, the Rohrets became active in Special Olympics.

“We were so engrossed in our children’s activities that I hadn’t really given thought to getting involved in something else,” Rohret says. “Then the children leave for school and my wife and I look at each other and say ‘What are we going to do now?’ I knew if all I had was my job I would go absolutely crazy.”

A casual conversation with a friend turned into one of the best decisions Rohret ever made. The Special Olympics program in Las Vegas was in need of volunteers.

That was in 2001, and since then he has been going full speed as a coach for basketball, golf and track. He was recognized by the state of Nevada as the Special Olympics Coach of the Year in 2008, and he and Dian were honored by the PGA Section in 2013 as Citizens of the Year for their work. Rohret is so ingrained in the program that he turned down a job because it would have interfered with his ability to participate in Special Olympics.

“I wish I would have done it earlier. The volunteers and the athletes are family,” Rohret states. “Sometimes as superintendents we get worked up about a pump station or the greens, but this provides perspective. I feel I get more out of it than I put into it. I can’t see myself ever not being involved.”

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Now semi-retired and working as a spray technician at Highland Falls Golf Course in Sun City, Nevada, Rohret looks back on his 43 years in the industry somewhat wistfully. He sees young professionals doing what he did working 70 to 80 hours a week for extended periods. He says that's a prescription for trouble.

"It's not about the quantity of time, but the quality," Rohret says. "That applies to your job and your hobbies. Make your time count and you will be able to fit it in."

Singing while you work

It's not unusual for the staff and members of Kearney Nebraska Country Club to hear Superintendent Scott Schurman humming or singing while he goes about his work. That in itself doesn't make him unique, but the fact that he is an accomplished "barbershop" singer has him in demand throughout the community.

"I have always loved to sing, but did not get involved in barbershop until a member of our church convinced my father and I to attend a practice session in 1996, when I was 30 years old," Schurman says. "We both were in the church choir, but that was the extent of it."

Immediately hooked, Schurman joined a barbershop chapter in northwest Arkansas, and then in Minneapolis and western Nebraska as he moved for his career. Similar to a Golf Course Superintendents Association of America chapter, barbershop chapters meet regularly and put on regional meetings and competitions. They also offer their services to the communities in which they serve.

"We do singing Valentines, perform at weddings and funerals and other special occasions," Schurman says. "In 2013, we sang for a few events around the 100th year celebration of the Lincoln Highway, which passes through Kearney. They said our audiences totaled 10,000 people."

Schurman sings the lead and is a member of the 1733 Chorus. He feels fortunate to be involved in two activities, his profession and his hobby, that allow him to be part of a professional and dedicated brotherhood.



Scott Schurman says singing barbershop quartet is a perfect release for him. PHOTO COURTESY OF SCOTT SCHURMAN

"I only wish I had started singing barbershop before I was 30," Schurman says. "It is a perfect release for me. I love music. When you are up on stage singing and you see the people tapping their feet or smiling with wide eyes, you know you are making people happy. It takes your cares away. And the people I do it with are outstanding. It really is a great deal of fun.

"I don't care what profession you are in, you need to do something that gets you away from thinking about it 24/7." ❖

Written by Jeff Bollig

Original Source: December 7, 2015 edition of *Superintendent* magazine
www.superintendentmagazine.com

PHOTOS COURTESY OF PAUL CUSHING

An advertisement for N.E.S.S. Specialty Soils. The top section features the company logo, which includes a map of New England and the text "N.E.S.S. New England Specialty Soils". To the right of the logo, contact information is listed: Ed Downing, Cell: 978-230-2300, email: ed@nesoils.com, Office: 978-466-1844, Fax: 978-466-1882. Below this, a list of services is provided: 1mm. & 2mm. Top Dressing Sand, Rootzone Mixes • HD & Buff Bunker Sand, Divot Blends • Tee Mixes, Bridging Stone • Cart Path Mix • Soil Blend. A red banner below the list reads "We will customize blends to meet your specific needs!". At the bottom, there are two diamond-shaped images: one showing a construction site with a blue machine on sand, and another showing a green golf course. A Facebook logo is positioned between the two images. The address "435 Lancaster Street, Leominster, MA 01453" is printed in a blue box at the very bottom.

