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Tee To Green

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est 1959

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President's Message

New President David Dudones Outlines Goals for Success

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A

s I sit down to write my first president's message, I can't help but think about how fortunate I am to have grown up in the turfgrass business. As many of you know, five generations of Worthingtons have now worked in the industry. My grandfather, Ed Worthington Jr., opened a turfgrass supply company that he, and later my mother, Janet Dudones, ran for more than 60 years in my hometown, Saranac Lake, NY, until 1996.

Throughout my family's involvement in the industry, they have always emphasized the value and importance of giving back to an industry that has given so much to them. Beyond serving as president of NYSTA, my mother, as well as my grandfather, participated on industry boards and devoted a good deal of time to committees, focus groups, and other volunteer efforts that supported the industry they loved. Learning by example, I couldn't help but adopt my family's commitment to "paying it forward."

Now, after 12 years of service on the MetGCSA Board of Directors, I am pleased to assume the role of president and continue to serve the association that has supported me in so many ways over the years—starting with helping to fund my graduate research while I pursued my master's at Cornell.

I am grateful for the opportunity the Met has provided to develop relationships with and learn from some of the industry's most highly regarded superintendents—many of whom have, themselves, served as Met presidents.

Now, Past President Glen Dube has handed me the keys to our association, which is currently doing some of its best work. From the BMPs—spearheaded by Ken Benoit, Blake Halderman, and Bob Nielsen—to the hiring of Executive Director Mike McCall, to the creation of the MetGCSA Foundation, Glen has left us in a great position going forward.

Looking Ahead

At our November Annual Meeting and Elections, the board identified future goals for the association. I wanted to share them with you ...

David Dudones
MetGCSA President

Increase Meeting Attendance

- Survey area associations' event schedules to avoid overlap when scheduling our premiere events.
- Find ways to foster closer relationships among members so new members feel motivated to get involved.
- Work to determine why a large percentage of the association is not attending many of the events.
- Remove or change events that don't attract healthy attendance numbers.

NOTE: Though attendance for golf events was up slightly in 2016, and the current lineup of courses for 2017 has great potential, we are still striving for improved attendance.

Enhance Public Relations

Actively promote positive examples from various media (*The Met Golfer*, *Lohud*, etc.) of what superintendents bring to the game of golf.

NOTE: A perfect example is the recent press release about Ken Benoit, Blake Halderman, Bob Nielsen, Frank Rossi and Stacey Kingsbury winning NYSTA's 2016 Friend of the Green Industry Award for their work with the BMPs.

Grow Restricted Accounts

- Begin a new standard operating procedure to grow restricted accounts.
- Find another source to pay out yearly scholarships and research. This will allow the \$70 taken from each member to remain as principal rather than being paid out annually.

NOTE: Our Foursomes for the Foundation With Charity Buzz is our first attempt at generating extra income to begin this transition to growing the restricted accounts. Everyone please donate!

Actively Promote Jobs in Our Area

- Promote the professionalism and talent of our assistants and superintendents within our area.

Continued on page 11

Westchester's David Dudones Elected MetGCSA's 33rd President

by Bob Nielsen, CGCS

"My grandfather always told me that this industry was different because you could conduct business on a handshake," says Dave. Dave prides himself on still being able to conduct business the very same way, with good faith and trust.



A

t the MetGCSA's Annual Meeting on November 2, David Dudones was elected the Met's 33rd president. Dave has been a member of the association since 2002, joining as an assistant superintendent at Westchester Country Club. Clearly a mover and a shaker, Dave, just two years after entering the profession, pursued a position on the board, in 2004, as a Class C representative. A year later, he was appointed to the board by then MetGCSA president, the late Tim Moore. "Tim was extremely welcoming to me," remembers Dave of our 25th president. "We lost him far too soon."

In his 12 years of service to the board, Dave has gained valuable experience and association knowledge, serving as a director, treasurer, and vice president, in addition to serving four years as editor of the *Tee to Green*, chairing the Bylaws and Scholarship & Research committees, and serving on the Finance Committee.

