



THE NEWSLETTER

January 2017

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.

President's Message- January 2017

We are now in the heart of the winter off season, so I hope you are enjoying some time away from your place of employment. With such a long and grueling summer of 16, this down time is crucial to spend with family, friends and by yourself, in an effort to recharge the batteries. We have enjoyed a mild winter so far and the snow that has fallen is long gone with the recent January thaw. It is a nice feeling to see healthy, exposed turf as we enter the second half of January.

GCSANE recently held its annual meeting at the Renaissance Hotel at Patriot Place, which was a huge success. The day was packed with information, great food and some great networking with new and old friends. I was very happy to see our allied associations all had representation at the meeting and most had an opportunity to speak to the crowd. With the past two annual meetings at Fenway, last month at the Warrior Ice Arena and the 2016 Annual Meeting at Patriot place, I would be remiss if I did not recognize Brian Skinner and Mike Luccini for their forward thinking. They have created a vibe that is really enjoyable for all that attend. I also need to thank Don Hearn and the Board of Directors for their efforts in each of their respective roles. It is very impressive to observe how well the machine will run when firing on all cylinders.

It is my intent as President, to lead GCSANE as an association that is of high value to the members, always remembering why it was formed back in 1924. To provide a means for members to discuss issues and success stories in an effort to gain knowledge, to receive education, to network with peers, build friendships and have a great deal of fun along the way. We will also continue to strengthen our cherished relationships with our allied associations. I look forward to a great 2017 season and hope to see you at a future meeting.

Dave Johnson,

GCSANE President

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Thoughts From Your Executive Director *by Don Hearn*

Our thanks to the superintendents who hosted our meetings in 2016.

April – The Bear Cup, Olde Scotland Links Golf Club, Jim Small, CGCS

May – Joint meeting with Rhode Island GCSA, Franklin Country Club, Mike Luccini, CGCS

June – Scholarship and Benevolence, Cyprian Keyes, Jason Paradise and Dick Zepp, CGCS

August – Championship, Marlborough Country Club, Ken Crimmings, CGCS

September – Member Guest, Blue Hill Country Club, Jason Adams

October – Concord Country Club, Member-Member, Peter Rappoccio, CGCS

October – Wianno Club, Assistants Tournament, Dave Johnson

November – Milton Hoosic Club, Nine-Hole, Jeff Urquhart

Many times superintendents are reluctant to host an event. It may be the fear of your peers coming to your course with an overly critical eye that makes them shy away. Others may think their course or meeting facility doesn't meet expectations. Still others may think there will be added pressure to make the course look like it was prepared for the member guest. The only pressure is what you create for yourself. The Association makes no demands and expects only a friendly member willing to lend a light hand to make the day a success. He or she can be involved to whatever extent they feel comfortable. Attending meetings are important. I've been attending meetings for almost fifty years and all have provided something for me to admire and take note of. Of equal importance are the people I've been paired with at meetings where golf is part of the day. I can say, without hesitation, I've never been paired with someone I didn't like. Sure, I liked some more than others, but I never got stuck with a jerk. I've also had the opportunity to learn something interesting about the people I've met over the years. From some I've learned there is more to life than turf. From others I've learned that life is a cycle that most of us go through. I'll delve more into this topic in a future column.



We met for dinner with the Officers and Executive Director of the New England PGA a few weeks ago. This was a nice way to meet our counterparts and talk about our respective associations and our relationships. While we're responsible

for different areas of the golf experience, we're responsible in part for the success of our club or course. We agreed that there are areas where we can cooperate to inform our respective members of the importance of working together rather than being islands where we ignore, challenge or outright reject the spirit of cooperation needed to make our jobs easier and our lives calmer. Keep in mind that golf professionals have their own set of challenges that we might

not be aware of. While these challenges may not seem like a big deal, they are if you're trying to please a member or customer.

The Partnership Promotion Program pamphlet has been sent to all Friends of the Association and Affiliate Members of the Association. The program is the same as last year and we hope all our Friend and Affiliate Members will find value from this opportunity. Last year thirty-four companies took advantage of the program. We hope more will do so this year. In addition to offering support of the Association it provides advertising value, and additional exposure for commercial Members of the Association. Ed Downing, the Affiliate Liaison on the Board of Directors, has put in a lot of time to help grow this program in a way that makes sense for companies to use this opportunity to create more awareness for their company and sales representatives.



