

Published by the Metropolitan Golf Course Superintendents Association

President's Message

Top 10 New Year's Resolutions . . .

For Every Met Member

rom the MetGCSA office in Elmsford, NY (actually, I'm at my computer in my spare bedroom, but don't spoil the image, okay?), I've put together a list of New Year's resolutions. They're not startling. They won't require—in most cases major life changes. My hope is that they'll serve as reminders for those of us who tend to get bogged down in the petty details of our jobs and lose sight of the more important big picture both personal and professional. With that said . . .

10. Take time.... to reflect on what's going on in your life—and relationships. Begin now to make up for missed family time and missed personal time. Think about how you might clear your schedule—even during the heat of season—for those who mean the most to you. That includes yourself!
9. Set goals.... no matter how big or small. Whether it's striving to reach new heights of performance on your current job or deciding to set out for greener pastures (if there is such a thing), chart your course, and get it done.

8. *Get off-site for lunch*.... maybe with a fellow superintendent who you don't normally socialize with. As we all know, it's extremely helpful' to gain a new perspective and

Special Feature

Innis Arden's Pat Lucas Receives Met's Coveted Sherwood A. Moore Award

By Guido P. Cribari

atrick Alan Lucas of Innis Arden Golf Club in Old Greenwich, CT, is the MetGCSA's recipient of the coveted Sherwood A. Moore (SAM) Award for 1996.

His reaction was typical Pat Lucas: "Praise the Lord," said this humble servant of God, once described by an unpretentious admirer as a "devoted disciple of the divot divine." He is beyond question the most devout sportsman I've encountered in 53 years of newspapering.

Announcement of Pat's selection was made by Westchester Country Club Superintendent Joe Alonzi, immediate past president of the MetGCSA and chairman of its Awards Committee.

"There is no more deserving honoree," says Joe. "Pat has added a new dimension to the word devotion, both in his veteran career and life in general. No one is more dedicated to the cause, welfare, and benefit of the golf course

Sherwood A. Moore Award Winner Pat Lucas, CGCS, of Innis Arden Golf Club.

superintendent than Pat."

Pat was positively in awe of his selection for the *(continued on page 4)*

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Top 10 New Year's Resolutions

to share ideas and information with colleagues from time to time. It also couldn't hurt to take your greens chairman to lunch now and then outside the club—to discuss job-related issues on neutral ground.

7. Educate yourself. ... Make it an ongoing commitment, if you haven't already. This time of year, there are so many opportunities to build your knowledge, whether it's in turf management, career management, or even general business or computers. We're fortunate to have so many great seminars and conferences available to us. 6. Get it together. . . . Organize your files, clean out that desk. Get rid of anything that you haven't used in the past two years. If your office is computerized, you might think about storing magazine articles you'd like to keep on disk, rather than cluttering your office with back issues. Another idea: Hunt down software that will help you enhance your operation, whether it's a golf course maintenance program or just a spreadsheet program that you could tailor to your operation. Streamlining your office makes for a more efficient operation all around.

5. *If you're not computer literate,* . . . make a commitment to get with the program!

4. *Paint the floor*.... No, I'm not joking. You wouldn't believe what a little fresh paint will do for your shop—and psyche.

(Just three more. No jumping ahead!) **3.** *Learn from others' successes—and failings.* . . . If you had a banner year, share your successes with anyone who could profit from hearing about them. If it hasn't been one of your better years, find someone else who's in the same boat, and compare notes. You can learn a lot from others' trials and tribulations.

2. Take a walk in the snow.... And while you're at it, feel the cold on your face; breathe the frigid air; see the glare of the sun off the snow. Then, just as you're about to complain how much you hate winter, sit down and reflect on the heat, flooding, and frustration of last summer. Ahhhh, winter's not so bad, is it?

And the #1 Met New Year's resolution is . . .

1. VOLUNTEER !!!! Where have you all been? We need you. When did you last attend a Met meeting or a Met seminar? When was the last time you thought of putting your talents to work for the association-by writing an article for the Tee to Green, joining a committee (some require just a few hours a year!)? While I'm on the subject, let me remind all of you that we still need volunteers to participate in the PGA Championship at Winged Foot next August. This opportunity and experience don't come along everyday. So be sure to give me (201-694-0260) or Earl Millett (914-948-5876) a call if you're interested.

