May/June/July 2012 VOLUME 12 VEMBER 3

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Published by the Metropolitan Golf Course Superintendents Association



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TEE TO GREEN is published bimonthly by the Metropolitan Golf Course Superintendents Association 49 Knollwood Road, Elmsford, NY 10523-2819 914-347-4653, FAX: 914-347-3437, METGCSA.ORG Copyright © 2012





Cover: Century Country Club



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# What a Difference a Year Makes!

hen I got in the car a few mornings ago, the thermometer said 48 degrees. Now we're pushing 100! The only things that we seem able to count on are those darn weevils. They just keep coming and coming and coming. In the past, didn't they all lay eggs around the same time, then pupate together, and finally turn into adults at about the same time? Now pupa, adults, and all five instars of larvae can be found on any—or every—given day. And I'm supposed to time these applications for maximum control? Right! One thing's for sure: Pitfall traps are going to be a necessity for everyone hoping to get proper timing with these cycles!

#### Off to a Strong Start

Last year, every tournament we had was rained out, and the weather kept everyone from being able to attend our events. This year, we've been treated to a great day at Apawamis, an immensely popular and wellattended Nine and Dine at the Country Club of Darien, and we were even able to dodge the raindrops at the Invitational at Tamarack. We owe special thanks to Bill Perlee, Tim O'Neill, and Jeff Scott. Hosting a meeting for your peers can be nerve-racking, but ultimately rewarding. You're doing a great service to the association by opening your course to our members.

#### This Is Only the Beginning

Three events down, more great ones to come. We have the Summer Social returning to Old Oaks on July 17; the Family Picnic is on August 2 at Bedford Village Memorial Park; and the Parent/Child Scholarship Tournament, a huge success last year, will return to Mosholu Golf Course on August 8. These are great opportunities to get together with our families. Thanks to Glen Dube, our social chairman, as well as Mark Millett and Dave Moffett for hosting these events.

Before you head to Old Oaks, you may want to take a ride to upstate Connecticut for the biannual UConn Turfgrass Field Day. John Inguagiato always has some great trials for you to review. If you cannot make that one, there's always the Turfgrass Research Field Day at Rutgers on July 31 and the UMass Turf Research Field Day the fol-



Bob Nielsen, CGCS MetGCSA President

lowing day on August 1. These are great opportunities to see the newest products in use under real conditions. The NTEP plots, fungicide trials, as well as the cultural studies are all done on turf maintained at golf course cut heights, not in a greenhouse in 4inch pots at 4-inch heights.

#### And the Golf Season Goes On

Golf returns with a bang at the end of August with a triple header at Century: The Met Championship, Met Area Team Championship Qualifier, and Poa Annual combined. Thanks to Kevin Seibel for hosting these events. The assistants in our association are in for a treat at Old Oaks, and Bob Miller is sure to make the Superintendent/ Green Chair event at Purchase a hit.

This is truly a great lineup for 2012, and we owe that, in large part, to our Tournament Chair Sean Cain. Thank you, Sean! Please be sure to contact him if you would like to host an event next year.

The board is always looking for new ideas to encourage greater participation in our meetings. A perfect example of this was the Nine and Dine. Originally intended to use only nine holes at an event that, in the past, was not well attended, we ended up filling the entire course at one of our best-attended events ever. Please contact me, Ed Brockner, or any MetGCSA board member if you have an idea for an all-new event or event format that would draw a larger crowd to our meetings.

In the meantime, see you all at our July 17 Summer Social!

Bob Nielsen, CGCS President



# **Energy Renewa** The Surprising Key to Greater Productivity

by Scott Niven, CGCS

e all know how it works: To meet the ever-increasing demands of our clubs and facilities—not to mention the expectations of our golfers for perfection superintendents must pretty much resign themselves to 12- to 14-hour days, seven days a week. Nose to the grindstone and all that. Right?

Not according to *New York Times* bestselling author and high-performance guru Tony Schwartz. Schwartz, who counts among his clients such world-class athletes as tennis champ Monica Seles and Olympic speed-skating gold medalist Dan Jansen, says that more hours and longer days simply don't work. On the contrary, the outcomes can be devastating; less energy, less restful sleep, less exercise, less time with friends and family and, ultimately, less efficiency and effectiveness. (You'll see this lament thoughout this article in comments from your fellow superintendents.)

In his book, *The Power of Full Engagement:* Managing Energy, Not Time, Is the Key to High Performance and Personal Renewal, Schwartz outlines how to change the less to more. The heart of his theory:

While time is a limited, unrenewable resource; personal energy is renewable. Our capacity to work is influenced by four dimensions of personal energy: body, emotions, mind, and spirit. Fostering simple rituals that help you regularly replenish your energy will increase your ability to get more done in less time and at a higher level of engagement—and personal satisfaction.

Note: To help explore ways to increase your physical energy, Schwartz devised an energy audit with the rather foreboding title of "Are You Headed for an Energy Crisis?" (See page 5.) The survey includes four questions designed to identify your greatest deficits in each energy dimension. So before reading on—and for the sake of your personal effectiveness, *please read on!*—take a few minutes to complete this simple audit. It's an important first step in building and renewing your physical energy.

#### **Dimension 1: Body**

According to Schwartz, our physical energy levels are guided by "ultradian rhythms," 90to 120-minute cycles during which our bodies slowly move from a high-energy state into a physiological trough. Toward the end of each cycle, the body begins to crave a period of recovery. The signals include physical restlessness, yawning, hunger, and difficulty concentrating. We all experience these symptoms, but many of us ignore them and keep working. The consequence: Our energy reservoir—our remaining capacity—burns down as the day wears on and we become increasingly less effective. Rituals that get you back on the highenergy part of the cycle:



• Disengage. Intermittent breaks for renewal result in higher and more sustainable performance. Schwartz emphasizes that the length of the break is less important than its quality. You can renew a lot of energy in a short amount of time-as little as several minutes-if your break involves a ritual that allows you to truly disengage from work. When my energy begins to dip, for example, I'll do something that doesn't require any thought, like taking a brief walk around the property. This clears my mind and sometimes even sparks a creative idea for handling a concern or issue at work. Metropolis's Tony Grasso recharges by picking up the phone and talking to another superintendent. Meadow Brook's John Carlone has developed the ritual of sharing one joke per day with the chef at the club. "It may not sound like much," says John, "but it's enough to give my mind a break and focus on something other than work for a short time each day! And, of course, I always try to have a better joke for him than he has for me!"