Clearly, Dave is well prepared to assume the role of MetGCSA president and pleased to reach the pinnacle of the association that helped give him his start. Dave was a graduate assistant under Frank Rossi when the MetGCSA awarded Frank and Cornell a grant for moss research. Dave's stipend was funded through that grant.

"I am grateful to the Met for helping me to complete my college career," says Dave, "and I am proud to serve as its president 20 years later."

Paving the Way for Change

Dave has a number of ambitious goals for the MetGCSA. First and foremost is to increase meeting attendance and camaraderie among association members. "Let's figure out what works and what guys want and build on that," says Dave. "If something isn't working, we fix it or move on."

The success of the Nor'easter the Met has run at the Golf Industry Show in recent years is a perfect example of things that work.

Improving public relations is another of Dave's top priorities. "Through local news-

paper articles and *The Met Golfer*, we need to promote what the superintendent brings to the game of golf," says Dave. Recent articles highlighting member accomplishments that have appeared in *The Journal News* and on social media show that Dave is wasting no time getting these practices implemented.

Growing the MetGCSA Foundation is yet another of Dave's goals. "Increasing the amount of scholarships awarded has really helped the members," says Dave, "but now is the time to start growing those accounts for the future." The MetGCSA Foundation opens up a number of possibilities. Because it is a 501(C)3, all contributions are tax deductible.

Dave has also set his sights on increasing membership. Currently, the Met has 150 superintendents as members but only 80 assistants. Dave sees the opportunity for growth in the assistant category but also wants to understand why some local superintendents may not be joining.

At the same time, Dave considers it important that the association demonstrate the talents and attributes of the member assistants and superintendents in the area to prospective employers.

"We have some of the top assistants in the country right here in the Met area, and we need to make sure that people know that," says Dave.

He also wants to have a method in place to identify and cultivate new members for the MetGCSA Board of Directors. "A steady stream of qualified and enthusiastic candidates assures the success of the MetGCSA in the future," says Dave.

Deeply Rooted in the Turf Business

A fifth-generation member of the Worthington family, Dave's roots in the turf business run deep. His great, great grandfather, Charles Campbell Worthington, his grandfather Ed Worthington Jr., and his mother Janet, all made noteworthy contributions to the turfgrass management industry.

His great, great grandfather, C.C. Worthington, was an inventor and avid golfer who hired his good friend A.W. Tillinghast to



The Dudoneses enjoy the women's PGA championship at Westchester Country Club. Dave and his wife, Dana, with daughters (l to r) Taylor, Kylie, and Avery.

design and build Shawnee Country Club in Pennsylvania—Tillinghast's first effort as a golf course architect.

Worthington, after being shown a homemade gang mower by Tillinghast, tinkered with it and improved on the design, forming the Worthington Mower Company. The company, which provided high-quality mowers and tractors for commercial use, was eventually sold to Jacobsen in the mid-1940s.

Dave's grandfather, Ed Worthington Jr., continued the family tradition, founding the Ed Worthington Corp., a turfgrass supply business headquartered in Saranac Lake, NY, Dave's hometown.

Dave's mom, Janet Dudones, took over and ran the company in the late 1970s, looking to Dave to help out with the family business throughout his formative years. During that time, she served eight years on the NYSTA board, two of those years as the organization's president.

Now, Dave's own success and involvement in the industry makes his mom proud, and Dave knows his grandfather would have been too.

Dave is equally proud of his heritage and the tradition of being in the turf business. Yet Dave did come close to taking a different career path. In 1993 he entered SUNY Cortland as a biology major, with his sights set on becoming a teacher. After three years at Cortland and a summer job at Craigwood Golf Club in upstate New York, Dave had a change of heart. He made a switch to SUNY Cobleskill, where he completed his

bachelor's in Plant Science/Turfgrass Management in 1997.

After graduating, Dave wasted no time in building his resume. He quickly landed a position at Engineers Country Club with Don Szymkowicz and, two years later, went on to earn his master's in Turfgrass Science from Cornell University, studying under Dr. Frank Rossi.

