



THE NEWSLETTER

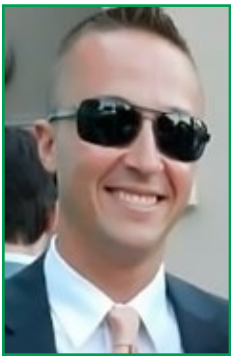
December 2018

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

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GCSANE Superintendent Profile *by Eric Richardson*

Colin Smethurst *Golf Course Superintendent – Hillview Golf Course North Reading, MA*



Tell us about yourself?

I grew up in Duxbury, Mass. I enjoy spending time with my family which includes my wife of seven years, Janine, our son Dominic, and Border Collie puppy, Jasmine. Now that my son is three, we hope to spend more time as a family on the ski slopes and playing golf. As a young man, I dreamed of working in sports and was fortunate to have two great experiences as an intern for the MLB Commissioner's Office and

the Cape Cod Baseball League.

How did you get into the turf industry?

What is your work history?

While attending college, I spent my summers on the staff at White Cliffs Country Club in Plymouth, Mass. under Lianne Larson. There, I discovered my true passion, and after graduating from Ithaca College, I set my sights on my new goal of becoming a Golf Course Superintendent. I became the 2nd Assistant Superintendent at White Cliffs after graduating from the UMass Winter School for Turf Managers. After one year at White Cliffs, I accepted a First Assistant Superintendent position at Bellevue Golf Club in Melrose, Mass. under Brian Skinner. I had six great years with Brian, but I felt that I needed a new challenge and wanted to give warm season turf a try. My wife was on board, and I was able to obtain an Assistant Superintendent position at Colonial Country Club in Fort Myers, Florida. Being under the Troon umbrella helped, my work had not gone unnoticed and after three years was promoted to Head Superintendent of the North Course at BallenIsles Country Club in Palm Beach Gardens, Florida. After a couple of years at BallenIsles, my wife and I realized that we wanted to move back home. Luckily, a great opportunity at a Human Resource firm in Charlestown, Mass. presented itself to my wife, and we decided to move back home. After moving back home without a job, I was fortunate to meet Steve Murphy of Golf Facilities Management Inc., and he offered me the Superintendent position at Hillview Golf Course.

How was the transition to Florida? What are some misconceptions and challenges about working with warm season grasses?

Florida is a different world in every aspect. The weather, people and turf were all so different. There is a misnomer that managing warm season turf is easier than managing cool season turf and I found that to be very far from the truth. The grind is constant, 365 days a year and you can lose a TifEagle Bermuda green just as easily as you can lose a Poa/Bentgrass green.

What kind of standards did the clubs in Florida expect?

At BallenIsles, membership standards were off the charts. The North Course had oppressive nematode counts during a period where no nematicides were available to purchase. The challenge was simple, keep grass on the putting surface while producing tournament green speeds every day. The political pressures were intense, but I found a way to manage their expectations successfully and provided high quality playing conditions every day.

What kind of challenges do you face at your current facility? What actions have you taken to overcome those challenges? What goals have you set for the future?

Coming from a club with a large budget, I had to accept that Hillview was a municipal course with the #1 priority of generating rounds and making a profit. With that in mind, I had to prioritize greens above all else and strip down my programs to the essentials. Over the last year, I have successfully implemented a new fertility program based on soil and water tests, audited the irrigation system, created detailed irrigation programs based on soil moisture readings, and developed a staff that has a singular vision for the property.

My goal is to continue to find ways to improve Hillview and take it to the next level. Continuing to improve the golf course will allow Hillview to better compete in a crowded golf marketplace.

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Profile Continued by Eric Richardson

What has surprised you the most about the turf industry?

The support from colleagues in our industry is truly unique. Everybody is rooting for each other and willing to help where they can.

Is there a story or message you would like to share?

Take some time from your busy schedule to stop and appreciate your efforts every so often and tell your staff that you appreciate them and what they do for you and the club.