If you're not involved in the association in any way, this is your kick in the butt!

On that note, let me wish one and all a Happy New Year. May all your New Year's resolutions come true! JOHN J. O'KEEFE President

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Enhancing Your Value as a Golf Course

GCSAA Educational Seminars

Eighteen Prizes Awarded in 1996 Scholarship Raffle

he 1996 Annual Bill Caputi Scholarship Raffle, held at the December 7 Old Oaks Country Club Christmas party, raised \$6,000 for the MetGCSA's Scholarship Fund and, in addition, awarded \$4,500 in cash prizes to 18 lucky ticket holders.

Many thanks to all who contributed, and congratulations to \$1,000-grandprize-winner Joe Camberato, superintendent of Sleepy Hollow Country Club.

The other prize-winning raffle participants were:

Mike Mongon & family, Arcola Country Club, \$500

Steve Kopach, Mountain Ridge Country Club, \$500

Richie Marcks, Fairview Country Club, \$500

Chuck Martineau, Whippoorwill Club, \$250

Westchester Ford Tractor Sales Department, \$250 Scott Tretera, Elmwood Country Club, \$250 Bill Gaydosh, Round Hill Club, \$250 Mike Cook, Alpine, the Care of Trees,

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John Ferrucio, Class C member, \$100 Emili McDonald, \$100

Alaina Schukraft, daughter of Huntsville Golf Club Superintendent Scott Schukraft, \$100

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Earth Works Gains New Owner

arth Works, the Old Greenwich, CT-based company Met area superintendents know well for its state-of-the-art soil restoration treatments, has been acquired by R.F. Morse & Son, Inc. (RFM), a supplier to the fine turf profession in New England since 1969.

Richard Canning, president of RFM noted that this strategic move will expand and enhance the ability of the company to better serve golf courses in the New York/New Jersey areas, offering such critical services as soil restoration, custom overseeding, HydroJect treatments, and fertilization, along with a host of other turf management services.

The addition of Earth Works will now make the service division of RFM the largest in the Northeast.

Earth Works will continue to operate under it current name as a separate subsidiary of R.F. Morse with former owner Pat Lucas, CGCS, remaining as a consultant.



Members on the Move

John Carlone is the new superintendent at The Meadowbrook Club, Jericho, NY. Previous position: Superintendent, Middle Bay Country Club, Oceanside, NY.

Jeff Scott is the new superintendent at Tamarack Country Club, Greenwich, CT. Previous position: Superintendent, Apawamis Club, Rye, NY.

Birth

Congratulations to Deepdale Country Club Superintendent **Sam Murhpy** and his wife April on the birth of their daughter, Miranda Blair, born July 5.



Special Recognition

Congratulations to Superintendent **Scott Schukraft** who has earned the Huntsville Golf Club the distinction of Certified Audubon Cooperative Sanctuary through his efforts in providing a sanctuary for wildlife on the golf course property.

Huntsville joined the program in 1993. Among the club's many ongoing environmental efforts are building and monitoring nest boxes, creating a wildlife inventory, using only native shrubs and trees in the landscaping, providing food and cover for wildlife, building feeders for supplementary winter food, monitoring water quality on the course, and increasing wetland habitats.

As a result of this, the diversity of the wildlife population at Huntsville continues to grow. "Great blue herons, spotted sandpipers, bluebirds, and the threatened great egret have become common sights," according to Audubon Horticulturist/Environmentalist Karen Balchunas.

Also interesting is that Huntsville has coordinated efforts with Wyoming Seminary Lower School (7th and 8th grades), allowing the students to build and place on the course two wood duck and five bluebird nest boxes.

In addition, three members from a local Audubon Society chapter are providing programs at Huntsville, such as birding and wildflower walks, to further educate others about the environment and Huntsville Country Club's commitment to it.

Innis Arden's Pat Lucas Receives Met's Coveted Sherwood A. Moore Award

Moore Award. "I'm stunned beyond words," was his initial reaction. "After all, I never held any office in the association other than the presidency."