In 2001, with graduate degree in hand, Dave left his New York roots, moving cross-country to Scottsdale, AZ, and the Desert Mountain Club, where he worked with Shawn Emerson.

After a year there, he returned to Westchester Country Club, where he had interned with Joe Alonzi in 1997. Dave stayed on as one of Joe's assistants for three years before landing his first superintendent's position at North Jersey Country Club.

Dave's next move was one that he had set his sights on from the time he'd set foot on Westchester Country Club grounds. In 2014, when Joe Alonzi retired as superintendent, Dave pursued the position at Westchester and was hired as the club's next, and current, superintendent.

Giving Credit Where Credit Is Due

Dave is quick to credit his success to his many mentors, not the least of whom is Joe Alonzi. "Working three years for Joe," says Dave, "was like working six somewhere else. He showed me how to run a massive operation with almost unattainable expectations."

"Shawn Emerson taught me attention to detail and how to motivate staff. He was an amazing motivator," remembers Dave, adding that all of his prior mentors, including

Don Szymkowicz, helped to teach him not only agronomy but also the intricacies of dealing with members and committees.

Dave also acknowledges the great help and support Preakness Hills Superintendent John O'Keefe and his wife, Margaret, offered when he accepted the position at North Jersey. John welcomed me to the New Jersey Association and helped me acclimate to the area, and more recently, Margaret spent many hours helping me prepare my presentation for my interview at Westchester.

Last, but not least, Dave gives great due to Cornell's Dr. Frank Rossi. "I couldn't think of anyone better than Frank to work with on my master's," says Dave, with the utmost respect and fondness. "In addition to giving me invaluable lessons in agronomics, Frank always emphasized that the most important attribute of a superintendent is to be honest all the time . . . in dealings with colleagues, staff, and green committee members. Honesty, to Frank, is always the best policy."

One thing is clear: With mentors like those Dave has mentioned, he had no choice but to succeed!

More to Be Grateful For

Though Dave has had wonderful support and guidance throughout the years from leaders in the profession, he emphasizes that it's his superintendents at Westchester who provide the kind of support he needs now to manage Westchester's massive operation.

"Joe Gikis, the assistant director of golf and grounds and construction superintendent; Aaron Crouse, the superintendent of the West Course; and Andrew White, the super-

intendent of the South Course, help to form a team that produces tournament conditions on a daily basis," says Dave. "And just as important, they afford me the opportunity to maintain some semblance of a family life."

Dave and his staff are the backbone of a team that has been a staple at Westchester Country Club for 25 years. Both Bob James, the executive director, and John Kennedy, the director of golf, have been invaluable to our department's success over the years, and are going to be missed as they move on to retirement. Ben Hoffine replaced John Kennedy in January and Bob James will step down at the end of 2017.

Family Man

While becoming the superintendent at Westchester and president of the MetGCSA are professional goals Dave is happy to achieve, his greatest source of joy is his wife, Dana, of 14 years, and his three daughters: Kylie, 11; Taylor, 9; and 8-year-old Avery.

Dave actually beams when he starts talking about them. Dave is a family man but credits Dana for her strength, understanding, and support.

"When the job requires you to be there 70 or 80 hours a week and summer holidays basically don't exist," says Dave, "it's comforting to know that Dana can be both Mom and Dad if the need arises."

Final Note

David Dudones expects to lead the MetGCSA as he does Westchester Country Club: He is open and approachable and will respond to all calls and emails within 24 hours.

"I want the membership to be pleased with what we do at the board level, and if they're not, I'd like to hear from them so that we can address their concerns," says Dave. "I want nothing more than to work with the board and membership to explore ways to support the sense of camaraderie among members and the ongoing growth and strength of our organization," says Dave.

The MetGCSA will, no doubt, be in capable hands for the next two years. We wish you every success, Dave, in your term as president!

Bob Nielsen, a member of the Tee to Green Editorial Committee, is superintendent at Bedford Golf & Tennis Club in Bedford, NY.

