



NTA Officers and Directors Elected for 1991-92

Tom M. Wolff, superintendent at Sahalee Country Club in Redmond, Washington, was installed as the 1991-92 president of the Northwest Turfgrass Association during the recently concluded 45th Northwest Turfgrass Conference and Exhibition. Tom was elected to the board as a director in 1989. During the 1990-91 association year, he served as vice president and chaired the NTA Research and Scholarship Fund committee. Other officers installed to serve for the year are **Rebecca R. Michels**, an owner of Messmer's Landscaping Service, Inc. in Kent, Washington, who will serve as vice president, and **William B. Griffith**, superintendent at Veterans Memorial Golf Course in Walla Walla, Washington, will wear two hats—treasurer and past president.

Freshman directors elected to serve three year terms on the board will be **Donald A. Clemans**, senior technical representative with O.M. Scott & Sons working out of Sisters, Oregon, and **Tim R. Werner**, grounds supervisor at Whitman College in Walla Walla, Washington.

Carry-over directors for the year include: **Alan L. Nielsen**, superintendent at Royal Oaks Country Club in Vancouver, Washington; **David P. Jacobsen**, president of Farwest Turf & Industrial Equipment in Portland, Oregon; **Jon C. Hooper**, grounds manager at the University of Washington in Seattle, Washington; **Larry L. Farwell**, superintendent at Wenatchee Golf and Country Club in E. Wenatchee, Washington.

In addition to the elected members of the board, **Roy L. Goss** serves as a non-voting director emeritus and **Blair Patrick** serves as the non-voting executive director.

1991 Northwest Turfgrass Conference Attendance Sets A Record

This year's 45th Annual Northwest Turfgrass Conference and Exhibition held at the Coeur d'Alene Resort and Conference Center in Coeur d'Alene, Idaho, September 16 - 19, 1991 was rated a booming success by the largest number of participants at any conference in the history of NTA conferences. Everything—including the professional development program, the exhibit and reception, the golf tournament, the turfgrass facilities tour, the silver mountain tour, the lake cruise, the conference center and all the other activities—received high marks by the conference participants. Everyone seemed to get a lot out of the conference.

The professional development program, with over 25 presentations, covered a wide range of timely turf industry related topics. Presenters from throughout the nation served to maintain the usual excellent quality of information available at the annual conferences. A **Conference Proceedings** will be published this fall incorporating all of the presentations made at the conference. A copy of the conference proceedings will be provided to all NTA members as a member service.

This was the second year for the combined **table-top exhibition/kick-off reception** and, once again, it was very well received. Lots to eat, lots of drawing prizes, great socializing all combined to make this event a great success with well over 350 participants there all evening. Many thanks go to the exhibitors for their drawing prize donations.

The 128 golfers, a superbly organized tournament, beautiful weather and a setting out of this world all contributed to a great golf tournament. The Coeur d'Alene Golf Course staff and our own Larry Farwell all deserve a big round of applause. It was great.

Wrapping up the 1991 conference, out-going NTA President William Griffith, urged everyone to plan on attending next year's 46th Northwest Turfgrass Conference and Exhibition scheduled to be held at the Sunriver Lodge and Resort in Sunriver Oregon September 21-24, 1992.

Conference Golf Tournament Winners

This year's conference golf tournament consisted of a 128 player field and everyone had a great time. The floating green was a highlight of the event and became quite a challenge for many. The lake got its share of balls during the day but no one seemed to mind seriously.

The 1991 NTA Golf Tournament winners were as follows:

Championship Flight (0-9)		
1st Gross	Jeff Thomas	68
2nd Gross	John Alexander	69
1st Net	Bob Erickson	64
2nd Net	Steve Houghton	67
1st Flight (10-15)		
1st Gross	Wayne Van Matre	72
2nd Gross	William Fulton	77

President's Corner

1991/92 NTA Committees - The Northwest Turfgrass Association Board of Directors has the responsibility to guide and direct the association through 1992 and future years. We as a group, however, do not work independently. In addition to the valuable comments and suggestions of the members, there are many active committees involved in the operation of our association and I would like to take this opportunity to briefly explain the objectives of just three of them.

Education Program Committee - This committee, chaired by Don Clemans (Sr. Technical Representative, O.M. Scott & Sons), is currently formulating the **46th Northwest Turfgrass Conference** education program to be offered at Sunriver in September of 1992. This committee is one of the most challenging and yet most rewarding committees that we have. The selection of topics and speakers has already begun and the program will be pretty much in place by mid February. Should you have any thoughts on topics, speakers, scheduling or any other program content, now is the perfect time to contact Don or the NTA office to share your thoughts. Don can be reached at (503) 549-3933.