Thoughts From Your Association Manager

Our thanks go to the superintendents and clubs who were our meeting hosts this past season. We all know how difficult it is to secure dates and courses for our meetings and to those who have stepped up and made it possible we owe our thanks and admiration for being so helpful. For those who would like to host an event in the future we encourage you to indicate that when you complete the online member update form that will be sent out at a later date. Our hosts this year were: John LeClair who hosted the joint meeting with the Rhode Island GCSA at Warwick CC, Chuck Welch who hosted the Bear Cup at Black Rock Country Club, Dick Zepp and Jason Paradise who hosted the Member-Guest at Cyprian Keyes, Harris Schnare who hosted the Individual Championship at Wayland CC, Steve Hicks who hosted the Scholarship and Benevolence Tournament at Vesper CC, Peter Hasak who hosted the Individual Championship at the Tedesco CC, John Ponti who hosted the Assistants Tournament at Nehoiden GC, and Joe Gallagher who hosted the Nine-Hole meeting at Long Meadow GC.

The MET Area Team Championship was played October 20 at the Quaker Ridge Golf Club in Scarsdale, NY. The GCSA of New England team was represented by Donny D'Errico, Brian Skinner, Garrett Whitney, Mike Hermanson, Bob Healey, Jim Fitzroy, Mike Luccini and Jason Adams. The winning team was the Poconos Turfgrass Association. The GCSA of New England finished 11th, which was high enough to be invited back next year. It was a wonderful event hosted each year by the MET Golf Course Superintendents Association and made possible by the tremendous support of sponsors Aquatrols, BASF, Bayer, Care of Trees, Koch Turf & Ornamental, Syngenta Toro, Paul Schwab and Club Car and Ann-Marie Van Etten of Associates Golf Car Service. It was a great day on a beautiful golf course and everyone had a lot of fun. The 2016 event will be played at The Country Club of Scranton.



The New England Golf Course Owners Association (NEGCOA) held their annual meeting at the Brookmeadow Country Club in Canton, MA. The event's host was Ann MacDonald, General Manager. There was a full house of attendees who listened intently to the speakers and had the opportunity to meet others to share ideas and be sociable. After an update by Elaine Gebhardt, Executive Director of the NEGCOA, the election of the incoming board took place. Speakers of the day included Jay Karen, CEO of the National Golf Course Owners Association (NGCOA) and Jon Last, President of Sports and Leisure Research Group. Jay spoke about the golf industry's challenges and opportunities. Jon spoke about trends that will impact a facility's bottom line. A highlight of the day was the presentation of the NEGCOA Course of the Year. The 2016 Course of the Year is the TPC Boston. This honor places the club in the running for National Course of the Year which will be announced at the 2016 NGCOA Golf Business Conference in San Diego this coming February.



From left, Jay Karen, CEO, NGCOA; Tom Brodeur, Supt. TPC Boston; Michelle Thompson, Marketing Assistant, TPC Boston; Darren Garrity, Director of Sales and Marketing, TPC Boston; Dave Frem, President, NEGCOA

Early last month I had the opportunity to travel west to Colorado Springs to attend the Century of Golf Gala held at the Broadmoor Hotel. The gala was presented by the Colorado Golf Association and the event's proceeds benefitted the Colorado Golf Foundation. The catalyst for the event was the Centennial Anniversary of the Colorado Golf Association, which was founded in 1915. The evening was created as a way to recognize six "People of the Century" connected with Colorado golf. A close friend and fellow Golf Course Superintendent, Dennis Lyon, CGCS was one of the honorees, which was the reason I made the trip. The gala was attend by 1200 people and was quite a testimonial to the honorees, the Colorado Golf Association and all the people and organizations that worked very hard to make the evening a success. Dennis had a support cadre of fellow superintendents, family members and others from the Rocky Mountain GCSA who attended the event. After the awards were presented, Jack Nicklaus and Golf Digest writer and

