



# THE NEWSLETTER

March 2017

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

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## *President's Message- March 2017*

Happy spring to everyone, or is it still winter? Well either way it is great to hear that most superintendents are seeing widespread healthy turf during the first week in March. Let's all hope that this is a sign of things to come for the 2017 season.

The mild weather has allowed many crews to continue course work throughout the entire winter season. These 'bonus' improvements and preparation will hopefully set many superintendents and their teams up for a successful season. Along with all the course preparations for 2017, we have now put the GIS and NERTF show behind us. Although I did not travel to Orlando this year, those that I spoke to who attended really found it valuable and worthwhile. It seemed to me that the New England Regional show was also well attended. I sat in on some great educational talks, met with many of our affiliates and was able to catch up with new and old friends.

With April on the horizon, we at GCSANE are ramping up for our in season golf meetings. We kick it off on 4/10/17 as guests of the GCSA of Cape Cod in the annual Bear Cup, at the Country Club of Halifax. I always look forward to this event for some good competition, camaraderie and a lot of laughs. Our May meeting is also joint with the RIGCSA hosting us at Lake of Isles in Stonington, CT on 5/23/17. Following this 1-2 punch of meetings, we will roll into June. This year we are bringing back the much anticipated GCSANE Demo Day at the MGA Links At Mamantapett, in Norton. We are welcoming our friends from RIGCSA and GCSACC to attend and participate as well. The agenda is really taking shape and will surely provide something of value for everyone. Chris Johnson will host us as Superintendent, but I would be remiss if I did not recognize Jesse Menachem, Executive Director MGA, Joe McCabe, Executive Director of First Tee, the MGA Executive Board and the the entire MGA staff, who have been huge supporters of our association and Superintendents. Thank you MGA for accommodating us with this BIG event. This just confirms the MGA's commitment to supporting GCSANE, it members and all allied associations.

I hope everyone is well rested and recharged for the 2017 season. I hope to see you at one of our upcoming meetings.

**David Johnson**

*GCSANE President*

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## Thoughts From Your Executive Director *by Don Hearn*

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The 2017 New England Green Section Golf Course Operating Survey was sent to all Superintendent Members of the Association toward the end of February. This survey is a collaborative effort of the Massachusetts Golf Association and the GCSA of New England in cooperation with the GCSA of Cape Cod. The last survey, completed in 2015, had over eighty respondents. This year we're hoping for at least one hundred superintendents to complete the document. The validity of the content is bolstered when the information comes from a large base. So please contribute to this important undertaking. The finished product identifies courses that participated but there is no link to specific information provided. Those who complete the survey are also not identified but will be provided a copy of it with the participating courses listed. In other words, if you contribute to the document you will know the other courses that contributed, but you will not be able to link specific numbers to specific courses. For those who do not contribute, your document will not have the participating courses listed. If you didn't receive the survey, let me know and I'll send you one.

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Could this be part of your future “labor pool?” It's a robotic greens mower! With the difficulty of attracting eager and qualified employees to our industry, this type of equipment has become a possible solution for the problem. We will be seeing more of this as our industry moves forward. The adage of “doing more with less” certainly applies to using robotics as a tool to help deal with the labor shortage. Drones are also part of our future and will be used for more than we can imagine at this point in time.

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The 20<sup>th</sup> Anniversary of the New England Regional Turfgrass Conference & Show, the “Providence Show”, was another successful educational opportunity. Gary Sykes, David Rosenberg and their team had all in order to learn, mingle and have a good time seeing friends and making new ones. There were many hours of seminars covering grass tennis court maintenance, CPR/AED training, irrigation, communication, enhanced weed management, cloud computing and many other subjects. In addition to golf turf and subjects for those interested in golf course maintenance, sessions for Equipment Technicians and Sports Turf Managers were presented by experts. There was plenty to learn and see at this year's event. As always, there is a keynote speaker who usually inspires, informs or educates the audience. This year's speaker was Major Dan Rooney, USAF. He is an Aggressor Fighter Pilot, PGA Golf Professional, Philanthropist, Author, and Founder of the Folds of Honor Foundation. The story he told inspired many in the audience. Speaking to one of the attendees the following day, I was told the presentation made him look at the upcoming months with a different perspective and renewed optimism.

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The New England Superintendents Championship will be played October 11, 2017 at the Cape Cod National Golf Club in Brewster, MA. Eric Strzepek will be the host superintendent and the GCSA of Cape Cod will be the host chapter.