Pat did, however, gain considerable renown as editor in chief of the MetGCSA's official organ, the *Tee to Green*, and as a member of the association's board of directors for some 11 seasons.

"There are many others far more deserving than I," he continues with a genuine modesty that defies description. "The award criteria spells it out rather succinctly: One must advance the professional image, status, and reputation of the superintendent to qualify. And I'm just not sure I fit the bill."

The Awards Committee felt otherwise. "Pat Lucas was a unanimous selection," notes Joe.

From Whence He Came

Born in Utica, NY, Pat graduated from the University of Massachusetts School of Turf Management at Amherst. He also holds a degree in club management from Manhattanville College in Purchase, NY.

Prior to arriving at Innis Arden in 1977, Pat worked at the Little Falls (New York) Municipal Golf Course; the James River Country Club in Newport News, VA; Yahnundasis Golf Club in Utica, NY; Morefar in Brewster, NY; and a quickie tour at the Hollybrook Club in Hollywood, FL.

Ascending to the MetGCSA presidency, sans serving in any other official capacity, is a singular salute to the talents of this saintly servant of the game.

When he isn't praising fellow supers and their dedication to the field, he is hailing the wonders of The Good Lord. He refers to himself as full-time superintendent, part-time Christian philos, pher.

"This, my friend, is where my real

strengths lie," he insists.

Pat is married to the former Michele Higgins of Utica. They were high school sweethearts. Equally devout and devoted, Michele is the rock-solid foundation of the Lucas clan. She holds a masters degree in social work from Columbia University and is totally committed to counseling others suffering the more traumatic of life's experiences.

The Making of a SAM Award Recipient

The Sherwood A. Moore Award is reserved for a superintendent who has "advanced the professional image, status, and reputation of the golf course superintendent."

Pat Lucas joins the ranks of past award winners Sherwood Moore, Ted Horton, Bruno Vadala, James Fulwider, Bob Alonzi, Ted Jozwick, and Mike Maffei.

The Lucas's, who live on the grounds of Innis Arden, have five sons "doing just exactly what they want and truly enjoy," she says. They are Christopher, a lawyer in Pennsylvania; Scott, a lawyer in New York City; Patrick Jr., superintendent at the Woodcrest Club in Cherry Hills, NJ; Eric, a cook; and Gregory, a roofer. "They're doing their thing; that's for sure," she says proudly.

Pat credits wife, Michele, and all five sons for "whatever little successes" he's enjoyed in life.

"When I was out of work and flat broke in the mid-seventies," says Pat, "Michele and the boys rallied behind me, offering all the encouragement and help required to carry us through the most desolate period of our lives. "That's when I found my faith in Jesus Christ. He put all my priorities in order. They've never varied. Being a good husband, good father, and the best superintendent I can possibly be those are the priorities in proper perspective," Pat insists.

Super Supers

Finally, saving the best for last, Pat singled out two fellow supers for special recognition: Sherwood Moore, for whom the SAM Award is named, and Bob Alonzi, super at Winged Foot Golf Club and brother of Westchester Country Club Superintendent Joe Alonzi.

Pat refers to Moore as a "tower of strength who never stops growing and achieving, never stops setting the fine example for the rest of us."

Adds Pat, "I'm dumbfounded by his many talents—and that even now that he's retired, he still offers his expertise and knowledge willingly to all who seek him out. Sherwood will never stop growing or giving," he says.

Pat refers to Bob Alonzi as "our angel behind-the-scenes—a giving, knowledgeable expert in the field, who offers his time and expertise without thought of personal gain to all who seek it."

Continues Pat, "Bob is a rare individual, with a heart as big as all of Winged Foot's wonderful 36 holes.

"I thrive and survive on watching my members enjoying themselves at Innis Arden," he adds. "I get that good feeling inside knowing I play a role in their enjoyment. It is a daily dose of much-needed applause for a job well done," he says gratefully.

It must be true: "We are shaped and fashioned by what we love."

Guido P. Cribari is the award-winning retired executive sports editor for the Gannett-Westchester Suburban Newspapers.