The Annual Meeting was a very successful event. The turnout was excellent. In addition to the election of officers and directors, presentation of the Distinguished Service Award to Bob Healey, who, by the way, made a magnificent speech as to the value of membership, the

importance of supporting the Association and fund raising for the Scholarship and Benevolence Fund, was a highlight of the day. Bob is one of the most hard working and dedicated individuals I've had the opportunity to work with and is truly worthy of the accolades he received.

Time For A Laugh!

By Don Hearn

I thought this was a good time to bring some lightheartedness to the NEWSLETTER. This month what you'll read below are bits I gleaned from the web.

I got home, and the phone was ringing. I picked it up, and said 'Who's speaking please?' And a voice said 'You are.'

I phoned my local golf course. I said 'Is this the local golf course?' He said 'It depends where you're calling from.'

Now, most dentists' chairs go up and down, don't they? The one I was in went back and forwards. I thought 'This is unusual'. And the dentist said to me 'Mr. Vine, get out of the filing cabinet.'

I was getting into my car, and this guy says to me "Can you give me a lift?" I said "Sure, you look great, the world's your oyster, go for it."

Two cannibals eating a clown. One says to the other "Does this taste funny to you?"

You know, somebody actually complimented me on my driving today. They left a little note on the windscreen, it said 'Parking Fine.' So I thought that was nice."

Two silk worms had a race. They ended up in a tie.

Acupuncture: a jab well done. That's the point of it.

Two hats were hanging on a hat rack in the hallway. One hat said to the other: 'You stay here; I'll go on a head.'

The midget fortune-teller who escaped from prison was a small medium at large.

When cannibals are a missionary, they got a taste of religion.

These are parapsydokians. I don't what that word means either, but I know what's below is funny. Actually, parapsydokians are figures of speech in which the latter part of a sentence or phrase is surprising or unexpected; frequently humorous.

Where there's a will, I want to be in it.

Since light travels faster than sound, some people appear bright until you hear them speak.

If I agree with you, we'd both be wrong. I didn't say it was your fault, I said I was blaming you.

You do not need a parachute to skydive. You only need a parachute to skydive twice.

I used to be indecisive. Now I'm not so sure.

Going to church doesn't make you a Christian any more than standing in the garage makes you a car.

You're never too old to learn something stupid.

Steve Murphy Announces Retirement

by Greg Cormier, CGCS- Newsletter Editor

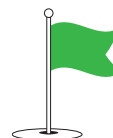
Steve Murphy has been the Superintendent at Larry Gannon Municipal Golf Course since 1976. This alone is quite an accomplishment, however there is much more to Steve's career besides being a superintendent. Steve has been in the golf business for 56 years! He started as a caddy at Framingham Country Club where he later transferred to the Grounds Maintenance Department. From Framingham, he attended UMASS Stockbridge. While at UMASS he completed an internship at The Country Club in Brookline, MA. After college he landed his first superintendent job at Pinecrest Golf Course in Holliston, MA. After a short period at Pinecrest, he was hired by the city of Lynn, MA to run Larry Gannon Municipal Golf Course. The course was run by city employees with no turf background prior to Steve's arrival. One of his most memorable moments was obtaining a \$50,000 grant to construct 18 natural turf tees to replace the astro-turf tee surfaces they had at the time. Steve recalls designing the tees himself and even having his wife out on the course with him on the weekends to shoot grades.

Like most superintendents Steve was putting in the usual 70-80 hours a week when he was told by his superior in Lynn that he wasn't allowed to work over 40 hours. This prompted him to start an irrigation company with his brother on the side. Greenway Irrigation was formed to install residential irrigation systems. They later purchased a Ditch Witch and started servicing golf courses with the ability to pull pipe and wires. After seeing Bill Flynn start to manage golf courses, Steve decided that he could also start a management company. He partnered with Mike Foster, the Golf Pro at Gannon, to form Golf Facilities Management in 1988. In 2001 he switched business partners, and still works with, Chris Carter who is the Golf Pro at Hillview Country Club. Hillview was the company's first contract. Beverly Golf and Tennis was added and then in 2002 he took over Gannon Municipal as a private con-

tract after taking an early retirement from the City of Lynn.

I asked Steve if he would have done anything differently with his career and he said "no". It is a great accomplishment to have done so many things and be able to look back and not have wanted it differently. When I asked him what advice he would give a person just starting out in our business he said "He never felt that he was the smartest guy in the room, but he always knew he could out work everyone else". He followed that up noting that there are a lot of superintendents operating at an extremely high level of intensity. Although it is very impressive and they have accomplished many great things, he cautioned that you don't want to burn yourself out too quick. He also mentioned that superintendents or future superintendents should not turn their back on public golf. He said the clientele at a public golf facility often appreciates your hard work and can be easier to work with than at some of the private clubs. Words of wisdom from someone who has seen it all!