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As a parent of nearly 17 years, I have advocated for my children to understand the reason for, and utilize, two simple words: thank you. While they may use those words to be polite, or recognize a small token or gesture, it makes me as a parent proud to hear them verbalized. My hope is the person receiving the thanks appreciates it as well.

Two people benefitting from one simple recognition. Is it really as simple as that?

It might just be. Think of your prior supervisors and think of the way they recognized you and others. There are a million different ways to operate, lead, and interact with those around us, but my guess is that we think first of the person who had a positive impact on you because of the positive culture they provided. I often pontificate about culture, and will not do so again this time, however I do want you to think of the number of times those impactful leaders utilized the words thank you. One supervisor who made a tremendous impression on me during my (many) college years made it a priority to use both “please” and “thank you”. So much so that you had to notice. Working third shift cleaning university buildings was nearly as thankless as it got, except the supervisor made it a point to recognize the efforts of the staff at every turn.

Recognizing your staff with simple, respectful use of “please” and “thank you” may go a long way. We are always striving to improve our facilities, and our staff plays the most significant part in achieving those improvements. Asking staff to be mindful of trash, use caution while turning equipment due to environmental conditions, and requesting they stay longer to complete tasks that will make improvements are often inherent requests in our daily duties. They may even know the communication is coming. If it comes following the word “please” and, upon completion of the task, is noted with a “thank you” in recognition, we get back to the previous notion of two benefitting from one simple verbal effort. Did you appreciate that they completed the task? Will they be glad that it was recognized? If the answer is yes, then your words made a significant difference.

While pizza, swag, and time off are often viewed as exceptional recognition of a job well done, don’t overlook the power of well-intentioned words. Note the “well-intentioned” portion of the previous sentence. While sticks and stones may break bones, words given in a tone less than genuine can change your recognition from positive to negative in a hurry. Those words may end up hurting you. Being polite builds respect, and recognition is a driver of employee motivation and success. Make it a priority and let me know how it works for you!

To those who allow me to write in this newsletter, and all of you who read my newsletter content, thank you. I truly appreciate the opportunity to contribute and hope you enjoy the content.

## GCSAA Resources and Deadlines

you **Get Cool Stuff** from your **Association Already:**

### How your Equipment Manager can get you an R&R credit!

GCSAA has partnered with R&R Products to bring a special rebate program to GCSAA members. Current EM members who pass one Turf Equipment Technician Certificate Program exam will receive a \$95 rebate from R&R Products to be used towards your next R&R Products purchase.

This program expires on Dec. 31, 2017, so take advantage of this opportunity by visiting the new GCSAA website [here](#) today!

### GCSAA partners with Columbia Sportswear for member discounts

GCSAA and Columbia Sportswear Company, an industry leader for outdoor apparel and products, have joined in a partnership to bring savings to association members and their facilities. Columbia is offering a 50 percent discount to GCSAA members on outdoor wear purchases. [Read more](#)

## Scholarship Season is HERE NOW!

### GCSAA Legacy Awards

Knowing the costs of higher education will continue to rise, the Environmental Institute for Golf developed this program to provide scholarship assistance to the children and grandchildren of GCSAA members who have been active Class A, Class B, Class C, Class A-Retired, or Class AA members for five or more consecutive years. Honorees receive a \$1,500 award. Applicants must be enrolled full time at an accredited institution of higher learning, or for high school seniors, they must have been accepted at such an institution for the next academic year. In addition, award winners are ineligible to apply the year following their award, but can reapply after a one-year hiatus.

The annual deadline is April 15.

### Upcoming FREE webcasts:

March 29: [Carbon, Carbon Everywhere](#)

April 5: [Bluemuda: Concept to Common Practices](#)

April 11: [Diagnosing & Managing Nematodes - The Latest in Nematode Control](#)

April 12: [On the Subject of Sole](#)

Again, if I can be of any assistance, please feel free to contact me.

**Kevin Doyle**

GCSAA Field Staff

[kdoyle@gcsaa.org](mailto:kdoyle@gcsaa.org)

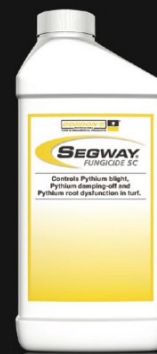
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## March 2017



# Certified Audubon Cooperative Sanctuary *By Tara Donadio*

As the Director of Cooperative Sanctuary Programs at Audubon International, I interact with thousands of courses and properties who are engaged in environmental practice. All are using IPM. All are reducing turf. All are creating wildlife habitat. All are using innovative technology to save and protect water. Few, are telling anyone about their good work. In a world where news travels fast, if you don't tell your sustainability story, someone else is bound to tell it for you, for good or for bad.