Northwest Turfgrass Conference Golf Tournament Committee - Of all the NTA committees, this one usually generates the most discussion—particularly during and after the tournament. David Jacobsen (President, Farwest Equipment Company) and "Chief" Norn Whitworth (Owner, Norm Whitworth, LTD) will co-chair this committee. Knowing both of these individuals, as most of us do, I am sure you would agree that the conference tournament at the Sunriver course is sure to be a memorable experience.

Long Range Planning Committee - Co-chaired by the very able Larry Farwell (Wenatchee Golf and Country Club) and Alan Nielsen (Royal Oaks Country Club), this committee will be looking at options for the improvement of our current newsletter, **TURF TOPICS**. There are many exciting options available to us; however, each one must be considered carefully and a sound plan developed before we attempt any changes.

This committee is also responsible for developing improve methods of funding research and scholarships sponsored by the association. Our research grants for each of the last several years has been in the area of \$30,000. When divided up among several projects, I frankly question if it's enough to get much results. We should be generating a minimum of \$100,000 for research annually.

If that is not enough, this committee has also been charged with reviewing our bylaws and directing the development of a strategic plan for the association.

Golf Course Mechanics Survey

Steve Closs, (503) 288-3471, has been conducting a survey of golf course mechanics to determine whether or not there is enough interest out there to form an association of golf course mechanics. Steve hopes such an association may lead to some type of certification program, greater recognition and improved wages and benefits for mechanics in the industry. I support his efforts and urge everyone to complete and return the survey.

WSU Field Day in Pullman

October 9, 1991 was the WSU Field Day in Pullman. This well-attended event gave those in attendance the opportunity to get a first hand look at current on-going research, to tour a new shop and enjoy refreshments provided by Golf Course Superintendent Steve Poole.

Have a long a peaceful winter.

Tom Wolff, President

Conference Golf Tournament Winners

Continued from page 1

1st Net	Chris Becker	66
2nd Net	Barry Galde	66
2nd Flight (16-23)		
1st Gross	Jim Medler	77
2nd Gross	Bruce Christensen	84
3rd Flight (24 & Up)		
1st Net	Alan Nielsen	65
2nd Net	Craig Sampson	67
3rd Flight (Calloway)		
1st Gross	Rick Styer	77
1st Net	Melanie Larson	72

The 1991 NTA Golf Tournament "closest to the pin" winners were as follows:

Hole 3 Sponsor - FARWEST EQUIPMENT & SUPPLY

Championship Flight	Mark Wilhite (7'3")
1st Flight	Wayne Van Matre (4'7")
2nd Flight	Craig Sampson (11'5")
3rd Flight	Gordon Kiyokawa (20'5")

Hole 5 Sponsor - THE CHAS. H. LILLY COMPANY

Championship Flight	Ken Degerman (2'5")
1st Flight	Mark Dalton (8'3")
2nd Flight	Curt Chandler (10'8")
3rd Flight	Trudy Vandehey (10'1")

Hole 6 Sponsor - O. M. SCOTT & SONS

Championship Flight	Dan Kukla (3'2.5")
1st Flight	Norm Whitworth (1'6.5")
2nd Flight	Craig Sampson (10'3")
3rd Flight	Rick Styer (5'8.5")

Hole 12 Sponsor - WOLFKILL - PAR EX

Championship Flight	Don Snipes (11'6")
1st Flight	Randy White (4'4")
2nd Flight	Ken Urquhart (9'2")
3rd Flight	Gordon Kiyokawa (7'4.5")

Hole 14 Sponsor - WESTERN EQUIPMENT DISTRIBUTORS

Championship Flight	Jerry Troy (10'1")
1st Flight	John Orr (3'4")
2nd Flight	Ed Phelps (9')
3rd Flight	Rick Styer (5'9")

1991 Northwest Turfgrass Conference Supplier Supporters

The NTA again wants to express sincere thanks and appreciation to the valuable contribution and important support the turf care industry suppliers demonstrated at this year's conference. With their support in the form of exhibit participation, golf tournament prize sponsorship and exhibition prize drawing donations, we are able to put more funds into the NTA Research and Scholarship Fund. Members are urged to remember these suppliers with a big thanks and in a more pragmatic way when the opportunity arises. Your support is appreciated –

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Jacklin Seed Company
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PBI Gordon Corporation
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Ringer Corporation
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Superior Turf Equipment
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Western Turf Management Magazine
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Wolfkill Feed & Fertilizer-Par Ex

1992 Northwest Turfgrass Conference and Exhibition Scheduled for Sunriver

The Board of Directors of the Northwest Turfgrass Association extends a cordial invitation to the members of the association, along with their colleagues, employees, spouses, friends and others interested in the turfgrass industry in the Pacific Northwest to attend and participate in the 1992 46th NORTHWEST TURFGRASS CONFERENCE AND EXHIBITION scheduled for September 21-24, 1992 in Sunriver, Oregon at the Sunriver Lodge Resort and conference center.