We thank Colin for stepping up and participating. If you are interested in having your story in the newsletter, please contact Eric Richardson at erichardson@essexcc.org



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Thoughts From Your Executive Director *by Don Hearn*



The December meeting was held at the Warrior Ice Arena with lunch and education taking place at the Stockyard restaurant, which is a short walk from the arena. The Boston Bruins went through their practice drills and created a lot of excitement for those attending. During the meeting, Andy Ingham, representing Cushman, E-Z Go and the ownership of Five Star Golf Cars and Utility Vehicles, made a very generous donation to the Association. The funds for this donation were the result of the “Growing Greens Initiative” established to support regional GCSAA Chapter programs. For every new Cushman Hauler utility vehicle purchased a portion of the sale goes towards this initiative. The entire staff of Five Star Golf Cars and Utility Vehicles is committed to giving

back to the GCSA of New England for their members’ support of Cushman products. The check given was based on the number of new clubs within Andy’s territory that purchased Cushman Utility products in 2018. After a wonderful buffet dinner at the Stockyard, we listened to Steve Boksanski, a principal of BCB Government Relations and the liaison between the Green Industry Alliance (GIA), of which the GCSA of New England is a member, and the legislature. Steve reviewed current and future legislation and how various bills may have an impact on the way we maintain turfgrass and conduct day to day business. Special Thanks to Jeff Urquhart who collected, and those who donated, coats to the less fortunate

The article below was submitted by GCSA of New England member Ryan Green, CGCS at Crystal Lake Golf Club in Haverhill, MA.

At our NHGCSA annual meeting, we had Frank Rossi of Cornell speak and he gave us some ideas on managing maintenance area wash pad run off. There are a lot of courses in residential areas with neighbors that may be complaining about the pollution, odor and unsightly mess this creates. The reason I bring this up is because some courses are currently being faced with correcting this with a pre-manufactured self contained system which can cost anywhere from \$100,000 to \$300,000 depending on the scope of the project. This is not in the budget for the average facility. Here is a YouTube link to an inexpensive solution (\$5,000) created by a superintendent in Rochester NY.

Link: <https://m.youtube.com/watch?v=3C0TL3KeARg>



Rich Gagnon, superintendent at Meadow Brook Golf Club in Reading, MA is featured in the December 2018 issue of Golf Course Management magazine. Some know of Rich’s avocation – photography. And he’s good at it! To read about Rich and his travels in the world of photography, please click on this [link](#).



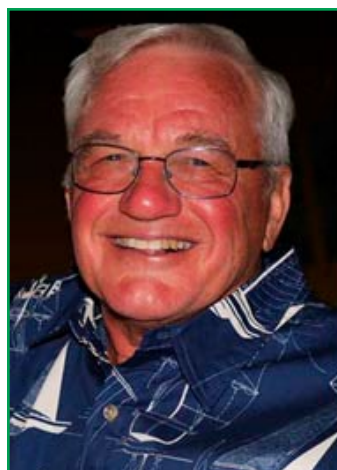
From the right: Brian Skinner, Alan Belden, Mike Higgins, Mike Bradshaw, Ron Bibeau, Donny D'Errico, Dave Johnson, Don Hearn

Last month we were the dinner guests of the officers and executive director of the New England PGA. We and the New England PGA alternately host this dinner of our respective officers and it's a nice way to get to know our counterparts in the New England PGA organization. This dinner provides the opportunity to listen to and share with them the challenges we have. While our areas of responsibility are different, ultimately our jobs come down to making golfers happy. Our methods to accomplish this are very different. By getting together to share our successes, explain what we do and why and when we do it helps increase the understanding needed to have both professions be winners. We look forward to hosting our friends next year. Representing the GCSA of New England were Dave Johnson, President; Donny D'Errico, Secretary/Treasurer; Brian Skinner, Director and Don Hearn, Executive Director. Representing the New England PGA were Ron Bibeau, President; Alan Belden, Vice President; Mike Bradshaw, Secretary; Mike Higgins, Executive Director.