• Identify energy-renewing rituals. As noted above, the key to effective energy renewal lies in ritual. Establish and maintain positive habits that build and renew physical energy, such as regular exercise (cardiovascular activity for 30 minutes at least three times a week and strength training at least once a week), plenty of sleep (seven to eight hours each night), and healthy eating (smaller meals and light snacks every three hours instead of three large meals per day).

It's sometimes hard to do this all on your own, so look for ways to make your rituals fun—and social. For example, for several years John Carlone and Winged Foot's Steve Rabideau would go to the gym together three to four times a week for one hour and work out with a trainer and three other people. "We motivated each other to go and we'd push each other when we were there," says John. Haworth's Tim Garceau has yet another method of renewing physical energy: "I play in a competitive basketball league with plenty of pushing, shoving, and cursing," he says. "I also enjoy racing my dirt bike, practicing two to three times a week; it's nearly impossible to worry about work or other issues while doing this!"

#### **Dimension 2: Emotions**

It's a given that we perform best when we're feeling positive. But without intermittent recovery, we're just not capable of sustaining highly positive emotions for long periods. Negative thoughts and emotions creep in, draining our energy and making it difficult to perform well or lead effectively.

So what are the causes, or "triggers," of negative emotions? Number One on just about every superintendent's list is-no surprise-Mother Nature. In my case, few things get the negative emotions building than weather that threatens (or actually delivers on) turf loss. Combine that with irrigation or pump issues, and I really feel the stress. Meadow Brooks' John Carlone agrees."All it takes to set me off," he says,"is a period of hot, dry weather that makes it a struggle to keep the grass alive." Westchester's Joe Alonzi claims bad weather and disease pressure-particularly summer patch and anthracnose-have been his top stressors."My courses don't do well during wet periods like we've had this season," he says."It's hard to produce the conditions the members demand when the forces you can't control go against you."



Maidstone's John Genovesi feels uneasy having to rely on weather forecasts to predict whether or not to treat his unirrigated fairways with products that need to be watered in. And for Aspectuck's Rick Schock, a huge rain prior to a major golfing event is all it takes to trigger stress and negativity. Redding's Brett Chapin sums up these feelings best. "My greatest frustration," he says, "is trying to control the uncontrollable. We work so hard to properly manage our facilities, and then Mother Nature, in one quick swipe, can ruin what we have spent months or even years to develop."

In the multifaceted world of the superintendent, the list of stressors doesn't end with the weather. Metropolis's Tony Grasso is set off when his greens are slow. New Haven Country Club's Jay Booth gets edgy when he sees *Poa* on the course, and both he and Silver Spring's Peter Rappoccio find it particularly difficult dealing with critical members and their sometimes unrealistic expectations.

Finding capable staff and getting them up to speed on the job was cited as another significant energy drain. Round Hill's Sean Foley finds his stress triggered by having to motivate staff to work at peak performance through a long, hot season. "Also tough," says Sean, "is being tied to my computer writing member correspondence when I know I should be on the course."

North Jersey's David Dudones finds his stressors ganging up on him when simple club rules aren't followed, disrupting the maintenance schedule. "If a group decides to start on hole #4 instead of #1 at 7:30 in the morning on a cut-and-roll day," he explains, "it puts a major hiccup in the morning operation."

For some, the emotional rollercoaster is brought on not just by one event, but rather the cumulative effect of many. "It's a series of small issues that take place in succession that make me feel uncomfortable," says The Bridge's Gregg Stanley.

How do we keep those internal emotional fires from burning up our energy—and job satisfaction? Schwartz offers several tips:

• **Buy time.** A simple but powerful ritual for defusing negative emotions is what Schwartz calls "buying time." Deep abdominal breathing is one way to do that. Exhaling slowly for five or six seconds induces relaxation and recovery, and turns off the fight-or-flight response.

Haworth's Tim Garceau has his own method of buying time: "If I feel I'm at the tipping point," he says, "I defer answering an email or dealing with an employee issue or phone call until I've regained control of my emotions. I'll take a ride around the course, call a fellow superintendent to vent, go mow something for a while. It was important for me to recognize that I shouldn't perform certain tasks while I'm stressed out."

• Express appreciation. Keep an emotional balance by fueling positive emotions on a regular basis, rather than just when a crisis hits. A practice Schwartz has found effective is expressing appreciation to others. This can take the form of handwritten note, an email, a call, or a conversation praising a staff member's work—and the more detailed and specific, the higher the impact. For some, this may feel a bit awkward at first. But managers who practice offering positive feedback and appreciation find that it not only motivates the recipient, but also makes the manager feel as good as or even better than the person being praised.

• Develop a sense of acceptance. Cultivate positive emotions by learning to develop a "sense of acceptance" for those untimely or out-of-your-control events dealt by Mother Nature, your staff, or your members. Schwartz has found that people who recognize they have a choice on how to view even unpleasant events or situations can positively influence the emotions they feel—and ultimately elevate their energy.

North Jersey's David Dudones takes the view that stress goes with the territory. "Stress-free just can't be a way of life in this business if you value your job and family," he says. "There must be a constant give-andtake and, most important, a very understanding spouse."

Schwartz advises that in stressful situations, always ask yourself: "Regardless of the outcome, what can I learn from this?" "How will I view this in six months?" "What would the other person in this conflict say, and how might that be true?"



#### **Dimension 3: The Mind**

Most of us have fallen into the trap of accepting multitasking as a necessity in the face of all the demands we have to juggle, but in the end, it actually undermines productivity. Distractions are costly: A temporary shift in attention from one task to another—stopping to answer an email or take a phone call, for instance—increases the amount of time needed to finish the primary task by as much as 25 percent.

The solution? Mobilize your mental energy. Schwartz maintains that adopting rituals that better focus our attention will increase energy and productivity. Here's how to do that:

• Get single-minded. Schwartz says that it is far more efficient to fully focus on a single task for 90 to 120 minutes, take a true break, and then fully focus on the next activity. He refers to these work periods as "ultradian sprints." Gregg Stanley uses a form of this concept in his approach to dealing with multiple stressors: "I try to focus on tackling just one or two issues at a time. Addressing problems or tasks this way gives me a sense of control, and ultimately, I'm more productive," he acknowledges. • **Reduce interruptions.** Once you become more aware of the impact of daily distractions, create rituals that will minimize the relentless interruptions. Whenever you have a task that requires intense concentration, turn off your computer and let your phone go to voicemail. If you're working on your budget or club correspondence or report, you're guaranteed to finish the task in a third of the time it would take without an interruption-free effort.