Westchester Country Club



Meet Your MetGCSA Board of Directors



From left to right: Treasurer Rob Alonzi of Fenway GC; Vice President Ken Benoit, CGCS, of GlenArbor GC; Class C Rep Dave Peterson of Brae Burn CC; Past President Glen Dube, CGCS, of Centennial GC; President David Dudones of Westchester CC; Brian Chapin of Paramount CC; Jim Pavonetti, CGCS, of Fairview CC; Steven McGlone of Siwanoy CC; Steve Loughran of Rock Ridge CC; Class AF Rep Scott Tretera of Harrell's LLC; Brett Chapin of Redding CC; Mike McCall, CGCS, Executive Director; Dan Rogers of Wykagyl CC; Mike Brunelle, CGCS, of Upper Montclair CC.

Committee Chairs At-a-Glance

We've provided a list of each of the MetGCSA's 2017 committee chairs, including their phone numbers and emails. Please feel free to contact any of them with questions, comments, or helpful suggestions.

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Bylaws Committee

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Club Relations Committee

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Communications Committee

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pavonettij@yahoo.com
203-531-8910 / Cell 203-223-5403

Mike Brunelle, CGCS (Advertising)
Upper Montclair CC

mbrunelle@uppermontclaircc.com
973-777-6710 / Cell 973-417-8199

Dan Rogers (Website)

Wykagyl CC
drogers@wykagylcc.org
914-400-5918 / Cell 914-400-5918

Education Committee

Brian Chapin
Paramount CC
bchapin@paramountcountryclub.com
845-634-4626 / Cell 201-247-3637

Environmental Committee

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Steven McGlone

Siwanoy CC
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Brett Chapin (CT)

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Mike Brunelle, CGCS (NJ)

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Long-Range Planning & Steering Committee

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Social & Welfare Committee

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Tournament Committee

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Seminar-Goers Enjoy All That the Winter Seminar Has to Offer

by Raymond Platt

The 2017 MetGCSA Winter Seminar was held, once again, at Westchester Country Club on January 18. The more than 200 industry professionals who attended were treated to a great lineup of speakers and the kind of cutting-edge information and research that superintendents will, undoubtedly, find useful in the coming season.

In addition to the presenters, a lobby full of vendors offered a wealth of knowledge and information about a variety of products and services. We would like to express our gratitude for our vendors' continued support at this event, as well as throughout the growing season. You'll find their names and numbers listed on page 8.

Last but not least, we would like to express our sincere gratitude to host Superintendent and MetGCSA President David Dudones and the entire Westchester Country Club staff and Board of Governors for being such great hosts year after year.

What follows are highlights of the Winter Seminar, along with the speakers' contact information, should you want further information on any one of their presentations.

Protecting Pollinators on Golf Courses

Dr. Frank Wong of Bayer Crop Science discussed the issue of protecting pollinators on golf courses. Ten years ago, the topic of pollinator health received little attention.



Cornell's Dr. Frank Rossi speaks about the effects of spike and outsole design on putting surface performance.

Within the past three years, however, this topic has gained traction, due primarily to a few isolated large bee kills unrelated to golf.

Dr. Wong explained that pollinators have become a complex issue that affects multiple interest groups, and that public policy tends to be more emotionally motivated and less scientifically driven. Golf is, typically, looked at as a prime offender, though in reality, superintendents have been leaders in environmental stewardship and habitat enhancement.

Neonicotinoid insecticides have been used in a number of settings since their introduction in the 1990s. These materials were developed because of their efficacy and reduced risk to the environment, especially compared to organophosphate, carbamate, and pyrethroid insecticides. Although neonicotinoids have been proven to be acutely toxic to pollinators, studies have indicated that these compounds are not found in dangerous levels in honey-bee hives.

Nonetheless, because neonicotinoids do possess highly toxic properties, Dr. Wong suggests that precautions be taken to ensure pollinator health when applying this class of insecticides.

Examples of best management practices when applying these compounds include reading and following all label instructions, avoiding foliar applications when pollinators are present and foraging, minimizing drift and runoff, and watering in applications.