From left: Richard Luff, President, NEGCOA; Ron Bibeau, President, NEPGA; Elaine Gebhardt, Executive Director, NEGCOA; Dave Johnson, President, GCSA of New England; Jesse Menachem, Executive Director/CEO, Mass Golf

The New England Golf Course Owners Association (NEGCOA) held their Annual Meeting at the Andover Country Club, November 14, 2018. Executive Director Elaine Gebhardt had a full house of active participants eager to learn more about the business of golf course ownership. In addition to the education program, election of officers and directors took place and the Course of the Year Award was presented to the leadership of Greathorse, located in Hampden, MA. Greathorse will now be in the running for the National Course of the Year award. The winner of this award will be announced at the National Golf Course Owners Association (NGCOA) Golf Business Conference in San Diego in February.



Ted Horton



Tom Tanto

Two people known to many in our area have been named recipients of GCSAA's Col. John Morley Distinguished Service Award. Ted Horton attended the Stockbridge School at UMass and has been a speaker at many educational seminars in the area, as well in other parts of the country. Among his many honors is being an honoree of the UMass Alumni Turf Group. Tom Tanto is the founder of Tanto Irrigation, an irrigation installation company considered one of the best in the country. Tanto's installations have been done at many courses in our area and across the globe. Please read the entire article about Ted and Tom and their impressive accomplishments [here](#).



HIS NAME WAS PAT

Matthew Wharton wonders if more can be done to help superintendents experiencing mental health struggles.

The year was 2004 and I walked to the San Diego Convention Center very early that morning because I wanted to find my room before others arrived. I was registered for a full-day seminar (we used to do that regularly back in those days) and was excited to be in California for the first time.

After locating my seminar room, I stepped out back of the convention center onto the large area overlooking the beautiful marina. The weather was perfect and the view stunning. There was one other guy out there taking it in and he said hello. His name was

Patrick Connell, CGCS, and he was the golf course superintendent of New Burn Country Club in New Burn, N.C.

A little while later we discovered we were in the same seminar and as the week of Conference and Show continued (it wasn't called the Golf Industry Show until 2005), we would continue to bump into one another.



Wharton

I recall Pat telling me about a former boss of his who explained each year at the Conference and Show there is this one guy you meet and the two of you always seem to continue crossing paths throughout the week. I guess in 2004 Pat was my guy and I was

his, as if fate was trying to encourage us to become friends.

At that time, I was superintendent of Swan Point Yacht & CC in Issue, Md. I didn't relocate to Charlotte, N.C., until May 2005 and it wasn't until November 2006 that I attended my first Carolinas GCSA Conference & Show in Myrtle Beach, S.C. I think I continued to see and reunite with Pat at both GIS in Orlando 2005 and Atlanta 2006, but in November 2006 I definitely remember seeing and reconnecting with Pat. I was now the superintendent of Carolina Golf Club and a member of the same GCSAA chapter. As the years went by, we would always make time to sit together during the general education sessions and catch up with one another in Myrtle Beach. I always looked forward to seeing Pat.

In time, I became involved with my local association in the greater Charlotte area, the North-South Turfgrass Association and served on its board of directors from 2009-13, including President in 2013. Even though Pat was across the state and member of a different local

association, we would talk several times throughout the year. Mainly it was because we both managed bentgrass putting greens and it was always therapeutic to share the experiences of summer, but Pat would also routinely express his thoughts and ideas about the chapter as if he knew someday I would serve on the board.

(Side note: I was elected to the Board of Directors of the Carolinas GCSA in November 2014 and was elected President for 2019 at last month's Conference and Show.)

I'm embarrassed to admit I didn't pay close enough attention then to all the signals that were right there at the time. When I look back on my relationship with Pat and our times together, he generally seemed unhappy. He complained a great deal about his club, board, committee, GM, etc. It was a struggle in Pat's eyes to produce the level of conditioning New Burn CC desired and he desired to produce with the resources and support he was provided. Obviously, I was someone Pat felt comfortable venting those frustrations to and I recall one phone conversation where he expressed more should be done and provided by the association.