• **Respond at designated times.** Schwartz urges answering accumulated voicemail messages when you have downtime, rather than constantly throughout the day. The same applies to emails. It's important to create a ritual of checking your email just twice a day. You can easily clear your inbox each time you open it—the reward of fully focusing your attention on email for 45 minutes at a time.

• Set priorities for the next morning. Perhaps the most effective focus ritual that you can adopt is to identify at the end of each day the most important challenge for the next. Make it your first priority when you arrive in the morning. Many people answer their email as soon as they get into the office. Focus, instead, for that first hour on the most important task. By mid-morning, you'll feel as if you've already had a productive day. And how could that not foster positive energy?



#### **Dimension 4: The Human Spirit**

The fourth of Schwartz's energy dimensions is what he calls, "the human spirit." People tap into the energy of the human spirit when their work and activities are consistent with what gives them a sense of meaning and purpose-in other words, their values. Unfortunately for most of us, the demands and pace of the superintendent's life don't leave much time to consider whether or not the job is providing that energizing sense of meaning and purpose. We just forge ahead to get the job done! But according to Schwartz, being attentive to our own deeper needs will dramatically influence our effectiveness and satisfaction at work long-term. Here are some rituals for doing that:

 Identify your sweet spot. Schwartz suggests recalling at least two work experiences in the past several months during which you found yourself in what he calls your "sweet spot"-that area where you feel effective, effortlessly absorbed, inspired, and fulfilled. Establish a ritual that will encourage you to do more of exactly that kind of activity at work. This may require appropriate delegation of tasks that you don't enjoy but another staff member does. This approach appears to be working for North Jersey's David Dudones. "With the development of NSN Connect and having two assistants now living on the property, I feel at ease relying on them to take charge of tasks that I once felt I had to be there for," he says. And there's a bonus: "Now I can actually relax and enjoy my family."

• Devote time and energy to what you consider most important. Decide what's most important to you and allocate time to it. All too often, we know what's important but never follow through on making time for it. At the top of the list for the majority of superintendents is family time. Try instituting a ritual in which you switch off for at least three hours every evening when you get home so that you can focus on your spouse and kids. "If playing whiffle ball with my three girls in the backyard doesn't reduce my stress," says David Dudones. "I have bigger problems than I think."

Brett Chapin also mixes family time with his passion for sports. He goes to six Red Sox games a year with his wife, and now their 3-year-old daughter too. "The five-hour ride to Fenway and back allows us time to catch up and relax and enjoy each other's company. This spring was the first time we took our daughter with us to Fenway! Showing her the Green Monster was a highlight of my life I will never forget. For those three hours the game took, I didn't look at my cell phone or think about work once!"

What works for Westchester's Joe Alonzi is biking and spending time with his grandkids. "A long motorcycle ride is a great stress reliever," he says. "It's not practical to have your cell phone on, so your thoughts are all you have. I am also fortunate to have two wonderful grandchildren and a third on the way. They are, by far, the greatest stress relievers of all."

A number of our survey respondents me included—live on the property and recognize the value of spending time away from the course. My wife and I enjoy eating out, going to movies, plays, and ball games, and, of course, traveling with the kids. Jay Booth recharges by going anywhere his kids will have fun. "If they're miserable," says Jay, "then I become even more miserable!"

Living in Greenwich, CT, offers Sean

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Foley the perfect evening getaway after a particularly hard day at work: a ferry ride to one of the town's two island beaches with his wife and son. Peter Rappoccio also sees the therapeutic value of a seaside escape. Living on the course and in landlocked Ridgefield, CT, he enjoys spending time with his wife at the beach in Rhode Island. His other favorite pastimes: playing with the grandkids, watching the Red Sox lose (yes, he's a Yankees fan), and, on occasion, a nice bottle of red wine. (According to Dr. Oz, there are actually some health benefits to that!)

• *Live your core values.* Practice what you value most in your day-to-day behavior. In other words, let your core values dictate what you stand for and who you want to be. If you don't, external demands alone will guide your actions.

One way to identify a core value is to consider those values or behaviors that you don't believe in. If you are offended by stinginess, for example, generosity is probably one of your key values. If you are especially put off by rudeness in others, it's likely that consideration for others is a high value for you.

As in the other dimensions, establishing rituals can bridge the gap between the values you aspire to and how you currently behave. For example, if consideration of others is a core value, you might set a ritual of always arriving five minutes early for work, appointments, and family events—especially if you're a person who is chronically late.

#### Live It . . . Share It

Keep in mind that it's probably not just you who feels increasingly beleaguered and burned out, but also the people who work alongside you every day. While putting Schwartz's energy-boosting tips and techniques into practice, remember that the people you work with can benefit from them too. Be sure, at the very least, to encourage your crew to take renewal breaks after highly focused periods of work. The last thing you need during the heat of the season is a crew too depleted to be fully engaged in their job.

As Schwartz points out, when you invest in yourself and the people who work for you—across the four dimensions of body, emotions, mind, and spirit—you all benefit from higher levels of engagement and everhigher levels of performance, each and every day.

Scott Niven, a member of the Tee to Green Editorial Committee, is property manager at The Stanwich Club in Greenwich, CT.

# Are You Headed for an Energy Crisis?

Please check the statements below that are true for you.

#### Body

- I don't regularly get at least seven to eight hours of sleep, and I often wake up feeling tired.
- \_\_\_\_ I frequently skip breakfast, or I settle for something that isn't nutritious.
- I don't work out enough (meaning cardiovascular training at least three times a week and strength training at least once a week).
- \_\_\_\_ I don't take regular breaks during the day to truly renew and recharge, or I often eat lunch at my desk, if I eat it at all.

#### Emotions

- I frequently find myself feeling irritable, impatient, or anxious at work, especially when work is demanding.
- I don't have enough time with my family and friends, and when I'm with them, I'm not always really with them.
- \_\_\_\_ I have too little time for the activities that I most deeply enjoy.
- \_\_\_\_ I don't stop frequently enough to express my appreciation to others or to savor my accomplishments.

#### Mind

- I have difficulty focusing on one thing at a time, and I am easily distracted during the day, especially by email.
- I spend much of my day reacting to immediate crises and demands rather than focusing on activities with longer-term value and high leverage.
- I don't take enough time for reflection, strategizing, and creative thinking.
- I work in the evenings or on weekends, and I almost never take an email-free vacation.