In addition, Dr. Wong suggests that superintendents enhance public perception of golf courses by increasing pollinator-attractive plants; improving the habitat for pollinators; making sure to mow off the flowers of clover and other flowering weeds, like dandelions, that attract pollinators in areas that are frequently sprayed; and developing a stringent IPM program.

Finally, Dr. Wong emphasizes the importance of being proactive in informing the public about pollinator protection and pesticide stewardship on golf courses by promoting the best management practices being implemented around pollinator protection.

For more information on this topic, you can reach Dr. Wong at frank.wong@bayer.com.

Fundamentals of Phosphorus and Potassium Management

Dr. Doug Soldat from the University of Wisconsin gave an in-depth overview of the fundamentals of phosphorous and potassium management. In the discussion, Dr. Soldat touched on the basics of soil testing. It is important when testing soils to utilize proper sampling techniques, such as randomly distributed sampling locations and keeping a consistent sampling depth when taking soil samples.

These techniques are critical in ensuring that the sampling is accurate because each site may differ slightly and some nutrients may be present deeper in the profile due to nutrient stratification. Phosphorous, for instance, is a macronutrient that is held primarily in the upper inch of the soil profile.

Dr. Soldat also noted that soil labs may differ from state-to-state in how they perform a soil test. These differences in testing methods will produce different nutrient analysis results. Dr. Soldat said that currently the most commonly used testing procedure utilizes the Mehlich-3 nutrient extraction solution.

In addition, Dr. Soldat stressed comparing soil tests to what you see in the turf areas being tested. In other words, compare soil test results to the turf growth and quality you are experiencing. Another way to compare soil test results is to perform a nutrient tissue test analysis. But Dr. Soldat does cau-



Seminar-goers enjoy the awards luncheon at Westchester Country Club.

tion that doing this alone is not enough. Tissue content measurements typically offer only a snapshot of what the plant is using and not what is available in the soil. Potassium, for example, is the second most abundant nutrient in the soil, but is never found in the same levels in plant tissue.

For more information on this topic, Dr. Soldat can be reached at djsoldat@wisc.edu.

Awards Luncheon

After the morning sessions adjourned, the awards luncheon began. This year's recipient of the coveted John Reed Lifetime Achievement Award, Cornell University Professor Dr. Frank Rossi, is a close friend of the MetGCSA and all superintendents. MetGCSA Executive Director Mike McCall kicked off the ceremony by thanking all the guests for attending and the Westchester Country Club staff for continuously putting on a spectacular event for us.

Former student and current MetGCSA President David Dudones was then welcomed to the podium to introduce his mentor and friend. Dave highlighted Frank's career and shared stories from his days as a graduate student working with Dr. Rossi at Cornell. Dave noted Frank's legendary communications skills and his innate ability to spark thought-provoking discussion. Frank was also acknowledged for being an industry leader and appreciated for his close work with the MetGCSA on the State of New York's BMP program.

Meadow Brook Superintendent John Carlone, Dr. Rossi's former college roommate and longtime friend, took the podium next. After sharing stories of when he and Frank attended the University of Rhode Island together, John presented Dr. Rossi with the Met's prestigious John Reed Lifetime Achievement Award.

How Much Shade Is Too Much

Dr. Mike Richardson of the University of Arkansas reiterated just how important sunlight is to turf, noting that 25 percent of all turf sites experience some amount of shade



John Reid Lifetime Achievement Award Winner, Cornell's Dr. Frank Rossi (center), strikes a pose with friends and award presenters MetGCSA President David Dudones (left) and Meadow Brook Super John Carlone.

stress. He emphasized the importance of knowing how much sunlight a site receives when selecting which species or cultivar to establish. Up until recently, turfgrass managers have been using an estimate on shade cover as a guideline, without knowing how much light the site actually receives.

Dr. Richardson shared a few strategies on how to measure sunlight on turfgrass surfaces. Instruments such as an onsite weather station or a handheld measuring probe can be used to calculate a value Dr. Richardson referred to as the daily light integral (DLI).