Research information, education, equipment displays and demonstrations, the annual turfgrass men's and women's golf tournaments and a turfgrass facilities tour will highlight the Conference and Exhibition. Also on the schedule of events are the annual business meeting of the NTA members; an excellent program for spouses and friends; and a number of social activities designed for everyone.

1992 Annual Membership Dues

The NTA is a non-profit corporation founded in 1948 to help all people interested in turf grass culture. The association membership has grown over the years to over 400 people involved in turf facilities development and maintenance at schools, parks, golf courses, cemeteries, sports fields, commercial sites, and home lawns. In addition, lawns spray services, landscape architects, landscape contractors and designers, and equipment and chemical suppliers all participate as members in the organization. Through its many activities, the NTA has benefited all of these people by helping them learn more about their profession. Its annual conference and publications program provide timely and pertinent information specifically aimed at turf culture needs in the Pacific Northwest. In recent years, its focus has broadened to include landscape maintenance in addition to turf culture.

The NTA is directed by its membership through a board of directors. Board representation encompasses all fields and geographic areas throughout the Pacific Northwest. Board members are elected at the general membership meeting of the annual conference, and serve three year terms. Active participation by members is encouraged so that the organization will reflect their needs and wants.

The NTA offers an opportunity to participate shoulder to shoulder with other leading turf professionals in the

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NOW! Scott has the answer to minor element deficiencies in turf

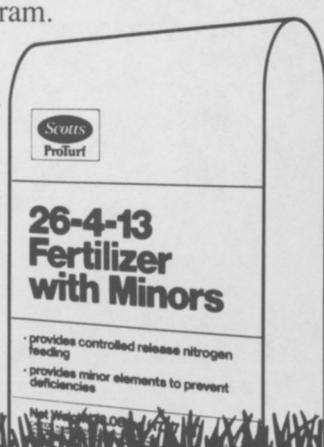
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Don Clemans
(503) 549-3933

Mark Jones
(509) 255-6033

Rick Styer
(206) 859-6610



Membership Dues

Continued from page 3

Pacific Northwest. Members get:

1. An opportunity to attend the annual conference to listen to outstanding researchers and practitioners and then discuss their findings face to face.

2. A copy of the annual conference Proceedings. This publication typically runs 100 to 150 pages and contains approximately 25 different topics as presented by top researchers throughout the Pacific Northwest and the United States. Many of the talks are practically oriented and provide information to take home and apply.

3. An opportunity to exchange ideas and experiences with other turf colleagues in the Pacific Northwest.

4. A first hand look at new equipment and products as displayed at the conference by suppliers from throughout the region and the United States.

5. A quarterly publication, Turfgrass Topics, filled with timely information on turf care and other items of interest in our industry. Turfgrass Topics also includes advertising by the supplier with whom you want to do business on a regular basis.

6. An annual Directory including a listing of association members along with valuable industry data.

7. A handsome annual Certificate of Membership.

8. An active group of elected and appointed colleagues looking out for your interests and those of the industry.

9. An opportunity to support and promote industry-related research.

Annual dues statements for 1992 were mailed earlier this month. The dues are as follows; \$75.00 for Active

Members (any individual, firm, corporation, jurisdiction or institution engaged in the turfgrass industry or in the development or application of turfgrass industry technology); \$15.00 for Student Members (any person enrolled in a university, college, community college or vocational school, turfgrass or related industry program of studies); and, \$25.00 for Subscriber Members (any person employed and sponsored by an active member).

There has been confusion on occasion in the past with the fact that the Active Member dues rate (\$75.00) is the same as the annual conference registration rate (\$75.00) is the same as the annual conference registration rate (\$75.00). Even though the rates are the same, that is the only similarity. They are both independent charges and one \$75.00 payment does not cover both items.

Brauen Gets Morrison Award

Turf scientist Stanton Brauen was presented the 1991 Kenneth J. Morrison Award in Agronomy and Soil Sciences by Washington State University, for outstanding contributions to Washington Agriculture.

Washington State Farm Bureau President, Darrell Turner, worked in extension with Brauen. "In my opinion, there can be no more worthy candidate for the Kenneth Morrison Award than Dr. Brauen," Turner said. "He is a very dedicated scientist. Farm operators respect his knowledge; he has a farm background and they knew he

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didn't come from an ivory tower. He's the kind of knowledgeable person we need at the university," Turner said.

Brauen started with WSU Cooperative Extension at the Puyallup Research and Extension Center in 1967. He has evaluated turfgrass varieties that use less water and, with agronomist Roy Goss, developed a superior bentgrass for golf courses.