So what are some ways to tell your environmental story?

1. **Website:** Dedicate a page to your environmental management strategy. Include info about your IPM practices, wildlife habitat and any recognition you achieve.
2. **Media & Publications:** Share your story with media outlets. The news is always looking for good stories, and the local media is where you should start. Focus on the stories you would want to read yourself (wildlife is always popular).
3. **Signs and Displays:** Tell your golfers about your work by displaying articles, photos and signs in the clubhouse, locker rooms and on the property. Naturalized area signs, tree species, and "look for this animal" here signs are all good ways to engage golfers
4. **Behind the Scenes:** Offer tours of your environmental work to golfers and the community. Show them your cool technology, and let your course be a classroom!
5. **Staff:** Train all your staff, including the clubhouse staff, about your work so that they can communicate your story as well. Make sure they understand how to improve sustainability, and why they are doing it.

Outreach, (in the form of education and communication) is just one of the focus areas of the Audubon Cooperative Sanctuary Program (ACSP) for Golf's certification process, but a critical one. The ACSP Program just celebrated our 25<sup>th</sup> year, and although the golf industry has made tremendous strides towards sustainable practices during this time, there are still many courses and facilities that have ample opportunities to not only engage in sustainable practices and but to tell their story to the public. This starts with courses documenting the achievements and spreading the word.

Courses certified in Audubon International's Cooperative Sanctuary Programs have been able to create wildlife habitat, reduce managed turf, improve water quality test results and increase risk management. These are all things you know you need to be striving for. For many properties to get started it's just a matter of having a process and structure, like the ACSP. Audubon International is a non-profit, so the cost of membership is only \$300 per year for a course or property, which includes all support,



certification processing and educational resources to help you document and achieve BMPs. The certification process itself is designed with six steps, so it can be done incrementally. First and foremost, is a Site Assessment and Environmental Plan. Once, submitted, we review, write a report making recommendations, and provide properties with a Certificate of Achievement in Environmental Planning and a press release. As projects are completed, course personnel document their efforts using the Certification Request Forms for the remaining five categories. These can be submitted one at time, all at once, or in any combination. For each, we review the materials, write a report making recommendations, and, if the requirements are met and properly documented, provide them with a Certificate of Achievement in the appropriate category.

Once a course is recognized in all six categories, it receives the designation of "Certified Audubon Cooperative Sanctuary". It is then that you can really start telling your story, with the backing of a well-known and respected certification organization.

There are currently 896 courses in the world that have achieved certification, 36 of which are right in New England (see below). I encourage you to ask them about the process, connect with them about their sustainability efforts, and ask them how they told their story. I would love to hear from you as well to chat about ways to take your course to the next level with environmental management.

Regards,

**Tara Donadio**

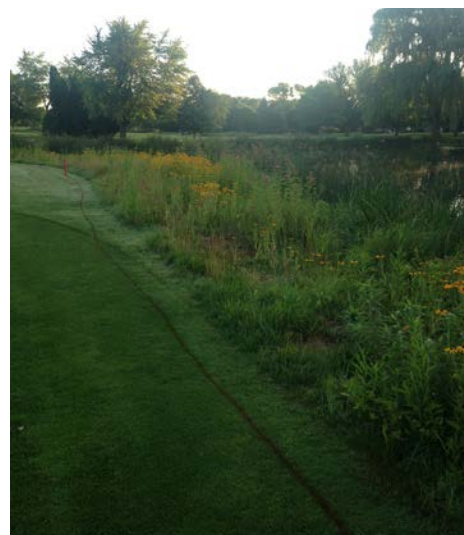
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Audubon International.*