At the time, I wasn't entirely sure what he meant, but I think Pat's work-related struggles were an ever-increasing stress on him mentally and physically. I think Pat was asking for mental health assistance from either the chapter or GCSAA long before mental health became a "hot topic" on social media like present day.

Which is why I'm writing this. I missed the early signs Pat was sharing with me in those days, but the reality is this

“Older generations were viewed as tough guys because they didn’t show their feelings and they tended to keep things bottled up, at least until they had consumed enough from a bottle to release those frustrations in other ways.”

wonderful job we all love and enjoy can be stressful. Older generations were viewed as tough guys because they didn’t show their feelings and they tended to keep things bottled up, at least until they had consumed enough from a bottle to release those frustrations in other ways.

This past year I saw many different posts on social media encouraging men, and women to talk about their mental health. I’ve been an International Member of the British and International Golf Greenkeepers Association since 2010 and BIGGA is definitely making a conscious effort to provide educational content to their members to help raise awareness and provide outlets for relief. I have served on the GCSAA Conference Education Task Group for the past three consecutive years and during our meeting in Lawrence, Kan., earlier this year to select the educational offerings at next year’s GIS, I mentioned how BIGGA has made the topic of mental health a priority and suggested GCSAA do likewise.

Back to Pat. He eventually resigned from New Burn CC and left the business. I’ve always thought somehow the business failed him. Pat was

a darn good superintendent, but the stress overwhelmed him to the point he elected to walk away from a career he worked hard to achieve. I’m embarrassed to admit when I lost my phone in 2014 and all my contacts, I lost touch with Pat. Through the years, I’ve managed to rebuild an extensive network of contacts, but Pat still eludes me. Earlier this year when the idea for this article first struck me, I managed to track down a number on file with Carolinas GCSA, but messages left at that number were never returned.

If you or someone you know sounds like Pat, encourage them to talk about their struggles and listen to them more closely than I ever did to Pat. And Pat, if you’re out there somewhere, please know I’m sorry I didn’t do enough to help you when you needed it the most. The golf course superintendent fraternity lost a good one when Pat left the business. I sincerely hope in 2019 the brotherhood and sisterhood bands together to take better care of ourselves and one another. **GCI**

Matthew Wharton, CGCS, MG, is the superintendent at Carolina Golf Club in Charlotte, N.C.

ARE YOU DOING A GOOD JOB AT KEEPING THAT “LIFE BALANCE?”

Greg Cormier puts a different label on a topic confounding numerous superintendents.

I recently had a conversation with one of my mentors who said, “I don’t know why it has to be a work-life balance. Isn’t work part of your life?” We hear that term so much in our industry and I am sure you have heard one or more of the following from various people speaking or writing to superintendents:



Cormier

- Make sure you keep a good work-life balance.
- I’m changing jobs for more of a work-life balance.
- I could never work the hours you do because I like having more of a work-life balance.
- I can’t believe you work seven days a week. I could never do that.
- You are going to miss your kids growing up. You really should find a better work-life balance.

Maybe it’s better to say that because work is part of your life, it doesn’t have to be one or the other, just simply “life balance.” Think of it like eating a balanced diet to stay physically healthy; you can and should lead a balanced life to keep you mentally healthy.

We all know people who dread Monday mornings and can’t wait until Friday evening because their entire life is spent not liking their job. As a superintendent, driving to work you hear someone on the radio counting how many days are left until the big three-day holiday weekend. You

think, “I’ll be working all three days, because it’s one of my course’s most important tournaments of the year.” As we all know, a career in golf course management is a lifestyle, not a job.

The old saying if you find a job that you love, you will never work a day in your life comes into play here. One of the greatest things about being the head superintendent at a golf course is that you usually have the ability to make decisions all day, every day to either positively or negatively impact the golf course, your career and your quality of life. In other words, you are in control of your life and how much time you allocate to each activity that you do.