Brauen helped improve and protect water quality through his work to establish soil-holding stands of vegetation along roadways and with slow-release nitrogen fertilizers. He has contributed to the production of a wide array of crops from alfalfa to corn to wheat.

The Kenneth J. Morrison Award was established in 1987 in honor of a long-time WSU agronomist.

Research Grant Proposals For '92 Requested

The Northwest Turfgrass Association (NTA) is now accepting proposals for research grants for 1992.

Research proposals should be submitted to: NTA, P.O. Box 1367, Olympia, WA 98507.

Proposals are to be presented in a specific format available from the NTA office (also see insert announcement in this issue).

Guidelines the NTA will use when considering proposals include: the research must directly benefit the turfgrass industry and research shall be underway or initiation shall be imminent.

All proposals for 1992 funding should be submitted to the NTA office no later than January 18, 1992. Questions relating to the request for proposals should be directed to the NTA office.

Unwatered California Yards Contribute to Fire Losses

Reduced outdoor watering and smaller sized lawns contributed to the overall devastation caused by the fires in Oakland and Berkeley, California, according to Dr. James Beard, Professor of Soil and Crop Sciences at Texas A&M University, College Station, a turfgrass researcher with nearly 30 years experience in the subject.

Beard said, "Because of five to six years of drought, and in the mistaken belief that lawn watering is wasteful, many Californians had been convinced by local ordinances and official statements that they needed to severely restrict outdoor watering and even eliminate grass from their landscapes. When the fires began, they were fueled by dry landscape plants, many of which replaced turfgrass because they were viewed as water-saving. Turfgrasses are about 70-80% water, by weight and even a moderately maintained lawn can serve as a fire barrier. The loss of lives and property is tragic, but it should now be obvious that Californians and others need to take a close and careful look at the benefits turfgrasses can provide. They aren't the useless, wasteful, water-hogs some people say they are, they can in fact save lives, with minimal amounts of supplemental water."

As the area begins the clean-up and rebuilding process at a time when heavy winter rains can be expected to cause mudslides, Douglas Fender, executive director of

the American Sod Producers Association, Rolling Meadows, IL, says turfgrass can play an important role in that process as well. "Turfgrass, especially when established with mature sod, will reduce the runoff flow rates, control erosion and lessen the chances of mudslides. Turfgrass sod roots establish very quickly and stabilize embankments within a few days. Rain waters moving through grass will soak into the soil more deeply and could recharge underground aquifers rather than rush down a slope, forcing silt and sediment to loosen large areas that result in mudslides."

Concurring with Dr. Beard's assessment, Fender added, "too often, turfgrass is viewed as an aesthetic feature of the landscape, not as the practical environmental tool it really is. In addition to serving as a fire barrier and reducing erosion, grasses also generate oxygen by absorbing carbon dioxide from the atmosphere, they trap pollution particulates from the air and cool the area through evapotranspiration. The benefits of grass far outweigh their water requirements, especially when people learn how to properly care for their lawns. This would include not over watering, plus proper mowing and other good cultural practices."

Pacific Coast Turf And Landscape Conference

"Growing Crazy III:" that's the theme of the Pacific Coast Turf and Landscape Conference and Trade Show Dec. 3-4 at the Washington State Convention and Trade Center in Seattle, WA. The Western Washington Golf Course Superintendents Association and Washington State University Extension are sponsoring this show, the third annual. If you want more information, contact Scott White, Convention Services Northwest, 1809 Seventh Ave., Suite 1200, Seattle, WA 98101, or call 1-800/275-9198.

Jacklin Sends Rutgers \$131,000

Jacklin Seed Company marketing director Doyle Jacklin has announced sending \$131,000 in royalty payments to Rutgers University.

The royalty fees, based on the sale of turfgrasses discovered by Dr. Reed Funk were for the 1990 crop year. According to Jacklin, "The relationship with Dr. Funk and Rutgers University is now at the quarter-of-a-century mark for our company and we are very pleased with the cooperation we've always received."

Oregon Horticulture and Extension Services Face Shrinking Budgets

September is back to school month. Elementary and secondary school students already have started school, and college and university students will soon follow. But when they return to the campuses and classrooms what kind of atmosphere will they find, especially in the wake of teaching and support position cutbacks because of tight budgets? And what about the future, when school budgets are expected to be cut even more?

To add insult to injury, students returning to public universities fall term also face steep tuition increases. That's because the Oregon Board of Higher Education earlier this summer unanimously passed a rate hike as a way to help combat the cost-cutting impact of Measure 5. At this writing it is too early to tell how much tuition fees will increase; earlier, officials pegged the amount as one-third. For example, resident undergraduate tuition at Oregon State University is expected to total \$2,505 for the year, though that may not be the final figure.