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<b>Bald Peak Colony Club</b>	<i>Melvin Village, NH</i>
<b>Bangor Municipal Golf Course</b>	<i>Bangor, ME</i>
<b>Boston Golf Club</b>	<i>Hingham, MA</i>
<b>Concord Country Club</b>	<i>Concord, MA</i>
<b>Country Club of Darien</b>	<i>Darien, CT</i>
<b>Dedham Country and Polo Club</b>	<i>Dedham, MA</i>
<b>Eastman Golf Links</b>	<i>Grantham, NH</i>
<b>Ekwanok Country Club</b>	<i>Manchester, VT</i>
<b>Fairview Country Club</b>	<i>Greenwich, CT</i>
<b>Falmouth Country Club</b>	<i>E. Falmouth, MA</i>
<b>Hyannisport Club</b>	<i>Hyannis Port, MA</i>
<b>Ipswich Country Club</b>	<i>Ipswich, MA</i>
<b>Longshore Club Park, Town of Westport Parks &amp; Rec.</b>	<i>Westport, CT</i>
<b>Lyman Orchards Golf Club</b>	<i>Middlefield, CT</i>
<b>Mingo Springs Golf Club</b>	<i>Rangeley, ME</i>
<b>Nashawtuc Country Club</b>	<i>Concord, MA</i>

<b>Needham Golf Club</b>	<i>Needham, MA</i>
<b>Newport National Golf Club—Orchard Course</b>	<i>Middletown, RI</i>
<b>Olde Scotland Links Golf Course</b>	<i>Bridgewater, MA</i>
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<b>Woodway Country Club</b>	<i>Darien, CT</i>

# Some Things To Think About *By Don Hearn*

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***“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”***

***-Maya Angelou***

But how can you make others feel? Here are a few tips:

- Discuss heatedly your point of view.  
*Keep to the point and stay away from ad hominem attacks.*
- Show vulnerability.  
*It’s difficult to come down hard on someone who is vulnerable.*
- Screw up and apologize.  
*The words “I’m sorry” go a long way to showing others you’re not afraid to admit a mistake.*
- Make them laugh.  
*Humor is contagious!*
- Really listen to problems and dreams.  
*A good listener is a rarity and when someone comes along who will listen and care it usually makes you feel better.*
- Stroke egos with compliments and by asking for advice.
- Hug longer.
- Get drunk together.  
*Be careful with this one. A lot depends on who you’re with.*
- Use people’s first name more often.  
*Let people know you remember them. A person’s name is their most important asset.*
- Don’t take yourself too seriously.  
*To laugh at your mistakes is a gift.*
- Be brutally honest.  
*But be caring of the other person’s feelings.*
- Use fewer words and easier sentences but express them with more emotion.
- Be unexpectedly helpful and courteous.  
*I believe this is a trait that has a lot to do with how you were raised by your parents. It’s never too late to be helpful.*

The italicized text above was added by me. All other text is by Maya Angelou.

## ***Who is Maya Angelou?***

Maya Angelou was an American poet, memoirist, and civil rights activist. She published seven autobiographies, three books of essays, several books of poetry, and was credited with a list of plays, movies, and television shows spanning over 50 years. She received dozens of awards and more than 50 honorary degrees. She is best known for her series of seven autobiographies, which focus on her childhood and early adult experiences. The first, *I Know Why the Caged Bird Sings*, tells of her life up to the age of 17 and brought her international recognition and acclaim. She was 86 when she died May 27, 2014.



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*March 2017*





## ***DEP Water Withdrawal Permit Renewal Mitigation:***

### **Becoming a Certified Audubon Sanctuary - Some Suggestions to Prepare for this NEW requirement**

*By Sarah W. Stearns, PWS, Beals and Thomas, Inc.,  
GCSANE/GCSACC Affiliate Member and Patron*

As most of us involved in this industry are aware, DEP is currently in the process of renewing Water Withdrawal Permits for users of 100,000gpd or more. DEP has indicated in their recent presentations, that “indirect mitigation” may be required for an increased withdrawal above a calculated, established baseline, specific to your individual course use.

As part of this renewal process, DEP has begun to include a new mitigation option for water withdrawal permit holders: certification through the Audubon Certified Sanctuary Program (ACSP) for golf courses. (<http://www.auduboninternational.org/acspgolf>) This program, intended to publicly recognize certified golf courses as good environmental stewards, requires categorical documentation of maintenance practices and a thorough description and quantification of your ecological stewardship. There are numerous components to this process and many of these components can be laborious and time consuming, so it's best to plan ahead!