The best superintendents work very hard at getting the right team of people in place. Depending on others allows you to share the workload when you chose to be away from the golf course. If you try to do it all yourself and call every shot at work, at home or in other groups you are a part of, life becomes too stressful and overwhelming. Some superintendents may not have the budget or resources to build a team of more than two or three people. In this case, they better be two or three really good people. If not, you need to help the management and/or ownership understand why they need to invest in quality people instead of doing it all yourself, getting burned out and then becoming unhappy. In that case, if your boss expects you to do it alone, maybe it’s time to work for a different facility.

I think what people mean when they say work-life balance is that you never want to focus so much on one aspect of

your life that you miss something else. It’s similar on the golf course. If you only focus on having great greens, you might suddenly realize the tees have very little grass on them – and then you are rushing to repair them.

Here are three examples you could try to implement to improve your life balance. Some may fit your situation, others may not:

1. Find a “career assistant.” Mentor someone and help them gain the knowledge and skill to become a great assistant superintendent. The days of requiring a turf degree and past golf course experience are over. Find a great person who is willing to learn and achieve these things with your help. (Take a close look at your existing crew to see if he or she is already there.) Maybe they can become a “permanent” assistant superintendent to help balance out your workload. Not everyone wants to be a head superintendent, especially if you can pay them a fair salary they can live on. You can still have other team members that come and go every three to five years if you want to. It’s great to mentor people and see them move up and on, but maybe one of them could stay for a while and help you. This person should be able to fill in for you when you are not there.

2. Become a better leader. Recognize that the more your staff knows, the more they can help you and you can rely on them. You don’t have to show them you are the boss by being the one who makes all

decisions. If your staff knows how to make some of these decisions on their own, and you encourage them to do so, you won’t feel like you need to be everywhere at once. This may even allow you to put down your radio and phone while you are trying to type that important email or work on your budget. They know you are the boss. Share responsibilities. It helps others grow and gives you more time.

3. Utilize technology to become more efficient. There are so many tools available now to improve efficiency in the workplace. If you can communicate with staff, share information and access information faster using these tools, then why not do it? It can be scary to change your tried and true methods, but those who are utilizing technology are making their jobs easier and saving themselves time. From irrigation management to fleet maintenance records, agronomic planning tools, digital job boards, social media

to communicate with golfers, there are numerous ways to become more efficient.

The bottom line is find a job that you are passionate about and balance your life. Rely on your team to support you when you leave the course to attend an important event for your kid, a grandparent’s milestone birthday, backyard BBQ or a family weekend getaway. It’s about quality time spent with family, not quantity. If you force yourself to take a certain day off for “family time,” but you are either sleeping on the couch or feeling like you should have been at work, then it isn’t time well spent. Don’t be ashamed if you went in for a few hours and then spent quality time the rest of the day with family or friends.

Remember, the key to finding that “life balance” isn’t necessarily cutting back to 40 hours a week or taking all weekends off. It’s about being happy and being in control of your life and your schedule so that you can allocate your time as needed. **GCI**

Greg Cormier, CGCS, is a former golf course superintendent who works for Massachusetts-based Tom Irwin, Inc. He’s the GCSA of New England’s newsletter editor.



How To Explain Your Firing *by Don Hearn*

I came across an article written by [Alison Doyle](#) that offered some tips on how to handle a situation that can be an extremely uncomfortable experience. I've edited some text to make it more relevant to our industry. Please keep in mind that many people go through this. You're not alone.

How do you explain you were fired to friends, professional contacts, colleagues, and prospective employers? It's not an easy task. In fact, responding to questions about the circumstances surrounding a termination can be a serious challenge.

For most of us, emotions run high in that situation, and there can be a temptation to vent those feelings. However, acting on this impulse can be damaging to your reputation and sabotage your efforts to restart your career.

The Best Way to Explain That You Were Fired

When you're talking about your experience of being fired, it's important to be aware of who you're talking to. Sharing your reaction with a small inner circle of close friends, confidants, or a counselor can be an important and necessary step as you recover emotionally from a termination.

You should limit that group to just a few individuals who have

an unshakable, high regard for your abilities and who you trust, absolutely, to keep your feelings confidential. When discussing your firing beyond that inner circle of special people, try your best to carefully gauge what you say about the incident.