For those who are unfamiliar with it, Ballot Measure 5 was passed during the 1990 general election and was implemented into law by the 1991 Legislature. It is a limitation on local property tax rates. Because Oregon schools to a large extent are supported by property taxes, the portion of local taxes cut that funds schools is to be made up by increased state support. As a result, state government has been forced to trim or tighten budgets. In particular, higher education faced a big budget axe. Such institutions as the University of Oregon and Oregon State University slashed programs, cut services and raised tuition to make up for their budget shortfalls. OSU trimmed more than \$12 million from its budget. Other state system schools also faced tight cost-cutting measures.

So what does all this mean for students studying horticulture? The consensus among horticulture instructors and administrators is that the cost-cutting measures for this year did not seriously harm horticulture programs; it could have been far worse. But as future budget pressures intensify, officials worry about the level of programs they can deliver.

Oregon State University Programs

The horticulture department of Oregon State University, the state's only four-year degree program in horticulture science and turf and landscape maintenance, has weathered this year's round of budget cuts in good shape. Horticulture program enrollment is up, and this year the

College of Agriculture, which includes the horticulture department, has revamped its curriculum; 14 to 16 separate majors have or will be combined into five majors. Meanwhile, other university programs have not been as lucky; entire departments have been slated for elimination.

C.J. (Bud) Weiser, horticulture department head, says the department has been notified it will lose one faculty position two years hence. John Stewart, who teaches up to nine courses in basic horticulture and turf education, apparently will not have his current three-year contract renewed under the present budgetary constraints.

"The morale on our faculty has been very devastated because of the value of John Stewart," Weiser says. But he is hopeful the department can find the money to keep Stewart. "We have two years to find ways to maintain this position that is in jeopardy." Students, too, were shocked and upset about the proposed cut, he adds.

If that is not enough, Weiser wonders about the future.

"We know we have 15 percent more teaching programs than we have the money for," he says. "We're very much in a downsizing mode. That is very much a reality."

Carl O'Conner, OSU's nursery industry liaison, also worries about the future. Although the horticulture department may appear to have a larger budget this year than last, that appearance is deceiving, he says. Because teaching, research and extension expenses have increased, this level of funding may lead to cuts in general supplies and services.

Moreover, the horticulture extension program appears to be taking a bigger budget hit this year.

"We are concerned about the secondary effects of Measure 5," O'Conner says. "We are looking at something like a 20 percent cut next biennium." O'Conner says no vacant extension positions exist now and thus should not be affected by the budget pressures.

But the future remains uncertain. In the vast extension network it may come down to vacant positions going unfilled and further cuts being proposed. And that affects industry and the public.

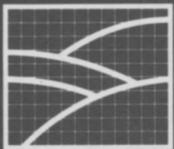
Other Programs

Other college horticulture programs warily are eyeing the budget morass. A number of community colleges offer classes or complete two-year programs in horticulture, greenhouse and landscape construction and maintenance. Word from program officials also appears to be one of cautious optimism.

Portland Community College's two-year landscape design, construction and maintenance program appears solid this year.

"For this year we're in pretty good shape," says Dick Hollenbeck, head of the program. "We haven't had a big cut." To date, the program has experienced some cutbacks in equipment budgets, but nothing to severely interfere with the program, he says. On a brighter note, Hollenbeck expects to add some classes winter term, such as a private applicators class, and once again the college will offer the popular English-Spanish bilingual landscape class.

Hollenbeck expects this year's program enrollment to equal last year's although the number of two-year program students appears to be down. He attributes this decrease to a strong job market, where the majority of his students already are working in the industry.



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Another local school, Chemeketa Community College in Salem, OR, is in a somewhat different situation. The college discontinued its formal horticulture program a few years ago, but it offers a number of classes in greenhouse production, pesticide and landscape training. Its enrollment has increased "by leaps and bounds."

"We've had to tighten our belts," says D. Craig Anderson, Chemeketa's agriculture coordinator with the Department of Extended Learning. But the program operates on a self-support basis. "We do not offer a course if there is not enough students to support it."

Just how the education cutbacks will influence the ability of students to obtain a quality education is unknown. Some skeptics have wondered if many of today's state universities even will exist in the future given today's gloomy budget outlook. Will a horticulture department still exist? Probably. The industry and the state has a lot at stake here. After all, today's students are tomorrow's industry professionals and the future of our state.

Source: *The Digger* (9/91)

GCSAA Golf Course Superintendents Report

Exclusive information about the growing golf course management profession is available to superintendents in a new marketing research report by the Center for Golf Course Management (CGCM). CGCM, a subsidiary of the Golf Course Superintendents Association of America (GCSAA), serves as GCSAA's marketing research division.