Currently, DEP is requiring certification in three out of six categories of the ACSP to meet this mitigation criterion. If your course requires indirect mitigation and chooses this option, it will be discussed with you during the draft phase and included in your final permit. Mitigation is complete when your course has been certified in the three categories. ACSP membership and certification will need to be maintained to comply with your water withdrawal permit. If you think this ACSP certification may pertain to your water withdrawal permit renewal, here are some of the most time consuming requirements for each category. In order to get a head start on certification, we suggest starting these right away:

#### **Category 1:**

##### **Environmental Planning (required for all applicants):**

- a. Documentation of recent projects (i.e. renovation projects; creation of low maintenance areas; invasive species eradication efforts, etc.)
- b. Educational projects (benefiting your membership or the public)
- c. List of staff and members willing to be part of a Resource Advisory Group

##### *b. Chemical Use Reduction and Safety*

- Photographs of storage areas
- Records (controls implemented for disease, insects, weeds, etc.)

##### *c. Water Conservation*

- Water use discussion/records
- Water conservation methods

##### *d. Water Quality Management*

- Water feature information
- Water quality testing

##### *e. Outreach and Education\**

- Resource Advisory Group development
- Coordination of educational/outreach projects
- \*Outreach and Education is currently not an accepted certification category by DEP since it is not strictly related to water use. If your club wants to continue to apply for the remaining categories and become fully ACSP certified, it is at your own discretion.

#### **Categories 2 and 3:**

##### **Courses may choose two from the following options:**

##### *a. Wildlife and Habitat Management*

- Wildlife and/or Plant Inventory
- Photographs of diverse wildlife habitat throughout your course (forested, prairie, wetlands, waterways, etc.)
- Habitat Inventory Map
- Documentation of wildlife structure monitoring (i.e. nest boxes)

Becoming a certified ACSP club is attainable, albeit a significant effort. If you think your water withdrawal permit may change or will be subject to new mitigation conditions for which you need assistance, please contact Sarah Stearns at [sstearns@bealsandthomas.com](mailto:sstearns@bealsandthomas.com) or 508-366-0560.

# Five Irrigation Water Management Tips for the Golf Course Superintendent

By Trent Nelson, Aquatic Specialist and former Assistant Golf Course Superintendent

When the golf season moves in to full swing, it's important to address the irrigation needs of your course. Turf health is highly dependent on the irrigation source and delivery system. While there are a multitude of management techniques that dictate the amount of irrigation water needed, there are also a handful of strategies that can be used to benefit your turf and help ensure that your waterbodies remain healthy. Healthy lakes and ponds equate to superior, reliable and predictable irrigation water quality.

**Conducting an Audit** of your irrigation system may be the best place to start when developing techniques to maximize the efficiency of your irrigation water supply. This audit should include documenting and repairing any leaking or malfunctioning irrigation heads, checking and confirming the overall output of the system, and adjusting any site specific needs for dry or wet areas by reducing or increasing the application time of these areas. In addition to conducting an audit of your irrigation system, collecting samples of your water sources and testing the water quality can help uncover any underlying water chemistry problems or nutrient imbalances.

**Timely irrigation** can be one of the more overlooked techniques for proper irrigation application. Sometimes tournaments, golf outings, and other member play can interfere with proper and timely irrigation applications. However, by irrigating based on the plant's needs rather than other factors, you can often lower water use and have healthier turf.

**Accurate knowledge of lake** volumes allows the turf manager to determine precisely how much irrigation water is available at any given time. In a world where fresh water seems to be more and more valuable, it is critical to know how much water is available. Bathymetric studies of the lake are the best way to accurately determine the actual water volume of your irrigation lake. Installing a water level measurement device in the lake combined with the bathymetric data will provide water availability information during all climatic conditions. When combined with an audit of the output of your irrigation system, exact application amounts can be determined as well as the amount of water left in reserve for future applications.

**Nuisance algae and vegetation control** should be at the top of the list for anyone that has a waterbody on their property, especially if that waterbody supplies your irrigation pump house. Nuisance vegetation, if left unmanaged, can clog irrigation intake screens, damage pumps and valves, and ultimately make its way into the hundreds, or even thousands, of irrigation heads on a golf course. Clogged foot valves, rock screens, and nozzles reduce the overall output of the irrigation head, ultimately reducing the amount of water received by the turf. Continued cleaning of these heads can take valuable time away from other duties around the course and can often times be solved by proper treatment and prevention of nuisance algae and submersed aquatic vegetation.