Steve values his membership and involvement in GCSANE. He served as the Golf Chairman for 9 years and has been a contributing member of our association since 1976. Moving forward, Patrick Manning has been hired as the new superintendent at Gannon. Steve will continue to check in on each of the three courses his company manages Gannon Municipal, Beverly Golf and Tennis, and Hillview. During the off-season he will spend his time in Naples, FL playing golf and spending time with family. We congratulate Steve on his long career as Superintendent and his continued success as a business owner.



Bob Healey Receives Distinguished Service Award



Bob Healey has been chosen as this year's recipient of the Association's highest honor, the Distinguished Service Award. The award was presented at the Annual Meeting, January 12, 2017.

Bob has been a steadfast supporter of the Association and its activities for over twenty-five years. He has served the Association in multiple capacities.

As a member of the board of directors he represented the Friend and Affiliate Members as their liaison to the board.

He is an active member of the Scholarship and Benevolence Committee and has devoted countless hours to the annual tournament held to raise funds for scholarships and benevolent aid for our members and their family members.

He has enthusiastically served as chairman of the Bylaws Committee and the committee formed to review the Association's Code of Ethics. Bob took on the review of both entities with a commitment to root through the documents with the precision of a seasoned editor.

Bob served as chairman of the Association's 75th year anniversary celebration and gathered photos and historical information that was shared with event attendees.

He currently serves the Town of Natick as a Town Meeting Member and a member of the town's Sassamon Trace Golf Course Advisory Committee.

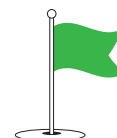
Bob also contributes to the Massachusetts golf community by serving as a volunteer on the Massachusetts Golf Association's Course Rating Team.

He is the owner of Irrigation Management and Services. A Natick based company that provides irrigation consulting to golf courses, parks, and commercial and private properties. He is a member of the American Society of Irrigation Consultants (ASIC).

His friend of many years, Mike Hermanson, stated "NEVER in my 42 years as a member of GCSANE have I seen ANY member work harder for our association."

Bob and his wife Ginger are the proud parents of Michael and Tristen.

Congratulations to our good friend Bob Healey!





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Salem Country Club winterizes course in preparation for 2017 U.S. Senior Open *by Nick Gianinno Staff Writer Newbury News*

Originally published December 26, 2016 in the NEWBURY NEWS



Ken Yuskus

KEN YUSZKUS/Staff photo. Salem Country Club prepares for the 2017's Senior Open. 12/14/16

SALEM -- For the second time in its history and the first time in 16 years, the U.S. Senior Open will be held at Salem Country Club next summer.

The renowned tournament was played at the historic Peabody course back in 2001 and is slated to return this coming June, when dozens of the world's top senior golfers will battle it out on the challenging Donald Ross layout with hopes of bringing home the coveted Francis D. Ouimet Memorial Trophy.

Six months may seem like a long time out, but the preparation for the summer of 2017's premier senior golf event is already in full force -- and rightfully so.

No, there's not much one can do to completely protect fairways, greens and tee boxes during the winter months, but a careful and strategic approach during the offseason can actually make all the difference.

"Every day is different and Mother Nature dictates what we do and how we do it," said Salem Country Club's long-time golf course superintendent, Kip Tyler. "It always keeps it interesting."

Tyler and his full time staff have been working 'round the clock to make sure they do everything they can to prepare the course for New England's coldest season. Whether that's removing leaves to prevent the suffocation of grass or covering precious putting greens with a variety of tarps or covers, they are precautions that must be taken. It's a tedious process, but one that can't be taken lightly.

Just ask Tyler, who was on hand for 2001 's Senior Open when a brutally cold and nagging winter forced a delayed seasonal open at Salem CC and left his grounds crew in scrambling mode in preparation for the bio event. "It was really tough. Everything was good going into the winter, but then all the ice built up and there was a lot of dead grass," Tyler recalled. "It took us a while to get the course back to good playing conditions; I think the course stayed closed until late May."

While there's nothing anyone can do to fully prevent a repeat of such conditions, there are still things Tyler and his crew can do to limit the likelihood of that.