MetGCSA Elections End With Board in Tact

here were no surprises at the MetGCSA's Annual Meeting and elections on November 19 at the Powelton Club in Newburgh, NY. At the elections' end, the entire board of directors remained intact with **John O'Keefe** of Preakness Hills Country Club voted in to his second term of presidency.

The other officers elected for one-year terms were **Earl Millett** (Ridgeway Country Club) as vice president, **John Carlone** (The Meadowbrook Club) as secretary, and **Tim Moore** (Knollwood Country Club) as treasurer. Joe Alonzi (Westchester Country Club) stays on as past president.

Elected as directors for two-year terms were **Matt Ceplo** of Rockland Country Club, **Bob DeMarco** of the Powelton Club, and **Tony Grasso** of Metropolis Country Club.

They join directors **Dave Mahoney** of Siwanoy Country Club, **Dennis Petruzzelli** of Lakeover National Golf Club, **Will Heintz** of Hampshire Country Club, Class B Rep **Dave Polidor** of St. Andrews Golf Club, and Class C Rep **Ray Beaudry** of Westchester Ford Tractor.

Tee to Green Looking for Contributors

he *Tee to Green's* first meeting was held January 9, marking the start of its year-long editorial planning process. It's never too late to join the committee and gain recognition among your peers—and club manager or green chairman —who will see your name in print.

But remember: You needn't be a committee member to contribute. Just contact Committee Co-Chairmen Dennis Petruzzelli or Tony Grasso with article ideas.



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The World's Best Interview Questions—to Give and Get

ere are some of the most telling interview questions you could ever ask—or be asked to answer. Whether you're looking to hire a new assistant or interviewing for a job yourself, it pays to be well prepared. Running through this list before an interview will increase your likelihood of hiring a winning candidate—or winning the job you're after.

Background

Tell me about yourself.

• What adjectives would you use to describe yourself?

• Why are you here?

• Describe the duties and responsibilities of each of your last two (or three) positions.

• Why do you want to leave your present job?

• Explain the reasons for each of your last two (or three or four) job changes.

• Would you elaborate on (specify activity) you mention in your resume?

• What are your most significant accomplishments?

How do you see this position in relation to your overall career plan?

• Summarize your present salary and benefits package.

• What salary and benefits would you require if we hire you?

Skills

• If you could start your last job (or your career) all over again, what would you do differently?

• What's the most difficult problem you've faced in the past two years? How did you handle it?

• What did you learn from your last job?

• Describe a crucial responsibility that you held in your last position.

• Give me a few examples of your initiative.

• What were the biggest mistakes you made in your last job (or career)?

• How would you rate your performance?

• What are your most important and valuable skills? Why do you believe these are important?

• What steps are you taking these days

to upgrade your skills or learn new ones?

- What concerns do you have about working in this position or for this club?
- What are your weakest skills? How have you addressed these weaknesses in the past?

• What criticisms about your work have you received over the past several years? How have you responded to these criticisms?

• What academic strengths did you show when you attended school?

Teamwork Talents

• Describe you relationship with your boss. Other crew members.

• What would your present boss say about you? How about the other crew members?

• What was the most difficult work relationship you encountered during your last job (or career)? How did you handle this difficulty?

• Without using names, describe two or three of the worst people you've ever worked with. Why were they so hard to work with? How did you manage to work with them?

• What do you look for in a boss? In coworkers?

• What kind of supervision do you like to have?

• How did your boss give you feedback in your last job? How did your co-

workers assess your work?

• Give me an example of two of your teamwork skills.

Match With the Position

• What did you like about your last job? Dislike?

- What challenges are you seeking in a new job?
- · How do you make decisions?
- What kind of club do you like to work for?
- · Describe an ideal employer.
- Describe an ideal workday for you.
- What motivates you?

• Why do you think you'd do well here?

• What would you do your first day on the job?

• What would your top priorities be during your first week (or month of year)?

- How would you spend the bulk of your time on the job?
- How would you transfer skills from your last job to this one?
- Why should we hire you?

• What other positions are you considering right now?

• If you're hired, how long would you see yourself staying in this position? Why?

Adapted from the November/December 1996 issue of Golf Market Today.