For example, when you're talking to someone who you don't consider to be a close, trusted friend, you should be mindful of what role he or she might play in your job search. Job leads can emerge from the most unexpected people and places, so when you discuss your firing, frame the situation to minimize any negative perceptions about your ability to perform on future jobs or your ability to connect with coworkers.

Options for Discussing a Firing

1. The Job Wasn't a Good Fit

While you're trying to figure out what to say, start by reflecting on your termination and determining if it would be a good move to redirect your career based on your firing. One of the easiest ways to explain a firing is to characterize the past job as a less than ideal fit for your interests and personal abilities.

This explanation works best if you have decided to pursue a significantly different role. The key is to differentiate your current career goals from the failed job experience.



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2. You Needed to Work on Your Skill Set

What should you say if you're sticking to the same career path? If you were fired due to a personal limitation and have taken steps to upgrade your skill set, then you can share a story about how you have addressed any weaknesses in your abilities. For example, perhaps particular presentation skills were essential for success in your past job, and you have since taken a workshop to enhance your proficiency.

3. The Company Wasn't a Good Fit

Another angle is to explain your termination as the result of a poor fit with the course, club or company. Again, this will play better if you can describe a different employer, industry affiliation or organizational culture that you are now targeting.

For example, if you were in a conservative industry like golf and your efforts to introduce change were not well received, then you might mention your focus on how your strengths match up with the new type of environment you're seeking, rather than how you didn't fit into a past role.

4. It Wasn't Your Fault

In some cases, a termination can be explained by unavoidable factors such as budget cuts. Even if the termination was the result of a situation beyond your control, be ready to convey evidence of your personal success in the role and to provide a clear explanation of why you lost your job.

Don't Be Negative

Regardless of your reasoning, it's perhaps most important to avoid criticizing past management or colleagues. If you talk badly about your situation, you might seem like a pessimist with a poor attitude. This can lead to questions about your ability to develop positive working relationships.

Also, keep in mind that you never know what information might get back to your employer. Even if you left under bad terms, you don't want to fuel the fire. Of course, you can convey your disappointment in losing a job, but avoid speaking negatively about the situation. While it's important to be genuine, try to seem as neutral, and as positive, as you can.

Keep It Short and Sweet

Overall, you should try to be as brief as possible when explaining your firing with networking contacts or employers:

- Don't dwell too much on the negative.
- Shift the focus to more positive topics such as your excitement about the new skills you've learned since your termination or your new job interests.
- Practice your delivery prior to meetings and interviews, so you can tighten your story and stay on script.

Have a Conversation

Even though it's easier to send a quick email or social message, it's better to have a conversation. Either in-person or on the phone works best – especially if you're spinning the terms of your departure. You shouldn't put anything in writing that isn't 100 percent accurate. You also don't want to share the hard feelings about getting fired that you have at the moment, which may be tempered once some time passes.

How to Handle Interview Questions

You may need to know how to answer questions about how your job ended. Review these tips for answering [interview questions about termination](#), so that you can frame your departure as positively as possible.

The logo for Atlantic golf & turf features the word "Atlantic" in a large, bold, green serif font. To the left of the "A" is a small graphic of three blades of grass. Below "Atlantic", the words "golf & turf" are written in a smaller, green, cursive script font.

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The Newsletter

EPA and Army Propose New “Waters of the United States” Definition

12/11/2018 Contact Information: EPA Press Office (press@epa.gov)

WASHINGTON — Today, the U.S. Environmental Protection Agency (EPA) and the Department of the Army (Army) are proposing a clear, understandable, and implementable definition of “waters of the United States” that clarifies federal authority under the Clean Water Act. Unlike the Obama administration’s 2015 definition of “waters of the United States,” today’s proposal contains a straightforward definition that would result in significant cost savings, protect the nation’s navigable waters, help sustain economic growth, and reduce barriers to business development.

“Our proposal would replace the Obama EPA’s 2015 definition with one that respects the limits of the Clean Water Act and provides states and landowners the certainty they need to manage their natural resources and grow local economies,” said EPA Acting Administrator Andrew Wheeler.