#### Spirit

- I don't spend enough time at work doing what I do best and enjoy most.
- \_\_\_\_ There are significant gaps between what I say is most important to me in my life and how I actually allocate my time and energy.
- My decisions at work are more often influenced by external demands than by a strong, clear sense of my own purpose.
- I don't invest enough time and energy in making a positive difference to others or to the world.

#### How is your overall energy?

Total number of statements checked: \_\_\_\_

#### Guide to scores

- 0-3: Excellent energy management skills
- 4-6: Reasonable energy management skills
- 7–10: Significant energy management deficits
- 11–16: A full-fledged energy management crisis

#### What do you need to work on?

Number of checks in each category:

- \_ Body
- \_\_\_ Mind
- \_\_\_ Emotions
- \_\_ Spirit

#### Guide to category scores

0: Excellent energy management skills

- 1: Strong energy management skills
- 2: Significant deficits
- 3: Poor energy management skills
- 4: A full-fledged energy crisis

# Member News

# Rockland Country Club Earns MGA Environmental Award

he Metropolitan Golf Association Foundation presented Rockland Country Club in Sparkill, NY, with its sixth annual Arthur P. Weber MGA Club Environmental Leaders in Golf Award. The award was given at the 2012 MGA/USGA Green Chairman Education Series and Award Luncheon held March 15 at Alpine Country Club in Demarest, NJ.

Initiated in 2007, the award recognizes an MGA member club that has demonstrated environmental stewardship through golf course maintenance, construction, education, and research.

#### **Environmental Stewardship in Action**

Accepting the award for Rockland Country Club were two members of the club's Audubon Committee, Doug Mattliano and Tom Torpey, who is also immediate past green chair. Both men spoke about the extraordinary efforts of Rockland's superintendent, Matt Ceplo, who has spearheaded the club's involvement in the Audubon International Cooperative Sanctuary Program and has initiated numerous environmentally friendly programs and practices on the golf course.

"Matt is passionate about the Integrated Pest Management (IPM) program," said Torpey. "We've transformed about 20 acres of property into native plant areas, and we're not using pesticides or water in those areas any longer," he added. "In addition, we've put up some bluebird houses, and Matt organizes an annual bird-watching event where people come and observe 40 to 50 species of birds."

Torpey also noted the club's involvement with the surrounding community: "We invite the Biology Department from St. Thomas Aquinas College, which is just up the road, to come and take water samples and use them in their classrooms. We also invite local Girl Scout and Cub Scout groups to come and catch butterflies and learn about our wildflowers," said Torpey, adding, "We feel this award is a great honor for Matt and for Rockland Country Club."



Rockland Country Club Audubon Committee members proudly display the club's well-deserved MGA environmental award. From left to right: Gene Westmoreland of the MGA, Tom Torpey and Doug Mattliano of Rockland Country Club, and Ken Benoit, chairman of the MGA Arthur P.Weber Club Environmental Leaders in Golf Committee.

The award is named in honor of past MGA President Arthur P. Weber, who died in 2008. Weber wrote an Environmental Code of Conduct for golf course maintenance at his home club, Old Westbury on Long Island, nearly two decades ago that many Met Area clubs still use as a model. Weber was a longtime member of the USGA Green Section and helped found the MGA Green Committee and the Tri-State Turf Research Foundation.

#### **New Members**

Please join us in welcoming the following new MetGCSA members: **Brian Bontemps**, Class AF, Secton Turf

Warehouse, Mount Laurel, NJ Steven F. Toro, Class C, Pleasantville Country Club, Pleasantville, NY

#### **Member on the Move**

**Dave Moffett** is the new superintendent at Mosholu Golf Course in Bronx, NY. Previous position: Assistant superintendent at Ardsley Country Club in Ardsley-on-Hudson, NY.

#### In Sympathy

We would like to offer our sincere condolences to our executive secretary, **Ineke Pierpoint**, and her husband, **George Pierpoint III.** Both Ineke and George lost a

## Frank Rossi Voted TOCA Environmental Communicator of the Year

ornell University professor and researcher Dr. Frank Rossi was named the recipient of this year's Turf and Ornamental Communicators Association (TOCA) "Communicator of the Year Award." Sponsored by Project Ever-Green, this award is given annually to a green industry professional who demonstrates "outstanding efforts in communicating the benefits of environmental stewardship to a particular audience in the turf and ornamental industry."

A longtime friend to—and informed member of—the MetGCSA, Rossi speaks annually at national, regional, state, and chapter association meetings and consults annually at dozens of golf courses and athletic complexes. He is the official turf consultant of the New York Yankees, and golf course architect Gil Hanse has sought his services regarding construction of a golf course for the 2016 Olympic Games in Rio de Janeiro.

Rossi received the award May 2 at the TOCA annual meeting in Nashville, TN. The Turf and Ornamental Communicators Association is comprised of editors, writers, publishers, public relations, advertising, and industry professionals working in the green industry.

Project EverGreen's mission is to preserve and enhance green space in our communities by informing the American public about the positive effects of well-maintained green spaces, including lawns and landscapes, sports turf, golf courses, and parks.

Congratulations, Frank!

parent in the past few months. George's mother, Gladys Durland, passed away on June 20. She was 88 years old. Ineke lost her mother, Tini Jansen on June 9. She was 96 years old. Our deepest sympathy.

We also regret to announce the passing of **Jim McNally**, a MetGCSA member since 1966. Jim lost his battle with cancer at age 72. A longtime superintendent, Jim had a degree in agronomy from Delaware Valley College. His final job in the golf course business was at Rock Spring Golf Club in West Orange, NJ, which he followed with a position managing the Estates at Pierson's Lakes. He also founded Quality Irrigation, installing or repairing countless irrigation systems.

A friend to many in the tri-state area, Jim will be remembered fondly.

# **Upcoming Events**

# Not-to-Be Missed Upcoming Events!

#### **Summer Social**

*Tuesday, July 17* Old Oaks Country Club Purchase, NY Host: Mark Millett

#### **Family Picnic**

*Tuesday, August 2* Bedford Village Memorial Park Bedford, NY

#### **Parent/Child Scholarship Tournament**

*Wednesday, August 8* Mosholu Golf Course Bronx, NY Host: Dave Moffett

#### **Educational Events**

#### 2012 University of Connecticut Turfgrass Field Day

*Tuesday, July 17* UConn Research and Education Facility Storrs, CT

The field day will offer guided tours of a variety of research projects underway at the university followed by a delicious lunch and an opportunity to connect with fellow turf professionals. The afternoon program will include two breakout sessions highlighting current organic management demonstrations for athletic field turf and a turfgrass disease walking tour focused on identification and cultural and chemical control options. Exhibitors from across the region will also be present with product and service information for the turfgrass industry.