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Golf Channel personality Tim Rosaforte participated in an informal chat about Nicklaus' history of golf championships played in Colorado. It's quite a recognition of a superintendent's importance to the game to be honored as the "Superintendent of the Century" as my friend Dennis was so designated. It also shows how far we've come as a profession. Dennis is a past president of the Golf Course Superintendents Association of America (GCSAA) and has won many other awards such as the USGA Green Section Award and the Col. John Morley Distinguished Service Award presented by the GCSAA and served as President of the Colorado Golf Association. A lofty record of accomplishment and recognition well deserved.



Five of the six "People of the Century" of Colorado Golf. From left, Charles "Vic" Kline, Golf Professional of the Century; Judy Bell, Woman of the Century; Will Nicholson, Man of the Century; Dennis Lyon, Superintendent of the Century; Hale Irwin, Player of the Century; Unable to attend – Barbara McIntire, Player of the Century

Congratulations to The Massachusetts Golf Association for their recent IAGA Annual Gold Tee Award. The MGA won First Place at the International Association of Golf Administrators Conference for the production of the Green Operations Survey, to which many GCSA of New England members contributed. The MGA won in the category of Education and Player Development for large associations (over 40,000 members). A lot of work went into the production of the document and this award was well deserved. The IAGA was founded in 1968 and is comprised of golf administrators dedicated to improving communication and providing education in the areas of Championship Administration, Handicapping, Course Rating, Junior Golf and Communications. The constantly evolving technology in the golf landscape has afforded the IAGA the opportunity to take the lead in education as associations pursue the newest ideas and information.



From left, Kevin Eldridge, MGA Director of Rules & Competition; Jesse Menachem, MGA Executive Director; Craig Loughry, IAGA Board Member; Shawn Bennett, MGA Manager of Championships & Member Services



Phil Tropeano passed away November 21, 2015 at the age of 93. Through his company and his personal relationships Phil had a long and endearing affiliation with many superintendents and others in the irrigation industry. He and his brother Joe Tropeano formed Larchmont Farms in 1949 as a special farm machinery company. The next year irrigation was added to the product line and ever since, the company has specialized in all types of irrigation systems and equipment. In 1951

Larchmont developed a snowmaking nozzle. At that time the name was changed from Larchmont Engineering to Larchmont Engineering and Irrigation, Inc. In 1978 Joe retired from the company and Phil became President and Treasurer. Phil was the one leading the company with his ideas for new products such as aluminum irrigation couplings, Rain Kannons (patented trailable self-contained irrigation systems), several types of snow nozzles (all patented) and high-pressure, self-draining hydrants for snowmaking systems. I first met Phil in 1968 as an assistant working for Ted Murphy at Lexington Golf Club. To me he was a quiet genius. I worked with Phil and Larchmont from 1968 until the end of my days as a practicing superintendent. He was a very unassuming and calm person with an easy smile and good listening skills. He always had a solution for a technical problem. Whether it was a balky pump control or an issue with electric valves, Phil could identify the problem and come up with a solution. He didn't gloat over his success. He calmly went about his business. While Phil is gone, there will still be a Tropeano at the helm. Tony Tropeano, Phil's son, has been handling the day to day business for a number of years and will continue to lead the company. By the way, Larchmont was one of the first companies to advertise on the back pages of our NEWSLETTER and has been doing so for fifty years! ❖

By Don Hearn

Turf is Good in New England, but What of the Future?