The 1991 Golf Course Superintendents Report offers an extensive look at trends in golf course maintenance. Available only to practicing golf course superintendents, the report is a synopsis of the three previously released 1991 CGCM research reports: Pesticide and Fertilizer Usage Report, Golf Car and Turf Utility Vehicle Report, and Mower and Maintenance Equipment Report.

"The Superintendents Report is an invaluable resource, especially in simplifying the budgeting process," said John M. Schilling, GCSAA executive director. "By purchasing the report, superintendents can have comprehensive, unbiased information to reference when making difficult purchasing decisions."

The study look at eight areas affecting daily golf course maintenance operations: labor rates, equipment inventory levels, market share (chemicals, equipment, vehicles), maintenance trends, budget information, course demographics, product ratings, and average replacement intervals (equipment, vehicles).

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Superintendents Report

Continued from page 7

The Golf Course Superintendents Report is only available to practicing golf course superintendents who may purchase it from CGCM for \$25.

To order the report, or for more information on CGCM's 1991 marketing research reports, contact Robert Shively, director of marketing for CGCM and GCSAA, at 913/841-2240.

What They Don't Teach In Even the Best Schools

Our high school and our college meant well, but they drilled into us huge quantities of information that we promptly forgot...and neglected to teach us some of the most fundamental skills for living well. Key things that they left out:

- The purpose of life.
- The importance of forgiveness.
- The need for balance.
- How to figure out what we want.
- The usefulness of mistakes.
- How to love ourselves.

Fortunately, our education doesn't end just because we leave school. Life itself is a classroom, and our teachers are everything that happens to us—both positive and negative.

In addition, each of us has our own Master Teacher—that voice inside us that seems to be making calm, sure

comments in the midst of mental chaos. In a sense, it's life that teaches us how to live.

Why Are We Here?

We can't know for sure if there's meaning to life. But it makes great practical sense to at least assume that there is. I believe that life's purpose has three parts:

- Doing. Human beings are busy creatures. We do far more than simple survival would require. This suggests that we thrive on doing. All this doing leads to...

- Learning. The more we do, the more we learn...and the more we learn, the more we do. It's a continuing cycle. But it would quickly become tedious without the third element...

- Enjoying. Some people complain about being on a treadmill. Others pay hundreds of dollars for the privilege of going into a gym and running on one.

Joy can exist, no matter what else is going on in your life. There are lessons to be learned even from confusion and pain...and learning is enjoyable, even if the events themselves aren't.

The Attitude of Gratitude

The human brain evolved to take familiar things for granted, allowing our ancestors to sit up and take notice when a saber-toothed tiger approached. That means we need to be consciously grateful for the good in our lives, or we may not notice it at all.

You choose your attitude at any given moment. Ask yourself: Do I focus on the good in my life or on the bad?

We all have plenty of both, and the mind can concentrate only a narrow spectrum at any one time.

It's a simple formula. If you focus on the good stuff, life is enjoyable. If you focus on the bad, life is miserable.

That doesn't mean we should never feel bad. Pain and loss happen to everyone from time to time, and sometimes feeling bad is precisely the appropriate response to a situation.

But it's more often the little, day-to-day occurrences that make or break our happiness. You can focus on the guy who cut you off in traffic on the way to work this morning...or on the one who kept the store open a few minutes late just to accommodate you.

Think about all the little miracles in life. Oxygen, for example—we've never been without it.

You Can Have Anything You Want

The Puritan ethic tells us: It's wrong to want things. Life is nothing but sacrifice and duty, and people who have what they want are wicked. That belief leads to frustration.

In recent decades, the popular philosophy shifted to I want it all? But that philosophy also leads to frustration. If you have it all, you don't have enough time to learn how to use it, much less enjoy it.

The truth: You can have anything...but not everything you want.

Sure, there are limitations, but not as many as most of us believe. It's just that you may have to give up some things you want less for things you want more.

Don't be ashamed of your desires. It's great to want noble things (world peace, good health for all), but it's okay to want mundane or self-focused things, too—a red sports car, great sex, etc.

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Respect the whole range of your aspirations. You can't get what you want unless you know what it is. And you won't figure out what it is unless you're willing to accept it.

Love Your Mistakes

One of the most destructive things we learned in school is that mistakes are bad and should be punished.

If you avoid mistakes, you avoid accomplishing anything.

Without failure, there's no experimentation...no learning...and no growth.

It's by finding out what doesn't work that we learn what does. James Joyce wrote, "Mistakes are the portals of discovery. Make excellence, not perfection, your goal."

Forgiving is for Giving

Nursing a grievance may make us feel righteous...but it doesn't make us feel happy. Forgiving and forgetting makes you available for giving and for getting.

When you forgive someone, you give not only to that person, but to yourself. Instead of focusing on hurt, anger and betrayal, you open yourself up to love, joy and adventure.