Check the website for further details: www.turf.uconn.edu.

#### Rutgers Turfgrass Research Field Day (Golf & Fine Turf)

Tuesday, July 31

Horticultural Farm II, New Brunswick, NJ

Save the date, and watch for details. Call 973-812-6467 or visit www.njturfgrass.org for further information.

#### Met Championship and Met Area Team Championship Qualifier PLUS The Poa Annual Tournament

Monday, August 27 Century Country Club, Purchase, NY Host: Kevin Seibel

#### **Annual Assistants Championship**

Wednesday, October 8 Old Oaks Country Club Purchase, NY Assistant Host: Jason Anderson Superintendent Host: Mark Millett

#### Superintendent/Green Chairperson Tournament

Tuesday, October 10 Golf Club of Purchase, Purchase, NY Host: Bob Miller

#### Met Area Team Championship

Thursday, October 18 The Stanwich Club Greenwich, CT Host: Scott Niven, CGCS

#### **UMass Turf Research Field Day**

Wednesday, August 1 (8:00 a.m. -1 p.m.) UMass Joseph Troll Turf Research Center South Deerfield, MA

The field day will focus on the wide range of research projects that university faculty, staff, and graduate students currently have underway at the research center and at other locations. Among the studies you'll see: the biology and integrated management of turfdamaging insects, short- and long-term weed management, pesticide exposure, fertility, drought management, as well as a range of National Turfgrass Evaluation Program fine turf trials. The field day will also feature displays and demonstrations from turf industry vendors. A barbecue lunch is included with registration.

For further information, contact the UMass Extension Turf Program office at 508-892-0382 or by email at fieldday@ umassturf.org.

#### 37th Annual New Jersey Green Expo Turf and Landscape Conference

Tuesday – Thursday, December 4 – 6 Taj Mahal Hotel Casino Resort Atlantic City, NY

The New Jersey Green Expo offers a comprehensive educational program providing cutting-edge applications and tactics to guarantee green industry professionals' success on the job. Offering one of the largest trade shows in the tri-state area, the expo also provides attendees the opportunity to view the latest and greatest products and services on the market.



# National News

# John O'Keefe Advocates for Golf Industry in Nation's Capitol

ohn O'Keefe, director of golf course management at Preakness Hills Country Club and a GCSAA director and Government Relations Committee chair, traveled to Washington, DC, April 16-18 with nine peer members of the GCSAA Government Relations Committee to meet with members of Congress as part of National Golf Day.

The goal of the visits with federal lawmakers was to promote the golf industry's economic, human, and environmental benefits across the nation and to drive home just how vital the golf industry is in enhancing the lives of millions of Americans.

The committee discussed a variety of issues with members of Congress and their staff, including the Clean Water Act (CWA) National Pollutant Discharge Elimination System (NPDES), pesticide general permits, the H-2B visa program, as well as golf's exclusion in recent years from federal relief and stimulus measures being considered by Congress.

#### The Power in a United Voice

Our committee's Capitol Hill visits coincided with those of WE ARE GOLF, a coalition founded by five of the golf industry's leading associations: GCSAA, the National Golf Course Owners Association, the World Golf Foundation, The PGA of America, and the Club Managers Association of America. Its growing membership includes participation from association members, multi-course owners, manufacturers, and golf facilities.

By showcasing golf's diverse businesses and their employees, the tax revenues it creates, the tourism it spawns, the charity it generates, and the environmental benefits it provides, WE ARE GOLF is leveling the playing field for the thousands of small businesses that make up the industry and depend on the sport for their success. The primary mission of WE ARE GOLF is to encourage members of Congress to keep in mind golf's contributions to communities across the country when they're developing and advancing important legislation. WE ARE GOLF will work to share golf's many benefits with media, elected officials, and regulators.

"I was pleased by the quality of conversations we had," said GCSAA CEO Rhett Evans. "We did not come with our hands out for special favors. We came asking only for a level playing field with other industries and small businesses. That message resonated with the congressmen and congresswomen. Those who were already supporters of golf were surprised by the diversity and size of the industry and vowed to help us in our efforts. Even more impressive was the reaction of those who were not golfers. They thanked us for coming and offered helpful feedback on how we might go about accomplishing our goals."

# And, Now, a Word From ... Kevin Doyle, GCSAA's New Field Staff Representative for the Northeast Region

s the new field staff representative for the Northeast Region, I thought I would start by sharing a little background on myself. I graduated from the University of Massachusetts, Amherst in 1995 with a B.S. in biochemistry. I spent the next 17 years as an assistant, then superintendent at facilities in southern New Hampshire. In 2010, I earned a master's in business administration from Southern New Hampshire University and authored articles in various trade magazines, including GCM ("Doing More with Less: A Statistical Analysis of Fertilizer Costs," December 2011). I have spent many years involved with nonprofit organizations on local and national levelsmost recently as the facilities director and facilities expansion chair for the Milford

Community Athletic Association, the Lowell Professional Hockey Booster Club president, and a coach for Kids in Disability Sports (golf).

#### The Role of Field Staff Rep

So what is my role as a GCSAA field staff representative in your region?

Number 1: To assist you, as a GCSAA member. I will be attending chapter meetings and events and working to create avenues of communication. If you have any questions or issues relating to GCSAA, I am your first stop in getting them resolved. I will also work to keep you informed on issues important to your job. This may involve something as simple as reminding you about fast-approaching member benefit deadlines (scholarships, for



instance) or impending changes in federal regulations (see page 9).

Number 2: To support your chapter. I'm available to work with your chapter to ensure that GCSAA programs and services are being fully utilized. Chapters in other regions that have had experience working with field staff report a greater connection with GCSAA, an enhanced ability to utilize GCSAA programs and services, and access to additional resources to advance their chapter in a strategic manner.

Number 3: To act as a pipeline to our national organization. I will work to communicate member and chapter issues to appropriate GCSAA personnel. The more aware the association is of issues at the grass roots level, the more effective it can be in developing programs and solutions that allow members to perform their duties at a higher level.