Many times nutrient imbalances, specifically high nitrogen and phosphorus levels, can lead to these nuisance vegetation and algae problems. Submersed aeration combined with nutrient remediation strategies have shown to significantly reduce freely available nitrogen and phosphorus levels. This reduction can ultimately lead to lower growth rates of algae and aquatic weeds in nutrient rich waterbodies.

**Proper fertilizer and pesticide application** is one of those concepts drilled into turf manager's heads in school, during pesticide certification courses, and through real world experience as they learn and grow professionally. Proper fertilizer application allows the turf to perform optimally when growing conditions allow. Over-fertilization can require excess water for the turf to keep up with the available nutrients, yet under-irrigation may leave nutrients unavailable for the plant to uptake. With the price of fuel, labor and fertilizer, it is important to stay in the middle of the fertility scale. Pesticides, including herbicides, insecticides, and fungicides are vital in producing high quality turf. Once again, water plays a key role in the application of these pesticides. However, applying too much water over extended periods of time can lead to disease, requiring the application of a fungicide as well as increasing weed pressure such as sedge growth where water may collect.

The installation of beneficial buffers, beneficial shoreline plantings, and buffer management is one of the single most important things anyone with a waterbody can do. A maintained buffer of dense turf that extends 3-6 feet from the water's edge can greatly reduce nutrients from entering the water during and after heavy rain events. Maintained buffers also help to reduce sediment loss from erosion along the shoreline. Beneficial buffer plantings, or shoreline plantings such as pickerel weed, arrow arum, and or duck potato help to stabilize the shoreline, use available nutrients in the benthic region and attract wildlife to your pond's edge.

Overall, proper water management creates high quality turf and vice versa. While there are so many items that require the attention of the Golf Course Superintendent these days, finding the right balance must include optimization of the irrigation system and application techniques. If you find this balance, you will undoubtedly make your life and the turf you manage far better.

*Trent Nelson is an experienced Aquatic Specialist with SOLitude Lake Management, an environmental firm providing a full array of superior lake, pond, and fisheries management services and solutions. He can be reached through the website [www.solitudelakemanagement.com](http://www.solitudelakemanagement.com).*



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Amount of Check: \_\_\_\_\_ (Made payable to "GCSANE")

<b>Member Rates:</b>	<b>Monthly Rate</b>	<b>4 Times Per Yr. (Save 5%)</b>	<b>6 Times Per Yr. (Save 10%)</b>	<b>8 Times Per Yr. (Save 10%)</b>	<b>Annual Rate (Save 15%)</b>
<input type="checkbox"/> 1/4 page (vertical; 3.75" wide x 5" deep)	<input type="checkbox"/> \$ 90.00	<input type="checkbox"/> \$ 342.00	<input type="checkbox"/> \$ 486.00	<input type="checkbox"/> \$ 648.00	<input type="checkbox"/> \$ 918.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	<input type="checkbox"/> \$150.00	<input type="checkbox"/> \$ 570.00	<input type="checkbox"/> \$ 810.00	<input type="checkbox"/> \$1080.00	<input type="checkbox"/> \$1530.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	<input type="checkbox"/> \$200.00	<input type="checkbox"/> \$ 760.00	<input type="checkbox"/> \$1080.00	<input type="checkbox"/> \$1440.00	<input type="checkbox"/> \$2040.00
<b>Non-Member Rates:</b> *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)	<input type="checkbox"/> \$120.00	<input type="checkbox"/> \$456.00	<input type="checkbox"/> \$648.00	<input type="checkbox"/> \$ 864.00	<input type="checkbox"/> \$1224.00
<input type="checkbox"/> 1/2 page (horizontal; 7.5" wide x 5" deep)	<input type="checkbox"/> \$180.00	<input type="checkbox"/> \$684.00	<input type="checkbox"/> \$972.00	<input type="checkbox"/> \$1296.00	<input type="checkbox"/> \$1836.00
<input type="checkbox"/> Full Page (vertical; 7.5" wide x 10" deep)	<input type="checkbox"/> \$240.00	<input type="checkbox"/> \$912.00	<input type="checkbox"/> \$1296.00	<input type="checkbox"/> \$1728.00	<input type="checkbox"/> \$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:** Formats preferred are .GIF, JPG, and PDF. Full color is available with all ads. Please send ads to Don Hearn at the email address below.

**Send all Newsletter ads to:**  
Don Hearn, CGCS  
300 Arnold Palmer Blvd., Norton, MA 02766  
Email: donhearn@gcsane.org