The daily light integral is a value that represents the amount of photosynthetically active radiation (PAR) a site receives in a 24-hour period. DLI is typically measured in mols of PAR per day, and it will take into account all factors that bring shade. DLI can be used in a variety of scenarios, unlike the percentage of shade cover. Dr. Richardson suggested that turfgrass managers utilize DLI when selecting species or cultivars to plant on shade-dominated sites.

Another advantage to calculating the DLI is that, now, superintendents have a way of quantifying the amount of shade a site receives. Dr. Richardson noted that, with this information, superintendents will have the evidence they need to make a case to members for selectively pruning or removing overbearing, shade-producing trees.

Based on a recent study, Dr. Richardson suggested that increasing the DLI value of a turf site will increase the overall turf quality. This study also showed that as you increase the height of cut on a site, the DLI requirement will decrease.

Another interesting finding Dr. Richardson discussed was that if you apply a PGR, such as Primo Maxx, the DLI requirement will also decrease.

For further information on this topic, you can reach Dr. Richardson at mricha@uark.edu.

Assessing Spike and Outsole Design on Putting Surfaces

Our next speaker, Dr. Frank Rossi, was here not only to accept the MetGCSA's prestigious John Reed Lifetime Achievement Award, but also to lead what turned out to be an intriguing presentation on assessing golf shoe spike and outsole design on putting surface performance.

In this discussion, Dr. Rossi shared the performance standards developed by leading golf footwear companies. These standards analyzed whether the shoes perform well in all weather conditions, are resistant to pesticides and fungicides, can withstand frequent use/extensive rounds of play, and provide consistent comfort, support, and protection to the golfer during an average walked round.

The goal of Dr. Rossi's study was to develop protocols for assessing the effects of golf footwear on putting surface quality and performance and, ultimately, to educate golfers about the impact of traffic and golf shoe selection on golf course turf. Dr. Rossi studied these effects by applying realistic traffic to simulate a specific number of rounds played and by quantitatively rating the shoes based on performance.

One of the observations Dr. Rossi made while conducting this study was that the damage associated with traffic shows some correlation to the individual wearing the golf shoe. This is mostly due to differing biometrics of the golfers and the fit of the shoe to the individual's foot. Dr. Rossi also noted that the damage was much more severe when the turf was wet.

He stressed that this is an emerging topic and that there are many variables still to be tested. One of Dr. Rossi's suggestions for improving the methods of this study is to

try to incorporate how the shoe fits to the individual. With Dr. Rossi's study completed on a bentgrass putting green, the testing still remains to be applied to a *Poa* putting surface.

For more information on assessing spike and outsole design on putting surfaces, you can reach Dr. Rossi at fsr3@cornell.edu.

Join Us Next Year

We would like to extend another special thank you to Brett Chapin and the Education Committee for their efforts in plan-

ning this and our other education events throughout the year, to David Dudones and Westchester Country Club for being great hosts, and to the vendors for their continued support of our association.

All this is what makes our Winter Seminar one of the most valuable educational opportunities we have available to us all year. Be sure not to miss this information-packed event in 2018!

Raymond Platt is an assistant superintendent at Fairview Country Club in Greenwich, CT.

Special Thanks to Our 2017 Winter Seminar Exhibitors

We'd like to thank all the vendors who participated in this year's Winter Seminar. As a show of appreciation, we're listing the exhibitors here, along with their areas of specialty and contact information.

When the opportunity arises, we hope you'll show these contractors and suppliers the same support they've shown us during our Winter Seminar—and throughout the year.

A. G. Enterprises

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Sleepy Hollow Hosts Second Annual Assistants Professional Development Seminar

by Anthony Minniti

In its second year, the annual MetGCSA Assistant Superintendent Professional Development Seminar drew 58 assistants looking to increase their off-the-course skills. Offering a warm welcome to seminar-goers on a cold, windy day was Sleepy Hollow Country Club host Superintendent Tom Leahy and his team of assistants and the entire clubhouse staff, under the direction of General Manager Tom Nevin.