#### What You Need to Know

Here are several issues and events pertinent to you and your job right now:

First, an important reminder: March 15 marked the expansion of the Americans With Disabilities Act to include not only the facilities at golf clubs, but the golf course as well, GCSAA has a free, 90minute archived webcast to inform members of the new requirements and what you can do to ensure your facility complies. You can access the webcast using the following link: http://www.gcsaa.org/ common/templates/GcsaaTwoColumnL avout.aspx?

GCSAA has worked hard at advocating against rule changes to the H-2B temporary visa program. If any of you took the five minutes or so to respond to the action alert requested by GCSAA, you will be happy to learn that your efforts so far have been successful. This program is utilized on the Cape by some, and nationally by many in the golf industry, including grounds and food and beverage personnel, as well as other back-of-the-house operations. Watch for more information on the status of H-2B as it becomes available in the future.

Nominations for Lebanon Turf's 2013 Dog Days of Golf Calendar are now open. Enter your dog for a chance to appear in the calendar, which will be mailed with the November issue of Golf Course Management magazine. If selected, your pup will have a chance to be crowned 2013 Dog of the Year, earning \$3,000 for your affiliated chapter, \$500 for your local humane society, and \$500 for you. Entries are being accepted through August 1. For more information, visit: http://www. gcsaa.org/\_common/templates/Gcsaa TwoColumnLayout.aspx?id=2455&terms =dog+calendar.

Beginning January 1, 2013, the FCC is mandating changes to the bands your facilities might be using for handheld radios and irrigation systems. This change could cost your facility THOUSANDS of dollars! Be sure to educate yourself and be prepared for changes coming down the pike. You can start by reading an article on the subject that appeared in GCM's May issue (http://digitalgcm.gcsaa.org/ ?id= 3pageid =46) or go to GCSAA.org to view the archived June 14 webcast covering this issue.

In the meantime, be sure to keep an eye out for my information updates, and feel free to contact me with any issues or questions you'd like to have addressed. You can reach me at 816-807-3103 or at kdoyle@ gcsaa.org.

Hope to see you at a meeting soon!

#### **Kevin Doyle** GCSAA Field Staff-Northeast Region

# Scorecard

# **Apawamis Course Packs a Punch for Mahoney Two-Ball Qualifier**

by Sean Cain, CGCS, Tournament Committee Chair

hirty, 2-man teams played at The Apawamis Club on April 23 to position themselves on the bracket and hopefully set themselves up for a run in the 2012 Dave Mahoney Two-Ball Championship.

Bill Perlee has been a very busy guy with course renovations over the past several years. Some of the greens were softer, like the 4th Eleanor's teeth, but overall, with its blind shots and difficult sloped greens, Apawamis still has a nasty bite on golfers.

#### In the Two-Ball Event . . .

The team of Tony Grasso (Metropolis) and Scott Tretera (Harrell's LLC) shot an even par 72 gross to give them the second seed spot. Tom Ashfield (Quaker Ridge) and Andy Drohen (Agrium Advanced Technologies) posted a 75, while Blake Halderman (Brae Burn) and Glen Dube (Centennial) had a 78 to finish in the prize money.

Glenn Perry (Rolling Hills) and Dave

Fleury (Rulewich & Fleury Golf) were tops in the net division with a 68, while Bobby DeMarco (Powelton) and Fred Montgomery (Syngenta) shot a 69 to finish second, and Brian Bontemps (Secton Turf) and Mike McCall (Casperkill) posted a 70 net to round out the prize money.

#### In the Two-Ball Ouglifier ....

After a hard-fought day on the links, the match play brackets are set. In the First Flight, Matt Ceplo (Rockland) and Jim Swiatlowski (Montammy) were awarded the top seed thanks to their victory in the 2011 Championship, while Ken Benoit (GlenArbor) and Greg Gutter (Mount Kisco), are the #1 seed in the Second Flight.

For the full lineup of First and Second Flight contestants, visit metgcsa.org, Be sure to make note of the deadlines for each round. Matches must be completed on time.

Finally, we would like to thank our Title Sponsor Morris Golf, who helped make the day possible.

# Nine & Dine: Good Golf and Great Fun

he MetGCSA's inaugural Nine 1st net / 3 and Dine: Superintendent/Guest Tournament was a huge success with more than 100 golfers and guests for dinner and a chance to meet John Mara of the New York Giants. Many thanks to Frank Amodio for arranging this special guest. Country Club of Darien was a gracious host, and Tim O'Neill and his staff had the golf course in terrific shape. Special thanks to our Title Sponsor LaCorte Equipment for helping to make this event memorable.

Here's how the golfers fared:

#### On the Front 9 ...

1st gross / 35 Tim O'Neill, CC of Darien, John Carlone, Meadow Brook Club, Frank Amodio, Valley View Greenhouses, Les Kennedy Jr., Blind Brook Club

Tony Grasso,	Metropolis CC,
Scott Tretera	, Harrell's,
Glenn Perry,	Rolling Hills CC,
Bill Perlee, Aj	pawamis Club
	Scott Tretera Glenn Perry,

#### On the Back 9 ....

1st

1st

gross / 3	/ 36	Gale Stenquist, LaCorte
		Equipment, Cory Niehause, John
		Deere, Fred Montgomery,
		Syngenta, Bob DeMarco,
		Powelton Club
net / 29	29	Justin Gabrenas, Birchwood CC,
	Shannon Slevin, Shorehaven	
	GC, Matt Leverich, Playbooks	
	for Golf, Greg Wojick, Playbooks	
	for Golf	

#### **Closest to the Pin**

#2 Eric Berg, LaCorte Equipment, 12'5"

#### **Closest to the Pin**

#13 Mark Millet, Old Oaks CC, 15'8"

Tee to Green May/June/July 2012

# Spotlight

# Mark Millett Promises a Mighty Fine Time at the Old Oaks Summer Social

by Eric O'Neill

f anyone knows how to throw a party, it's Old Oaks Superintendent Mark Millett and his wife, Mary Pat. It's no wonder, then, that the Met's Summer Social will make a return trip to this onceregular site on July 17.

Both Mark and Mary Pat are well-known among veteran association members for their great sense of fun and warm hospitality, having hosted—in addition to numerous Summer Socials—more than a few backyard barbecues over the course of Mark's 31-year tenure, some just to welcome industry newcomers to the area.