GCSAA Job Listings Access Made Quick and Easy

or those hot on the job-hunting trail, GCSAA job listings are most surely not new to you. What probably is new, however, is the way you can access them. Rather than wait to receive the notices through the mail, you can now retrieve them in minutes on the internet.

This new on-line service will help GCSAA cut down on postage and printing costs—a savings they plan to pass along to subscribers. The rate for members exclusively using the internet to access job listings will be \$15 per year rather than the customary \$25.

If you have any questions about this new service, feel free to contact Jerrie Lynn Johnston, GCSAA's career development coordinator, at 800-472-7878, ext. 421.

Scorecard

Montammy Hosts Poa Annual



ike Miner and The Montammy Golf Club hosted the 1996 Poa Annual Tournament. We had a beautiful golf course and day for the 40 players who participated.

The tournament for the event was the best ball of four. The winners were:

Low Gross Winners

Low Net Winners

- 67 Bob Alonzi, Winged Foot GC Joe Kennedy, Irra-Tech, Inc. Earl Millett, Ridgeway CC Mark Millett, Old Oaks CC
- 72 Rick Schock, Wee Burn CC Larry Pakkala, Woodway CC Scott Niven, Stanwich Club Gregg Stanley, Hudson National

Longest Drive

#9 Dave Mahoney, Siwanoy CC

#16 Mark Millett, Old Oaks CC

53 John O'Keefe, Preakness Hills GC

Jim McNally, Greenrock Corp.

Vivian Gordon, Madison GC

Joe Stahl, Metro Milorganite

Kevin Collins, E/T Equipment Co.

Dick Newfeld, E/T Equipment Co.

Chris Weimann, P.I.E. Supply Co.

57 John Callahan, The Cardinals

Closest to the Pin

#8

- #4 Nick Lerner, Lakeover National GC #14 Tim Joyce, Montammy GC
 - Jim Swialtlowski, Montammy GC #17 Kevin Collins, E/T Equipment Co.

Met Team '*Three*peats' Its Winning Score at Maryland Golf & Country Club

he MetGCSA Team claimed its third consecutive win at the annual Met Area Team Championship held for the first time in the Mid-Atlantic section at the Maryland Golf & Country Club. Special thanks to Donn Dietrich, host superintendent, for the great golf course and hospitality.

Ushering the Met to victory with a score of 471 were the following eight Gross and Net Team members:

Gross Division

Mark Millett, Old Oaks Country Club Earl Millett, Ridgeway Country Club John Carlone, The Meadowbrook Club Jim Fulwider, Century Country Club

Net Division

Gary Arlio, North Jersey Country Club Will Heintz, Hampshire Country Club Scott Tretera, Elmwood Country Club Tony Grasso, Metropolis Country Club

Seven other teams competed for the grand prize, with Philadelphia placing second with a score of 483 and Central Pennsylvania a close third with a 484.

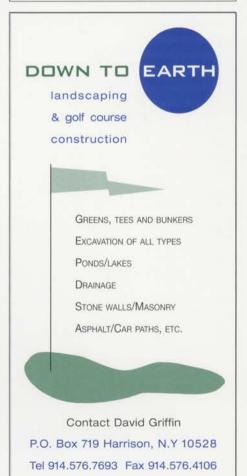
Joe Owsik of the Philadelphia GCSA earned Individual Low Gross with a 75. Also participating in the competition were teams from the Connecticut AGCS,

Hudson Valley GCSA, Mid-Atlantic GCSA, New Jersey GCSA, and the Pocono Turfgrass Association.

Congratulations to one and all of the championship participants! DAVE MAHONEY Siwanoy Country Club



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Westchester Ford Tractor Inc. John Apple/Ray Beaudry Meadow St., Goldens Bridge, NY 10526 914-232-7746

Westchester Turf Supply, Inc. Bob Lippman Sr./Bob Lippman Jr. P.O. Box 198, LincoIndale, NY 10540 Office: 914-248-7476 Mobile: 914-649-0303

White Contractors Golf Course Construction & Renovation P.O. Box 484, Old Greenwich, CT 06870-0484 James E. Morris Jr.: 203-869-8808/914-234-0092

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