We, in New England are very fortunate to have such great Turfgrass Research, Diagnostic & Education resources like we do. Today's industry involves dealing with high expectations and projecting professionalism in order to be successful among other things. Professionalism extends from the individual, to your crew, to your facility and even as far out into the industry that you may be involved. To stay integrated and to help lead the New England Turfgrass Industry, we, the current participants must continue to support these resources that support all of us. They can't do it on their own and we can't do it alone. Here are 5 great ways to improve your involvement:

1. Support your Local Chapters. Hold meetings at your facility, serve on committees, attend meetings, and encourage others to do the same. Organization will make us stronger as an industry to help each other. All members can each make a difference, you too!
2. Plan to attend your New England Regional Turfgrass Conference and Show and be a part of one of the largest regional shows in the country. There is no better place to get to know your vendors, our university professors, network and help to expand research funding in New England. The show dates are: February 29-March 3, 2016.
3. Look for opportunities to attend Turfgrass Field Days. By supporting field days you will not only help universities, but your own knowledge will grow as you observe ongoing research, hear presentations, question university researchers and interact with fellow turfgrass managers.
4. Communicate with universities concerning your staffing needs. As schools educate the future leaders of our industry, their employment will ensure our educational programs will be intact into the future. Graduates need a door into the industry. Hire an intern and be a mentor! Learn to communicate better with your crew, co-workers and membership. Don't forget to communicate with your family. There is always room for improvement.
5. Participate in Tee-Up New England. Go to your club and ask for a very simple donation of a foursome with carts to be auctioned for Turfgrass Research in New England. More participating clubs means increased funding for turfgrass research in New England that could help you! Go to www.tee-upnewengland.com for more information and join the effort.

These are just some of the things each of us can do, and should, to support the industry and ourselves. Many of you I'm sure are involved and we congratulate you. Your participation will aid the future growth and stability of the industry. Our schools and their resources will continue to be crucial to the success of the industry that they serve. We have witnessed over the years, since our personal introduction to the industry, many positive accomplishments and prospects for the future. Maybe things could be worse, maybe they should be better. If our mentality is, mission accomplished or they don't need me, then you are missing opportunities to help yourself and the industry. There will always be new challenges ahead. Remember....the road to success is always a road under construction! ❖

Gary J. Sykes, Executive Director
New England Regional Turfgrass Foundation, Inc.



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Diversify Yourself

Diversifying yourself is key to keeping your work ethic healthy

Suicides account for almost one-third of US work-related deaths caused by violence. It is tempting to blame companies for driving their employees too hard and failing to handle people with care, compassion, and respect. But the problem is deeper and more complicated than callous management teams who care about nothing except profits. The problem is also in how we as professionals see and define ourselves.

Often the first question we ask when we meet someone is, "What do you do?" We have become our work, our professions. Connected 24/7 via mobile devices, obsessively checking e-mail and voicemails (I'm guilty of this annoying and ignorant habit but weaning myself from it), we have left no space for other parts of ourselves.

If we spend all our time working, traveling to work, planning to work, thinking about work, or communicating about work, then we will see ourselves as workers and nothing more. As long as work is going well, we can survive that way.

But when we lose our jobs, or fear that we might, our very existence is put into question. "Establishing your identity through work alone can restrict your sense of self and make you vulnerable to depression, loss of self-worth, and loss of purpose when the work is threatened," said Dr. Paul Rosenfield, assistant clinical professor of psychiatry at Columbia University. I believe this is why many of us feel so devastated when we're told that the club or company wants to go to the "next level" and we're not part of the process to get there.

Who am I if you take away my work? That is a question to which we had better have a solid answer. Fortunately, once we realize this, we can do something about it. When talking with others about preparing for the future, this has always been the looming question: "What do you suggest I look at as an alternative to continuing in this business?"

We can diversify. I do not mean diversifying your money, though that is a good idea, too. I mean diversifying yourself so that when one identity fails, another one keeps you alive. If you lose your job, but you identify passionately as a mother or a father, you will be fine. If you view yourself as an artist, or a woodworker or jewelry maker you'll be a lot better off than viewing yourself solely as a golf course superintendent.

Here's the thing, though: It is not enough to see yourself in a certain way; you need to act on it. It will not help if you identify as a father but rarely spend time with your children. Cultivating multiple identities will help you perform better in each one, because you learn things as a parent or a poet that will make you a better employee or leader. And if you believe that doing nothing but work is necessary to support your lifestyle, then it is worth looking at ways to change your lifestyle, so you don't kill yourself trying to maintain it.