When we judge others, we also judge ourselves for being judgmental. Deep down, we know that we're inhibiting our happiness.

Say to yourself: I forgive (name of person) for (perceived offense). I forgive myself for judging (person) for (offense).

It's simple. Try it.

Life Is a Balancing Act

Another incorrect thing that school taught: There's always a right answer. Life is one contradiction after another...and most contradictions are valid.

We need to be vigilant to sense when we should rest and when we should act...when we should be flexible and when we should stand firm...what we should accept and what we should change.

When in doubt, consult your Master Teacher—that quietly confident and sensitive inner voice. Ask: What would a Master do? Then do it.

Source: The Bottom Line

Pesticide Regulations More Stringent By 1993

Compliance with more stringent pesticide regulations, to be enforced by 1993, will demand that turfgrass managers change the way they operate, says an Environmental Protection Agency spokesman.

Andy Wilson of EPA says significant changes will affect pesticide storage, application and training. Federal regulations will be in place this year, Wilson said, and states will have until 1993 to comply with those new restrictions.

One of the most sweeping changes will affect applicator training. "We'll have three levels of compliance, depending on the chemical used," he said.

A Level One restricted use pesticide can be applied only by a licensed commercial applicator. Level Two will allow use by a trained, but non-certified applicator, with supervision from a licensed applicator who is no more than 5 minutes away from the application site.

Level Three will allow trained but non-certified applicators to use certain chemicals with less supervision. Container disposal regulations will change, too, says Wilson.

"EPA collected 250 million pesticide containers last year and 95 percent of them had never been rinsed." He said disposal regulations have been confusing. "Container labels say to dispose according to state and federal regulations. We don't know what those regulations are. And a lot of states don't have disposal regulations either.

"The new laws, however, will be precise and costly. They will be in place this year, and the states must be ready to enforce and applicators must be in compliance by 1993."

Wilson said applicators use two kinds of containers, fillable and disposable. They haul fillable tanks to mixing areas. "Then we have transportation concern," he said.

"With disposable containers, we have other problems. Plastic is on the way out. It does not bio-degrade and will retain pesticide residues. Many sanitary landfills will no longer take pesticide containers."

He said metal containers that come with liners or that can be shredded will replace plastic.

Storage regulations also will tighten. Managers who store 11,000 gallons of materials will have to notify their local fire departments. They also must provide adequate containment, ventilation, water, electricity and placards for storage areas.

"Most turf managers do not store much chemical," Wilson said, "but the precautions are good, regardless of the amount stored, and compliance is not too costly."

Wilson said the EPA is concerned with mixing and loading pads. "Groundwater contamination will continue to be an important issue. And, according to a national survey, all contaminated drinking wells result from point source pollution-mixing and loading areas." Clean-up for contaminated groundwater is costly. "If anyone ever has to clean up a water supply, he'll wish he'd spent money to contain the chemical. When EPA inspectors come out with moon suits on, it's time to talk to the banker."

Wilson said chemical containers will have tie-down hooks to prevent loss during transport. "EPA and the Department of Transportation are currently working on other regulations for chemical transportation."

Chemical rinsate will be another important issue. "Don't store rinse water" Wilson said. "Use it on the golf course (or other application site). If you store it, you become a hazardous waste generator."

Wilson said most turfgrass managers who violate environmental regulations can comply without cost. "Most violations result from sloppy pesticide handling" he said, "and can be corrected with no more than a memorandum."

He warned applicators to be prepared for the new regulations. "Some facilities will have to change," he said.

Source: Northern Turf Management

Superintendent Liability In The Face Of Regulatory Compliance

By Charles T. Passios,
CGCS GCSAA Director and Board
Government Relations Liaison and
Don Bretthauer,
Government Relations Manager

It probably does not take a turfgrass graduate long to realize that golf course superintendents sometimes find themselves in precarious situations. We spend our time trying to balance the conditions Mother Nature provides against the kind of golf course conditions that are considered acceptable by the players and governing boards. Environmental concerns and restrictions add more and more paperwork, legwork and training requirements to our basket, which already runneth over with responsibilities. We juggle all of these demands, and more.

An unspoken jeopardy that superintendents face every day is the threat of personal liability. This liability can originate from any management act for which a superintendent could be judged negligent—anything from instructing an employee to applying a pesticide in a manner inconsistent with label directions, to not training employees properly on the hazards of the workplace.

Recognition of personal liability for superintendents points out the importance of a couple of things: (1) the adherence to and compliance with government regulations, and (2) the need for golf course owners, governing boards and management to understand why compliance is important.