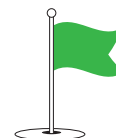
Step 1 is the permeable and impermeable green covers, which are carefully placed on a number of putting surfaces throughout the 6,900-yard layout. Deciding whether to use a permeable or impermeable cover depends on sun exposure and tree cover, whereas some greens are simply left untouched.

This winter, there will be even more fine cut grass to protect and take care of, due to the course's newly formed greens to resemble Donald Ross' original design from 1925. Many greens were extended in the corners to fulfill that design and give it the classic Salem CC look, a process that was impressively completed in full over the past year.

Bigger greens or not, there's no guarantee the course will immediately return to its immaculate form come spring. But you can bet Tyler and his men will once again have it ready for the Senior Open's opening tee off June 26.

"You want gradually colder weather so the grass can slowly go dormant," Tyler said of an ideal winter for the links. "Snow is good, and ideally you eventually want frozen ground and snow cover.

"There's not much we can do over the winter except to wait it out."



Parks & Rec &

From heavily used urban settings to iconic coastal turf, a trio of turfheads explain how thinking like a superintendent helps manage high-profile landscapes.

Turfie on the National Mall

By Michael Stachowicz

It has been four years since I stopped being a greenkeeper, and I miss it. But I'm not going back.

I miss being part of the profession that is so intense that friendships between greenkeepers form so easily. I miss being in a position, despite its flaws, of having what it is really the most control one can have over a landscape using other people's money. I miss the complexity of problems and the combination of science and politics solutions require. And I miss the constant feedback, even if it is bad.

In many ways, I am just a bureaucrat now, fighting to make a difference with tools ill-suited to the task compared to what I am used to. Since no one here really knows enough about what I do to offer any feedback, I work in a silo, self-motivating, believing in the mission of the National Park Service and trying to find a way to make an impact. Government all but assures that any change will be incremental. As a citizen, that is great. As someone who wants to make an impact, it is challenging.

This has been healthy for me though, physically and personally. My lifestyle is healthier and my personal relationships more engaging and abundant. I will live longer and feel better about myself for making this mid-life transition. The world seems

more open with more possibilities than ever before. This, however, can be confusing to someone who has always known what his (narrow) path forward was. In the NPS, it seems a golf course superintendent has more skills than just turf that are applicable – a perception anyone leaving the profession will struggle with.

The NPS's mission is to preserve and protect public lands. I would argue it's not that different from being a golf course superintendent. We both exist to protect the landscape from the group that hired us. And there is a minority of that group that will fight the premise that we all try to

manage.

The park I work at, the National Mall and Memorial Parks, is different than most national parks in that it is really a city. But how this large park staffs itself says a lot about the multiple hats a golf course superintendent wears. While the park has a superintendent, she is more like a mayor. There is an interpretive division that educates, much like a pro shop. But other than that, the divisions of resource management (natural and cultural along with environmental compliance), professional services (planning, landscape design), facility management (grounds,

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“Government all but assures that any change will be incremental. As a citizen, that is great. As someone who wants to make an impact, it is challenging.”

roads, plumbing, electrical, signs, carpentry, custodial, etc.), fleet management, permits (event guidelines) and a public information official all seem to parallel what golf course superintendents and staff do.

But amongst all those, I sit by myself as the only turf management specialist in the entire park service. I do not have a staff, but I train the grounds crew and write/manage contracts to get turf work done. I lobby and network to get funding for turf and landscape projects. I helped secure partnerships that make up for a lack of operational funding, including professional turf equipment from John Deere. I have developed alternative funding sources through permit restructuring and cost recovery. In other words, it's a bureaucratic approach to making a difference incrementally.

I was hired to manage the \$43-million restoration of the Mall. This has gone well. As a citizen, I am impressed with government contracting and project management. It is tough to see how the corruption that is assumed to exist in these situations would be able to happen. I was only

one member of a team that managed it. I got the coolest part ... the turf nerd stuff. But because I was part of the managing team, I felt removed from, not part of team implementation.

I guess that's it. I am part of several teams, but not the team that implements. I think that makes satisfaction difficult to feel. It was the teams that I used to be on at the club and the association level that I am having a hard time replacing in my current life. My game is now a long one, working individually on making a difference at an institution incrementally so that future staff has the infrastructure, funding, training and professionals to make this park look and feel as it should.

And that leaves me, the person who only ever wanted to be a greenkeeper, to decide whether I am still a turf person who works for the National Park Service or someone who is going to try to advance in the NPS who just happens to specialize in turf.

Michael Stachowicz is head of turf management for the National Mall and Memorial Parks in Washington, D.C., and a former golf course superintendent.