Walk away from e-mail and have dinner with your family. Leave work at a decent hour and play golf with a friend or fellow superintendent or salesperson. Choose non-work rituals that have meaning to you. Doing the same thing repeatedly over time solidifies your identity.

When a good friend of mine lost his job, I called to see if I could do anything. My intention was to help him find a new job as soon as possible; I was pleasantly surprised though. He told me he had decided to postpone his job search for a while. Once he felt ready, he would look for work. He was too busy creating an identity and discovering other things in life he had never experienced because he was too busy working. Sure, the reality of making a living is paramount, but the ways in which my friend looks at this is much different than when work was his life. ❖

By Don Hearn



JohnDeere.com/Golf

There has never been a better time to get on the green.

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Changing Jobs? Know Your Options

What to do with your retirement funds when you change jobs

There are many new challenges to face if you happen to be changing jobs or retiring – not the least of which is the decision of what to do with the retirement funds that have accumulated in your 401(k) and other retirement plans over the years of service with your employers. These decisions may have a significant impact on your future financial security in retirement.

Option 1) Your employer hands you a check for the amount in your retirement plan.

This may look like a bonanza, but selecting this option could be a mistake. First, your employer is required to withhold 20% from your lump sum distribution, so you will only receive 80%. Second, if you are younger than 59 1/2, you may be subject to a 10% additional federal income tax penalty for early withdrawal. Third, you are liable for paying income taxes on the full amount—if you fail to rollover the full amount of your funds, including the 20% that was withheld, into an IRA within 60 days.

Option 2) Leave the money with your old employer.

If you have more than \$5000 in your former employer's retirement plan, you can usually leave the money where it is. (Check with your employer.) The advantage of doing this is that it relieves you of making a decision for the time being while maintaining the tax deferral of your assets. The downside is that you are limited to the investment choices offered by your exemployer—or even fewer choices, since some companies have additional restrictions for non-active employees. Additional disadvantages are that you cannot make new contributions to your account.

Option 3) Move your retirement money to your new employer.

This option only works if you are moving to another job. Even then, your new employer may not accept rollovers from a previous plan or may impose a waiting period. Also, the investment options offered by your new employer may not be as extensive as you want. The benefit is that you maintain your assets' tax deferral and benefit from the convenience of having your assets in one place.

Option 4) Put the money into a traditional IRA Rollover.

By having your former employer's retirement plan pay the IRA custodian directly, you avoid the 20% withholding or any penalties. There are numerous benefits to your own IRA Rollover:

- A potentially wider choice of investment opportunities—you can select the stocks, bonds, mutual funds or other investments that are right for you.
- The ability to withdraw without penalty for some purposes. Withdrawals can be made without penalty by taking a series of substantially equal periodic payments for at least five years or until after you reach age 59 1/2. Withdrawals are subject to normal income tax treatment and may be subject to an additional 10% federal income tax penalty. Thus, if you are planning to retire before you reach age 59 1/2, this method can enable you to dip into your IRA Rollover without penalty. Please note, there may be other eligible retirement plans which can accept funds. ❖

Please be advised that this document is not intended as legal or tax advice. Accordingly, any tax information provided in this document is not intended or written to be used, and cannot be used, by any taxpayer for the purpose of avoiding penalties that may be imposed on the taxpayer. The tax information was written to support the promotion or the marketing of the transaction(s) or matter(s) addressed and you should seek advice based on your particular circumstances from an independent tax advisor. AXA Advisors, LLC and AXA Network, LLC do not provide tax advice or legal advice. This article is provided by Donna Walsh. Donna Walsh offers securities through AXA Advisors, LLC (member FINRA, SIPC), 40 WILLIAM STREET SUITE 200 WELLESLEY, MA 02481 and offers investment advisory products and services through AXA Advisors, LLC, an investment advisor registered with the SEC, and offers annuity and insurance products through an insurance brokerage affiliate, i AXA Network Insurance Agency of Massachusetts, LLC and its affiliates.