Way back when I was an assistant at Scarsdale Golf Club, I happened to answer the maintenance facility phone, and it was Mark Millett calling to invite Matt Severino and me, along with our families, to a barbecue at his house. I couldn't help but wonder why he'd invite me, an assistant new to the area, to his get-together. But it didn't take my wife and I long to see that the Millett's are one of the most generous and kind-hearted couples you'd ever want to meet. Needless to say, we had a great time, and it provided me with a great entrée into the area, which I've never forgotten.

#### A Site Worth Seeing

If you haven't been to a Summer Social at Old Oaks, you've missed out on more than just the Milletts' hospitality. The club's facilities are something to see. A little bit of paradise right here in Westchester County, Old Oak's clubhouse—once the mansion of investment banking exec William A. Reed—is truly magnificent, and the view from the pool area, behind the main building, is nothing short of spectacular. Rebuilt in 1970, the pool was featured in the 1976 movie, *Goodbye Columbus*.

The other part of the club you won't see this trip is the pristinely conditioned Tillinghast/Alison golf course, which in Mark's lengthy tenure, has undergone significant renovations under architect Ken Dye. Starting in 2002, a number of the course's greens were rebuilt or expanded, bunkers were renovated, and since 2004, two to three tees have been rebuilt each year. In addition, extensive drainage was installed, and 10 acres of rough area were developed, along with an all-new practice facility with target greens and a putting green and chipping green.

#### An Inspiration

Mark's clearly been busy. This fall, he's planning to install an all-new HDPE irrigation system. When asked how he's kept all these balls in the air, Mark's quick to credit his crew for their diligence in keeping the course in top shape through the chaos of construction. Held in equally high regard by his crew, Mark has seen more than a few employees through to successful pursuits since starting at Old Oaks in 1981.

Longtime former assistant Rob Milar, who's now superintendent at St. Andrews, touts Mark as a positive influence both personally and professionally. "Mark was, and still is, a great mentor," says Rob. "Having observed how he manages crew members with patience and respect and works to maintain positive member/golfer relations, even when course conditions are less-thanperfect, are just two of the many lessons I've taken with me to St. Andrews. Mark would always remind us that working in the Met area is like a baseball player making it to the Major Leagues. How right he is. I consider myself fortunate to have had the experience and pleasure of working with him-and in the Met area."

Fresh Meadow Superintendent Joe Gardner credits Mark for mentoring him both on and off the course. "Working for Mark opened a lot of doors for me in the area," says Joe, who is quick to note just how grateful he is for the contacts he made at Old Oaks and for his perspective on what it takes to succeed in a challenging industry.

Another one of Mark's success stories is "adopted son" Scott Tretera of Harrell's LLC. Scott recalls working for Mark many moons ago and still takes a life lesson with him to work every day: "Treat others as you would want to be treated."

No doubt, that's been one of Mark's many keys to success, both personally and professionally.



#### Mark Millet

#### **Personally Speaking**

Mark's interest in golf—and turfgrass management—began when he was in high school in Turner Falls, MA. He played on the golf team and worked summers on area golf courses, starting out on a nearby nine-hole golf course, the Thomas Memorial Golf and Country Club. The turning point for Mark was working on the crew of Northhampton Country Club, where his cousin, retired Whippoorwill Superintendent Chuck Martineau, was then superintendent.

Convinced that he'd found his calling, Mark next moved to Fenway Golf Club, where he quickly ascended to first assistant under then Superintendent Al Tretera. After five years at Fenway, and an education from UMass at Stockbridge, Mark became the superintendent at Westchester Hills.

In the years between Westchester Hills and Old Oaks, Mark and Mary Pat, together for 40 years, started their family. How time flies. Weeks ago, they celebrated their daughter Megan's wedding—from all accounts a gala affair which they held at the club. A Pace University graduate, Megan teaches in the Ossining school district.

Their oldest child, Jeff, has a master's in Building Architecture from Columbia University. Mark and Mary Pat are proud of their children's success, but they are most proud of their kids adopting their philosophy of never losing sight of the important things in life: "the family and friends who sustain you."

Be sure to join Mark and Mary Pat on July 17 for what promises to be the perfect getaway-from-it-all social event of the year. Knowing all too well what the golf season brings, I think we're all looking forward to it.

Eric O'Neill, a member of the Tee to Green Editorial Committee, is superintendent at Towers Country Club in Floral Park, NY.

# Spotlight

# Seibel Promises Double the Fun at Century

by Kevin Collins

uperintendent Kevin Seibel will host this year's combination Met Area Team Championship Qualifier and Poa Annual Tournament, which is NYSTA's annual fundraising golf event. Scheduled this year for August 27, this dual event will be held at the more-thancentury-old Century Country Club in Purchase, NY.

#### **Century on the Move**

Founded in 1898, Century was originally located in the Throgs Neck section of the Bronx adjacent to Long Island Sound. Architect Tom Bendelow designed a nine-hole course that played alongside the water. In 1904, the members purchased a 100-acre site in Greenburgh where they built an 18-hole course designed by Herbert Strong along with several tennis courts and riding stables.

Having grown tired of the hilly Herbert Strong layout, the members decided to move once again in 1922, purchasing 175 acres of land on Anderson Hill Road. They hired H.S. Colt and Charles Alison to build a new course, which opened in 1924.

Finally pleased with their location and layout, members changed little until bringing Kevin on board in 2003 to implement a John Harvey master plan for the golf course. Now in his 10th year at the club, Kevin has overseen the installation of a new irrigation system, a full bunker reconstruction and restoration project, greens expansions, the resodding of all the greens surrounds, drainage work, and recontouring of the fairways. In addition, a short game area and a 10,000square-foot putting green were recently completed for the membership. Right now, Kevin is in the middle of a tee construction and renovation project, at the same time replacing the existing cart paths with a more natural-looking crushed stone.

#### The Path to Century

Kevin's start in the industry began not far from his New Jersey roots. He grew up in Magnolia, NJ, which is about 10 minutes from downtown Philadelphia. That might explain why, before golf, his passion was with all the Philly sports teams, particularly the Eagles—a team he followed at Veterans Stadium, until the Vet was demolished, a particularly sad day for Kevin.

Kevin attended Pope Paul VI High School in Haddenfield, NJ. Being a big sports guy, he played varsity baseball for the school and in the local summer leagues. Kevin's first job on a golf course began the summer of his 16th year at Woodcrest Country Club in Cherry Hill, NJ. The superintendent then was none other than Matt Shaffer. Kevin would work on the crew all day then round up the golf carts and finally the flag sticks to prevent the neighborhood kids from making away with them in the wee hours of the morning.