A Good Mechanic is Hard to Find *by Mark Casey*

Have you ever heard the saying “A good mechanic is hard to Find”? Probably so, and being a superintendent of a golf course whose performance relies on the skills of your equipment manager, you have a vested interest to have more individuals groomed to be mechanics for the golf industry. Would you like to do something that may improve our future?

Greater Lawrence Technical School in Andover Massachusetts, offers work Co-Ops for their student equipment technicians training in automotive and engine repair. Automotive Program Director Robert Maiella, informs the school is always looking for additional work sites and new industries to broaden student experiences and expand the job opportunities for students after graduation. The structure of their schooling is one week classwork, one week work in the field (4 days minimum; 32hrs). Can your golf club utilize another set of hands to work alongside the mechanic in your shop.....?

Andover Country Club is utilizing a student scheduled on alternate weeks through the fall, and will continue this winter. Superintendent Wayne LaCroix explains “They have been a supplement to our current staff who oversee them and work on project style tasks; servicing golf carts, filter and oil changes, on Cushman and Utility Vehicles. We utilize them in a structured situation as they are beginning learners and they are not ready to float freely. I provide them manuals and they are learning about reel mowing equipment, and adjustments & hydraulics. ” This beginning experience for a young individual in a shop full of golf course equipment may be the seed planted in the young minds of the students that may possibly grow into a return employee and future career.

Mr. Maiella further explains some detail about the Lawrence Tech Program: “ Students are eligible to participate in the co-op program about halfway thru their Junior year (11th grade) usually around February, providing they meet all of the school requirements. Ideally I like to put them on co-op during their junior year, have them work at the job full time during the summer, then back on co-op in the fall and continue co-op until they graduate. It does not always work out this way. But that’s okay. We can put them on any time during their senior year too. Wages: They are your employee so you can pay them whatever you think is fair for an entry level position. Most pay \$10-13 per hour. The students will travel a distance for their intern opportunity. They must work a minimum of 30 hours a week during their co-op week, however they can work more if you need them to that is up to you! “

There is some paperwork that goes along with the process to get started:

- a. A contract between the employer, student, and the school.
- b. You must provide us a copy of your workman’s comp insurance binder.
- c. We have to run a back ground check (cori-sori) on the people that will be working with the student 1-3 people.
- d. I will need to conduct a safety inspection of the work area that the student will be working in.

If you have interest learning more about the internship program, additional details may be found at this [link](#).

You may also contact Program director:

Robert Maiella

Automotive Technology Lead Instructor
Greater Lawrence Technical High School
57 River Road Andover Ma 01810
978-686-0194 Ext 3021, 2022
rmaiella@glts.net

If you are a great distance from Greater Lawrence Tech; I recommend you seek more local and regional technical schools in your region and inquire with the shop instructors. You may have a hidden gem and source for labor right down the road!

Successfully,

Mark Casey,
Territory Manager

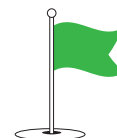
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CONGRATULATIONS TO:

Tom Flaherty on his retirement from Woods Hole Golf Club.

Stephen Hicks who has left Vesper Country Club for his new position as superintendent at Bull's Bridge Golf Club in Connecticut.

Steve Murphy who has retired from Gannon Golf Club.

Peter and Alison Rappoccio on the birth of their daughter, **Olivia**.

Back Issues!



Past issues of the NEWSLETTER are available using this link: <http://bit.ly/GCSANEnewsletters>.

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.



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For more information, please contact Kris Armando at 508-745-8555 or karmando8@gmail.com

2017 Annual Meeting

Written by Greg Cormier, CGCS- Newsletter Editor

The 2017 Annual Meeting was held at the Renaissance Hotel in Foxboro, MA. It is always exciting to visit the home of the Patriots even if it isn't game day. We had an attendance of approximately 120 members and guests of our allied associations. In addition to our formal election of the 2017 Board of Directors, we had some very good speakers, starting with Bob Healy our 2017 Distinguished Service Award recipient. Bob had an excellent acceptance speech in which he reflected on his past experiences within the industry and as an involved member of our association. Following lunch, we had Pat Jones from Golf Course Industry Magazine give us an excellent presentation which included a "State of the Industry" update as well as some key things to focus on to be successful in the New Year. Pat kept our audience engaged and entertained. Below is a list of the 2017 Board of Directors who were voted in at the meeting. The number of Board positions has been reduced to a total of nine positions, to be in accordance with the associations newly adopted bylaws in 2016.

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