Source: <http://www.ameriprise.com/budgeting-investing/financial-planning-articles/retirement-planning-information/what-to-do-with-your-401k-plan-when-you-change-jobs.asp>

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2016 CAGCS WINTER SEMINAR

Tuesday, January 12, 2016

THE MYSTIC MARRIOTT
625 North Road (Route 117), Groton, CT
860/446-2600

- 7:30 a.m. Registration – Coffee and Danish
Booths will be open
- 8:25 – 8:30 **Eric Morrison CGCS, CAGCS President**
Welcome
- 8:30 – 9:30 **Stacy Bonos, Ph.D., Assistant Professor**
Rutgers University
“Selecting the Right Grasses for Your Fairways and Putting Greens”
- 9:30 – 10:00 Break – Booths Open
Election – Class C Representative to the Board
- 10:00 – 11:00 **Paul Koch Ph.D., Assistant Professor**
University of Wisconsin-Madison
“Reduced-risk disease control; what is it and why is it important”
- 11:00 – 12:00 **Albrecht Koppenhöfer, Ph.D. Professor/Extension Specialist**
Rutgers University
“Sustainable ABW management: how to avoid creating resistance and how to deal with resistant weevils”
- 12:00 – 1:00 Booths Open/Lunch
- 1:00 – 1:05 **Tri-state representative**
Tri-State Turfgrass Research Foundation
“Update”
- 1:05 – 2:00 **Paul Koch, Ph.D., Assistant Professor**
University of Wisconsin-Madison
“Money matters; chemical and cultural strategies to get the most bang for your fungicide buck.”
- 2:00 – 2:50 **Michael Chrzanowski, Golf Course Superintendent**
Madison Country Club
“The Renovation of Madison Country Club”
- 2:50 – 3:00 Break – Booths Open
- 3:00 – 4:00 **John Inguagiato, Ph.D., Assistant Professor**
University of Connecticut
“Developing Fairway Renovation Strategies to Transition to More Sustainable Turfgrasses”
- 4:00 – 4:15 Closing Remarks
Distribution of credits: DEEP –3A/3B - 6 credits - GCSAA - .55 credits



Pre-registration deadline – January 5, 2016 - \$95.00

On-Site Registration - \$120.00

Pay by check or credit card
If pre-paying by credit card contact the CAGCS office

REGISTER ONLINE @ WWW.CAGCS.COM

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NOTE! CAGCS ROOM BLOCK

Anyone interested in making a reservation for Monday, January 11, 2016 use the following link

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For call-in reservations - 877-901-6632 request the CAGCS room block
Room rate is \$105.00 plus taxes.

RESERVATION DEADLINE – DECEMBER 28, 2015

Contact Mary Jo Kennedy, Executive Secretary
if you have any questions

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

ANNOUNCEMENTS

Our condolences are extended to the Tropeano family on the passing of Phil Tropeano on Tuesday, November 21, 2015. Phil was the long time owner of Larchmont Engineering.

As in the past, *The Newsletter* continues to invite Affiliate members to submit a press release about new personnel, new products or a company bio. We will print each and every release **free of charge**. This is a great way to advertise for free. Who said nothing in this world is free? Free advertising to better your company, wow what an offer.

MET Champ Results

2015 MET Area Team Championships

Quaker Ridge GC

Par 70

October 20th, 2015

<u>Team Scores</u>	Par 280	<u>Score</u>
1 st	Poconos Turfgrass Association	294
2 nd	Hudson Valley GCSA	297
3 rd	METGCSA	299
4 th	Long Island GCSA	300
5 th	Philadelphia AGCS	303
6 th	Central New York GCSA	304
7 th	Connecticut AGCS	306
8 th	GCSA of Cape Cod	311
9 th	GCSA of New Jersey	318
10 th	Rhode Island GCSA	320
11 th	GCSA of New England	322
12 th	Eastern Shore AGCS	323
13 th	Northeastern GCSA	323