Class C Representative Dave Peterson and his committee put together a terrific lineup of speakers, along with a star-studded panel for the roundtable discussion. The theme throughout the entire day was striving to differentiate yourself in the job search. Here are details on this great day.

Making a Positive Impression Off the Course

Laura Katen of Katen Consulting gave an engaging hours' worth of information, touching on the four core elements of creating a favorable impression in interviews and in professional interactions. These include: exhibiting professionalism, communicating confidence, possessing a strong network, and displaying social etiquette.

Much of Katen's presentation was substantiated by research. She noted that you have seven seconds or less to make a positive first impression, two minutes to convey confidence, make eye contact, and build rapport, and within those two minutes people will decide whether or not they like you.

Also noteworthy is that people remember four times more of what they see than what they hear. That means that attire, accessories, and body language are key in creating a favorable impression and setting yourself apart from the rest of the pack.

Katen also touched on social etiquette. She offered suggestions for introducing yourself and others, putting people at ease, and gracefully entering or exiting conversations. Prospective employers and members are always on the lookout for someone who is able to conduct themselves appropriately and communicate with confidence and ease when describing their skills and experience.



Assistant superintendents gather at Sleepy Hollow for a day of professional development.

For further information, you can reach Laura Katen at 914-468-0892. You can also follow her on Twitter @katenconsulting.

The Value of Professional and Personal Development

Mike McCall, executive director of the MetGCSA, spoke next. He comes from a varied background and diverse set of skills that he developed in his work as a business owner, superintendent, general manager, naval officer, school board president, and now MetGCSA executive director.

It's no surprise, then, that Mike's presentation was centered on how to diversify your skill set and then use that knowledge to your advantage—particularly when looking to impress a prospective employer!

In diversifying, Mike suggests developing yourself outside the field and building a stable of mentors who could support your learning and professional growth in a variety of areas.

Mike referred to a study of Harvard MBA students to stress the importance of setting goals and putting them on paper to increase your likelihood of achieving them. He discussed the importance of owning your mistakes and making sure to learn from them.

Additionally, Mike touched on the need to start building your financial security through savings and investing. "This is a

tough business," he noted, "and financial security helps alleviate some of the stress and provide peace of mind if something does go wrong through no fault of your own."

And last but not least, Mike emphasized the importance of investing in yourself, whether it's upgrading your wardrobe, improving your public speaking skills, or expanding your knowledge base by reading books on a variety of non-industry topics.

"The product you are always selling is yourself," said Mike. "Start branding yourself now and you will far exceed your own expectations."

For further information, you can reach Mike at mike@mccallmg.com or 914-204-9136.

Panel Discussion

In a candid discussion moderated by Education Chair Brian Chapin, superintendent at Paramount Country Club, assistant superintendents were able to voice their concerns and question industry leaders on their view of the future of the industry and how it will affect the role of the assistant superintendent. Most all ideas steered clear of agronomics, focusing more on the keys to career advancement.

The panel included Stephen Rabideau of Winged Foot Golf Club, David Dudones of Westchester Country Club, Daniel Cun-

ningham of Yankee Stadium, Tom Leahy of Sleepy Hollow Country Club, and Steve Renzetti of Pinnacle Turf.

Discussions also centered on what it might take to foster the role of career assistant in the future and what the hardest part is in transitioning from an assistant superintendent to superintendent.

Each panel member gave insight into their backgrounds and offered thoughts on how to best position yourself for that superintendent role one day.

- Stephen Rabideau explained that in this region of the country we are babysitters. When it's the growing season, we work a significant number of hours, because what we do is on public display daily. To endure the workload, Steve emphasized you have to love what you do.

- Daniel Cunningham noted that he looks for employees who not only have baseball experience but also think outside the box. But most important, he looks for those with a strong work ethic.

- Tom Leahy suggests doing the best job possible in your current position to set yourself up for a superintendent job down the road.

- David Dudones suggested doing everything possible to research the position you are applying for and to demonstrate just how much you want the job. He also pointed out that you may have to relocate to go where the jobs are.