Kevin recalls one night when he went to collect the flags but had to turn back because of a bad electrical storm. "I told Matt it was too dangerous to be out on the course," says Kevin, "so next thing I knew, he jumped in his cart and headed out himself. Of course, he came back with all the sticks, pissed off, soaking wet, and mumbling under his breath that I was a complete wimp (or something like that)." Even 24 years later, Matt still enjoys telling that story any time Kevin's name comes up.

After high school, Kevin attended Rutgers, graduating from the two-year turf program while working for Rick Christian at Pine Valley. It was good training. "At Pine Valley, we had to maintain perfect conditions in a tough climate all the time. There was no room for error," Kevin remembers.

Kevin's next stop was Merion Golf Club working for Paul Latshaw. After two years, Paul left for Oak Hill, and Greg Armstrong assumed Paul's position as superintendent. Kevin's responsibility at that time was as the superintendent on the West Course. Greg left after the 2001 season and, lo and behold, Matt Shaffer was hired as superintendent in 2002.

It was that year Kevin believes gave him the training and preparation he needed for the future. "Matt moved me over to the East Course (Championship Course)," remembers Kevin, "and I became his right-hand man. I had to implement all of Matt's programs. We were trying to get the course in U.S. Open-type shape: hard, fast, dry, and lean. It was a crazy year. We had high turnover. Every week it seemed like we had



new staff. It was the only time in my life that I dreamt about work. They weren't good dreams, though; they were nightmares. But looking back, it was the best thing that ever happened to me. It completed my education."

A year later, Kevin was hired at Century as the club's superintendent. More than pleased with his move to Century, Kevin was eager to recognize the people who have been integral to his—and the club's—success: "The general manager, Burt Ward, has been very supportive and great to work with. My former assistant, Andy Hannah (recently hired as superintendent at Shuttle Meadow in CT), was with me every step of the way and was a huge asset in getting through the construction and providing the members with a great conditioned golf course every day. The crew has also been tremendous."

#### Family Man

Kevin met the love of his life, Cary, in 1996, through Cary's brother Scott, who attended Eagles home games with Kevin. After a three-year romance, Kevin and Cary married in 2000 and have three great kids— Alex, 16; Ben, 11; and Lily, 5—who keep them more than busy. Kevin is currently involved in coaching Ben's football and baseball teams.

Cary has been volunteering her time recently at a pet adoption agency, bringing the Seibel household pet count up to three dogs and three cats. Kevin handles it well: He says nothing—definitely the correct strategy. But the pained expression on his face tells all!

Don't worry; on August 27, Kevin will be all smiles when he sees everyone on the links at Century for the joint Met/NYSTA events!

Kevin Collins, a member of the Tee to Green Editorial Committee, is Mid-Atlantic and Northeast territory manager for Aquatrols Corp. of America and the owner/president of DryJect Northeast/TurfPounders.

# Spotlight

# Scholarship Recipients Muster at Mosholu

Dave Moffett Welcomes This Year's Parent/Child Scholarship Tournament to the home of The First Tee New York

by Ed Brockner, MetGCSA Executive Director

osholu Golf Course, home to The First Tee of Metropolitan New York, will once again host the Met Parent/ Child Scholarship Tournament on August 8. Like last year, the scholarship reception and awards ceremony will be accompanied by an afternoon of golf at Mosholu's ninehole course.

If you weren't there last year, be aware that this is not your typical golf outing. As the event name suggests, a MetGCSA member and child are invited to compete in a ninehole shotgun scramble. This is a format golfers of all levels can enjoy. Priority will be given to MetGCSA members whose children have received scholarships. The remainder of the field—there's space for 40 golfers—will be filled with other association members and their children. The event, again, is free of charge.

Erik Feldman, who shepherded the ninehole facility through its transformation from a downtrodden muni to a proud public links devoted to the growth of the game, recently accepted the superintendent's position at Bethpage where he had worked with then Superintendent Craig Currier before moving on to Mosholu. Erik's return to Bethpage paved the way for Dave Moffett, who took the reigns in May and is continuing his predecessor's good work.

Over the past 11 years, nearly \$5 million has been devoted to renovating everything from the maintenance building and clubhouse to various aspects of the golf course, which boasts a 20,000-square-foot putting green, chipping area, and driving range and, now, the reputation as one of the best-conditioned municipal courses in the area. Moffett admits that when he first found out about the potential opening at Mosholu, he was a bit skeptical about what the job would entail. "I didn't really know what to expect when I heard that there was a superintendent position at this course in the Bronx," says Moffett. "But after I did a walkthrough of the course, I recognized that it offered a great canvas and was excited about the possibilities it presented."

#### **Moffett Before Mosholu**

Dave grew up a diehard Broncos fan in Littleton, CO. He was first exposed to the turf industry with a summer job at a local golf course. After completing high school, Dave pursued a degree in horticulture at Colorado State University, just two hours away from his hometown. During his time at school, he secured an internship at Trump National Westchester just as the course was opening. Working under current MetGCSA Vice President Blake Halderman, Dave returned to Trump National after graduation.

"Blake has been a great mentor and friend," says Dave. "His attention to detail and the way he conducts his professional life has shown me what it takes to be successful in this business." After five years at Trump, Dave went on to work as an assistant under Matt Dutremble at Ardsley Country Club, where he was able to further his experience in all aspects of course maintenance. "We did everything in-house at Ardsley, so I was fortunate to work for such a talented individual and be involved in a variety of projects during my tenure there," says Dave, who's clearly well prepared for this exciting next step in his career.



#### Dave Moffett

#### **Life After Work**

Speaking of exciting, Dave and his wife of five years, Tina, welcomed the birth of their first child, Jack, a little more than a year ago, as well as the purchase of a new home, which have kept the both more than just a little busy. While family and work can be all consuming, he and Tina still look for opportunities to get away from it all. Some of their favorite escapes have been to Europe and to anywhere the weather's warm once winter comes.

In the meantime, Dave is looking forward to continuing the tradition that was started last year at Mosholu with the scholarship outing and hosting fellow superintendents and their kids on August 8. He has already gotten off to a fast start at this urban oasis, building his crew and training them to perform the tasks necessary to keep the course going in the right direction.

"In building on everything that Erik did in the past, I have no doubt that we'll keep making the course better and better in the future," says Dave.



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