“For the first time, we are clearly defining the difference between federally protected waterways and state protected waterways. Our simpler and clearer definition would help landowners understand whether a project on their property will require a federal permit or not, without spending thousands of dollars on engineering and legal professionals.”

The agencies’ proposal is the second step in a two-step process to review and revise the definition of “waters of the United States” consistent with President Trump’s February 2017 Executive Order entitled “Restoring the Rule of Law, Federalism, and Economic Growth by Reviewing the ‘Waters of the United States’ Rule.” The Executive Order states that it is in the national interest to ensure that the nation’s navigable waters are kept free from pollution, while at the same time promoting economic growth, minimizing regulatory uncertainty, and showing due regard for the roles of Congress and the states under the Constitution.

“EPA and the Army together propose this new definition that provides a clear and predictable approach to regulating ‘waters of the United States.’ We focused on developing an implementable definition that balances local and national interests under the Clean Water Act,” said R.D. James, Assistant Secretary of the Army for Civil Works. “I have heard from a wide range of stakeholders on Clean Water Act implementation challenges. This proposed definition provides a common-sense approach to managing our nation’s waters.”

The agencies’ proposed rule would provide clarity, predictability and consistency so that the regulated community can easily understand where the Clean Water Act applies— and where it does not. Under the agencies’ proposal, traditional navigable waters, tributaries to those waters, certain ditches, certain lakes and ponds, impoundments of jurisdictional waters, and wetlands

adjacent to jurisdictional waters would be federally regulated. It also details what are not “waters of the United States,” such as features that only contain water during or in response to rainfall (e.g., ephemeral features); groundwater; many ditches, including most roadside or farm ditches; prior converted cropland; storm-water control features; and waste treatment systems.

The agencies believe this proposed definition appropriately identifies waters that should be subject to regulation under the Clean Water Act while respecting the role of states and tribes in managing their own land and water resources. States and many tribes have existing regulations that apply to waters within their borders, whether or not they are considered “waters of the United States.” The agencies’ proposal gives states and tribes more flexibility in determining how best to manage their land and water resources while protecting the nation’s navigable waters as intended by Congress when it enacted the Clean Water Act.

Robust, publicly accessible data is also a key component of common-sense, cost-effective environmental protection. In response to requests from some states, EPA and the Army are exploring ways the agencies can work with our federal, state, and tribal partners to develop a data or mapping system that could provide a clearer understanding of the presence or absence of jurisdictional waters.

The agencies invited written pre-proposal recommendations and received more than 6,000 recommendations that the agencies have considered in developing this proposal. The agencies listened to those directly affected by the regulations, and this proposal balances the input the agencies received from a wide range of stakeholders.

The agencies will take comment on the proposal for 60 days after publication in the Federal Register. EPA and the Army will also hold an informational webcast on January 10, 2019, and will host a listening session on the proposed rule in Kansas City, KS, on January 23, 2019.

More information including a pre-publication version of the Federal Register notice, the supporting analyses and fact sheets are available at: <https://www.epa.gov/wotus-rule>. **Contact Us** to ask a question, provide feedback, or report a problem.



Press Release December 5, 2018 For more information, contact: Bob Ruzsala, President Alumni Turf Group, hrc40@aol.com

University of Massachusetts Alumni Honor Stephen Rabideau at Winged Foot Golf Club

On September 4, 2018 the Winged Foot Golf Club in Mamaroneck, NY played host to the fourteenth annual Joseph Troll Turf Classic where Stephen Rabideau, CGCS was honored by the Alumni Turf Group [ATG].

Rabideau was introduced to turf as a career and a college major at the now closed Petersham Golf Club in Massachusetts. He then interned at Farm Neck Golf Club on Martha's Vineyard. Next came a stint at Seawane, a Devereux Emmet designed club in the Five Towns area of greater New York City, then Hamlet Golf and Country Club, and then one final stop before Winged Foot: a decade-long tenure at Wheatley Hills, another Devereux Emmet design.