*Individual scores can be viewed on the next 2 pages



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2015 MET Area Team Championships - Individual Scores

Handicap Hole Score

<u>MET GCSA</u>		
Steve Rabideau		78
Tom Ashfield		
Dave McCaffrey		77
Steve Loughran		
Glen Dube	9.4	74
Brian Chapin	4.8	
Mike Brunelle	13.9	70
Doug Middleton	12	
		299

Handicap Hole Score

<u>GCSA of New Jersey</u>		
Tom Grimac		82
Tom Weinert		
Chris Boyle		86
Ian Kunesch		
Rob Johnson	6.8	72
Bill Murray		
Brian Bontempo	15.5	78
Bob Prickett	7.9	
		318

GCSA of Cape Cod

Chris Tufts		76
Brian Smoot		
Kurt Calderwood		81
Peter Jacobson		
Todd Hugill	13.7	73
Gregg Mackintosh	11.4	
Bob Kingsbury	11.6	81
Ryan Chase	15.2	
		311

Connecticut AGCS

Mike Dukette		76
Eric DeStefano		
John Parmelee		80
Todd Olovson		
Kevin Collins	10.4	71
Ward Weischet	8.3	
Andrew Hannah	7.6	79
Tim Nadeau	10	
		306

Rhode Island GCSA

Dean Chase		82
Dean Bozek		
Chris Coen		82
Mike Whitehead		
Drew Cummins	17.1	75
Nick Burchard	16.1	
Bill Coulter	15.6	81
Pat Hogan	16.4	
		320

GCSA of New England

Mike Luccini		85
Jason Adams		
Jim Fitzroy		83
Garrett Whitney		
Don D'Errico	16.3	75
Brian Skinner	12.8	
Mike Hermanson	14.3	79
Bob Healey	13.6	
		322

Hudson Valley GCSA

Dave Lippman		75
Steve Whipple		
Grover Alexander		78
Matt Topazio		
Greg Moran	13	70
Jason Werbalowski	6.9	
Dan Wilber	10.7	74
Cal Fowx	9.2	
		297

Central NY GCSA

Dave Hicks		79
Dave Hunter		
Steve Wall		74
Jim Castle		
Rick Krause	6.2	76
Matt Simon	7.3	
Joe Vanderwerken	14.1	75
Mike Warner	8.2	
		304

continued on page 16

2015 MET Area Team Championships - Individual Scores

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Philadelphia AGCS</u>			
Andy Drohen			79
Mike Kuchurak			
Joe Owsik			80
John Lermond			
Rich Sweeney	8.7		71
Jon Urbanski	9.3		
John Canavan	15.6		73
Rob Nolek	16.9		
			303

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Northeastern GCSA</u>			
Chris Strong			80
Josh Yerdon			
Brian Goudey			88
Craig Cochran			
Joe Lucas	12.4		76
Fred Montgomery	13.6		
Bernie Jorgensen	11.5		79
Andy Eick	18		
			323

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Eastern Shore AGCS</u>			
Ken McFadden			90
Rusty McClendon			
Steve Sweiderk			89
Tom Tipton			
Todd Cowing	17.9		74
Chris Fronczek	14.0		
Bill Riel	18.0		70
Matt Pfeiler	13.0		
			323

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Sponsors Group</u>			
Joe Rolstad	7.8		78
Tyler van Allen	9.9		
Kelly Barrell			73
Shawn Haverdink			

Dennis DeSanctis	11.5		76
Lee Kozsey	10.6		
Jim Staszowski	5.6		73
Dave Dynowski	18		

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Long Island GCSA</u>			
Ken Frank			80
Matt Hyrb			
Shamus O'Connor			78
Luke Knutson			
Brent Peveich	12.4		69
Tom Stylarek	9.3		
Brian Macmillan	18.0		73
Justin Buhler	7.3		
			300