The superintendent is responsible for complying fully with the regulations, but may be put in the situation where he/she lacks the tools or resources to do so. For example, in Massachusetts, golf courses are required to post notification of chemical applications. Suppose, however, that a club's management or board of directors instructs the superintendent not to post—in order not to alarm the membership, or for whatever reason. The superintendent follows the employer's wishes, instead of the law. The superintendent and the club could both be held liable, civilly and/or criminally.

In most lawsuits, more than one party will be named as defendants. Generally, those defendants who have the capacity to pay for judgements and court costs are the ones who bear the financial burden of a legal decision. However, an employee may still be personally responsible for the legal fees associated with a lawsuit—unless insurance and/or an indemnity clause provides legal coverage.

Insurance policies held by the course or club generally include coverage for employees' legal costs. The language for such coverage usually is included in the definition section of the insurance policy. The policy limits coverage and the kinds of acts that are insured. For example, many insurance policies issued to golf courses do not include coverage for incidents arising from chemical applications and few, if any, cover wrongful acts deemed to be willful, intentional or malicious in nature.

Some contracts for golf course superintendents include indemnity clauses. An indemnity clause does not relieve the superintendent of responsibility, but it can cover most of the costs of a lawsuit, including court costs, legal fees,

and judgements for acts of negligence. However, most indemnity clauses have monetary limits associated with them. These limits usually range from \$100,000 to \$250,000. In addition, indemnity clause language does not cover wrongful acts that are deemed to be willful, intentional or malicious.

Indemnity clauses kick in either after the insurance coverage has been exhausted or in cases where the insurance does not cover specific acts for which the superintendent has been found to be negligent in his/her actions.

If you want answers to specific legal questions, contact your club's or your personal lawyer. Do not rely on advice from an individual who is not a lawyer. You should also ask a lawyer to review your contract and the insurance policy of the club or course so you know exactly what kind of coverage you have. It is also important that you fully comply with government regulations because of potential legal consequences.

Source: Briefing, Vol. 3, No. 8, GCSAA, September 1991

Accident-Reducing Tips That Save Money

Accidents don't just happen. Most of the time they are well planned. By the task, work habits, and procedures in which we perform our work, we are either accident prone or safe operating companies.

For many of my early years in business our safety policy was to tell everyone to "be careful." Now, while this may have caused some employees to be a little bit cautious of their work practices, it didn't always produce good results. In fact, most of the time we were just plain lucky not to have had more injuries.

The tips mentioned in this article will make your company more safe and more profitable. Your workers' compensation rate is based on your three-year experience. Reducing the frequency of accidents will reduce your premium.

Some things that have worked well are:

Preventive Maintenance Programs: All of our equipment is inspected daily, and at intervals recommended by the manufacturers to help reduce injuries. Proper service and inspection will not only help make for safer operations and fewer worker injuries but also will reduce operating costs. Regularly scheduled service of equipment will reduce fuel cost, operating time, life of equipment, and allow for operator satisfaction and safety.

Employee Attitudes: Employees who feel they are part of the Team will be more involved in the job and less likely to be injured. Everyone wants to feel good about their job and it is up to management to see that this happens. Being sensitive to employee attitudes and creating an atmosphere or work environment in which all are part of the company make for happier employees who work safely. The safety attitude must come from management's example.

Employee Turn-Over: Have you ever stopped to count the cost of training new employees? They are more likely to have a Worker's Compensation claim because of their inexperience. Retaining good employees is another way to hold your cost down.

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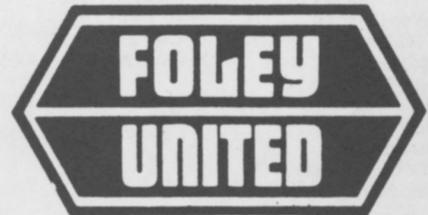


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Calendar of Events

December 3-4

**Pacific Coast Turf and Landscape
Conference and Trade Show**
Contact: Scott White (206) 292-9198

December 10-11

OGCSA Pesticide Seminar
Contact: OGCSA (206) 573-6969

December 11-12

OGCSA Turf and Grounds Maintenance Exhibit
Contact: OGCSA (206) 573-6969

February 23-26

**Western Canada Turfgrass Association
Annual Conference**
Contact: WCTA (604) 434-5037

February 24

NTA Board of Directors Meeting
Contact: NTA Office (206) 754-0825

June 14

NTA Board of Directors Meeting
Contact: NTA Office (206) 754-0825

June 15

**Fourth Annual R. (Roy) L. Goss Golf
Tournament for Research**
Contact: NTA Office (206) 754-0825

June 16

WSU Field Day/Puyallup
Contact: Stan Brauen (206) 840-4511

June 16

Jacklin's 1992 Discovery Tour
Contact: Jacklin Seed Company (208) 773-7581

June 18

Turf-Seed's 10th Annual Field Day
Contact: Turf-Seed (503) 981-9571

- Pesticide Programs -

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