"The Alumni Turf Group is very happy to have Steve Rabideau as our honoree for the 14th annual Dr. Joseph Troll Classic Fund Raiser. The yearly award goes to a turf grass professional who demonstrates exceptional leadership and professionalism, and who is a friend and or graduate of the Stockbridge/UMASS turf program. He has given back so much to the turf program at UMASS by being a mentor and educator to many. I am happy to say that knowing Steve for many years and seeing his career unfold truly makes all of us UMASS turf alumni very proud," said ATG President Robert Ruzsala.

"Steve is not only a great golf course superintendent, he is a great leader. It is exciting to see a UMass alum preparing Winged Foot for the 2020 US Open where he will showcase his masterful artwork to the world. All of the UMASS turf family and friends congratulate Steve, are proud of all his accomplishments, and wish him well in the future!"

The annual golf tournament rotates locations throughout the northeast, to keep as many alumni connected to the event as possible. It also serves as the main fundraiser to support turf research at the University. ATG has raised \$1.5 million dollars to date, with distributions going to fund an endowment (now worth over \$300,000), the turf research center, equipment, and turf research at the University of Massachusetts.

Sponsorship Chairman Jonathan Heywood stated that sponsorships were the key to the success of the tournament. "The Alumni Turf Group would like to express its deepest appreciation to Tom Irwin, Inc. for their unparalleled support in being our Premier Sponsor for 14 years and running. The relationship between Tom Irwin, Inc. and Dr. Joseph Troll runs deep. Jack Peterson was the previous owner and the (late) father of Chris Peterson, President of Tom Irwin, Inc. Both had a great relationship with Dr. Troll. This mutual respect and friendship continue to be honored today as we continue to grow the turfgrass program at University of Massachusetts Amherst and Stockbridge School of Agriculture."

Dave Pease, ATG's Executive Director, stated "This year's event raised over \$83,000. This will add to ATG's support for UMass that has provided tangible impacts such as direct funding for research, facility equipment, and research staffing."

ATG was formed in 2005 and is a 501c3 organization of turf professionals who are graduates of Stockbridge School of Agriculture and University of Massachusetts. Through fund-raising, ATG hopes to further research and education, promote UMass alumni in the turf management profession, and instill pride and commitment in the turf programs at the University of Massachusetts.

Entry forms, additional information for this event, membership applications, and ATG information are available online at www.alumniturfgroup.com.



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- 7:30 a.m. Registration – Coffee and Danish
Booths will be open
- 8:25 – 8:30 **Marc Weston, CGCS**
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Welcome
- 8:30 – 9:30 **Doug Soldat, Ph.D.**
Dept. of Soil Science
UW-Madison
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- 9:30 – 10:00 Break – Booths Open
Election – Class C Representative to the Board
- 10:00 – 11:00 **John Inguagiato, Ph.D.**
Assistant Professor Turf Pathology
University of Connecticut
“BMP Project Update”
- 11:00 – 12:00 **Doug Soldat, Ph.D.**
Dept. of Soil Science
UW-Madison
“Iron: The Most Interesting Nutrient in the World”
- 12:00 – 1:00 Booths Open/Lunch
- 1:00 – 1:20 **Scott Ramsay, CGCS**
The Course at Yale
Michael Lee,
Manager of Governmental Affairs
GCSAA
“Update on Grassroots Management and Advocacy”
- 1:20 – 2:50 **Tim Moraghan,**
Principal
ASPIRE Golf Consulting
“Tournament Preparation”
- 2:50 – 3:00 Break – Booths Open
- 3:00 – 4:00 **Frank Wong, Ph.D.; et al**
Senior Regulatory Affairs Consultant
Bayer U.S.
“Question and Answer for Presenters”
- 4:00 – 4:15 Closing Remarks
Distribution of credits: DEEP 3A/3B - 5.5, GCSAA & NY DEC credits have been applied for.

Pre-registration deadline

January 2, 2019 - \$100.00

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We wish **Keith Tortorella** good luck going forward after his recent surgery.

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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