Mike Cook	12.2		81
Greg Gutter	11.7		
Blake Halderman	8.2		72
Dave Dudones	10.2		

Brian Giblin	24		78
John Bresnahan	11.9		
Scott Tretera	10.4		69
Justin Miller	5		

	<u>Handicap</u>	<u>Hole</u>	<u>Score</u>
<u>Pocono Turfgrass Association</u>			
Les Lear			74
T.J. Hart			
Ron Garrison			81
Ed Cimoch			
Steve Chirip	17.1		69
Paul Brandon	9.8		
Greg Boring	13.8		70
Jerry Decker	13.6		
			294

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Full service tree service specializing in zero impact tree removal,
stump grinding, tree pruning and tree risk assessments by our team
of Certified Arborists.

Tuckahoe Turf Farms, Inc.

P. O. Box 167, Wood River Junction, RI 02894
Joe Farina (774) 260-0093

Turf Products Corp.

157 Moody Rd., Enfield, CT 06082
Distributors of Toro irrigation & maintenance equipment and other
golf-related products. Nat Binns (332) 351-5189,
Tim Berge (860) 490-2787, Andy Melone (508) 561-0364

Valley Green

14 Copper Beech Drive, Kingston, MA 02364
Phone: (413) 533-0726 Fax: (413) 533-0792
"Wholesale distributor of turf products"
Doug Dondero (508) 944-3262, Jon Targett (978) 855-0932,
Joe Trosky (860) 508-9875

Winding Brook Turf Farm

Wethersfield, CT 06109
Scott Wheeler, Sam Morgan (800) 243-0232

WinField

29 Gilmore Drive - Unit C, Sutton, MA 01590
Using industry-leading insights to provide you with the products that
help you win.
Jim Favreau (978) 815-9810

Winterberry Irrigation

2070 West Street, Southington, CT 06489
Irrigation and Pump Installation and Service
Visit www.winterberryirrigation.com
Matt Faherty 860-681-8982 mfaherty@winterberrygarden.com

NEW Lower Rates to Help Make Advertising in The Newsletter More Budget Conscious

THE NEWSLETTER 2015 DISPLAY ADVERTISING ORDER FORM

Company Name: _____ Phone # _____

Address: _____

Contact Name: _____ Email _____

Issues (List month and total number): _____

Amount of Check: _____ (Made payable to "GCSANE")

<u>Member Rates:</u>	Monthly Rate	4 Times Per Yr. (Save 5%)	6 Times Per Yr. (Save 10%)	8 Times Per Yr. (Save 10%)	Annual Rate (Save 15%)
<input type="checkbox"/> 1/4 page (vertical; 3.75" wide x 5" deep)	□\$ 90.00	□\$ 342.00	□\$ 486.00	□\$ 648.00	□\$ 918.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	□\$150.00	□\$ 570.00	□\$ 810.00	□\$1080.00	□\$1530.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	□\$200.00	□\$ 760.00	□\$1080.00	□\$1440.00	□\$2040.00

Non-Member Rates: *All payments must be received in full before the ad appears in The Newsletter.

<input type="checkbox"/> 1/4 page (vertical; 3.75" wide x 5" deep)	□\$120.00	□\$456.00	□\$648.00	□\$ 864.00	□\$1224.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	□\$180.00	□\$684.00	□\$972.00	□\$1296.00	□\$1836.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	□\$240.00	□\$912.00	□\$1296.00	□\$1728.00	□\$2448.00

***DEADLINE for ads: The first of the month for that month's issue.**

Ad Preparation Specifications:

File Specifications for Ads Supplied in Digital Format: Ads may be sent either by email or by mailing a CD to the address below. Formats preferred are .GIF; .JPG and .PDF. Ads can also be accepted in Microsoft Word or Microsoft Publisher files. Full color is available with all ads.

Advertising Design Services: Design services are available by request and consultation and will be billed separately.

Send all Newsletter ads to:

Julie Heston
36 Elisha Mathewson Road, N. Scituate, RI 02857
Phone: 401-934-7660 / Fax: 401-934-9901
jheston@verizon.net