- Steve Renzetti, who has sat in on many club interviews, suggested putting the time, and possibly money, into creating a professional website, resume, and portfolio and then polishing your skills to present those materials in a way that will improve your odds of getting an interview and winning the job.

Special thanks, again, to Class C Rep Dave Peterson and the Class C Committee for their efforts in putting together this highly informative day. If you have any comments or suggestions you would like to share on this and future seminars, feel free to contact Dave at 845-521-6736 or at depturf@gmail.com.

We would like to extend a warm thank you, again, to Sleepy Hollow Superintendent Tom Leahy and the clubhouse staff, and a special thank you to all of our host assistants: Royal Healy, Evan Weymouth, Greg Coughlin, Brian O'Malley, and Dan Nicolaisen.

We appreciate the excellent attendance and hope to see all of you at next year's professional development event!

Anthony Minniti, a member of the Tee to Green Editorial Committee, is an assistant superintendent at The Creek Club in Locust Valley, NY.

Member News

New Members

Please join us in welcoming the following new MetGCSA members:

- **Mark Brodd**, Class C, St. Andrew's Golf Club, Hastings-on-Hudson, NY
- **Brian Goudey**, Class AF, Syngenta, Burnt Hills, NY
- **Craig Halma**, Class C, Silver Spring Country Club, Ridgefield, CT
- **Thomas Havelka**, Class C, Spring Lake Golf Club, Spring Lake Heights, NJ
- **Jake Hemlock**, Class C, Westchester Country Club, Rye, NY
- **David Mishoe**, Class C, Leewood Golf Club, Eastchester, NY
- **Dan Nicolaisen**, Class C, Sleepy Hollow Country Club, Scarborough, NY
- **Cody Seaman**, Class C, Pine Hollow Country Club, East Norwich, NY
- **Andrew Thompson**, Class B, Brynwood Golf & Country Club, Armonk, NY
- **Jefferey Wilson**, Class C, Leewood Golf Club, Eastchester, NY
- **Vincent Taylor**, Class C, Winged Foot Golf Club, Mamaroneck, NY

Members on the Move

- **Jason Anderson** is the new superintendent at Old Oaks Country Club in Purchase, NY. Previous position: Assistant superintendent at Old Oaks Country Club.
- **Timothy Benedict**, CGCS, is the new superintendent at North Hills Country Club in Manhasset, NY. Previous position: Superintendent the Woodmere Club in Woodmere, NY.
- **Dennis DeSanctis Jr.** is now a sales rep with Double 'D' Turf in Monroe Twp, NJ. Previous position: Sales rep with Syngenta in the Hudson Valley and New Jersey areas.
- **Mike Golden** is the new superintendent at Sterling Farms Golf Course in Stamford, CT. Previous position: Superintendent at Long Shore Golf Club in Westport, CT.

Kudos!

Congratulations to Membership Chair **Steven McGlone**, superintendent at Siwanoy Country Club, for his new role as president of the Penn State Turfgrass Alumni Association. Steve was elected to his new post at the February 8 Penn State Turfgrass Alumni Association meeting at the Golf Industry Show in Orlando, FL.

In Sympathy

The MetGCSA is deeply saddened to announce the untimely passing of **Ernie Steinhofner** on January 8, just two months after his 58th birthday. A past superintendent who retained his CGCS status, Ernie worked as an agronomy consultant with Synergy Turf Supply, providing for superintendents and the needs of their golf courses.

An avid golfer, Ernie joined the MetGCSA in 1995 and was well known and liked in the industry for his sincerity, great wit, good humor, and generosity.

Our sincere condolences to Ernie's family and his many friends in the industry. Ernie will be missed tremendously by all who knew him.

Those who would like to make a donation in Ernie's memory should visit www.hope-forthewarrior.org.

It is with our deepest sympathy that we also announce the passing of Superintendent **Rich Spear** on December 29. Rich, a friend to many MetGCSA members, was the longtime superintendent at Piping Rock Club on Long Island before retiring in 2013. A talented golfer, Rich played on the golf team at Franklin & Marshall College and became one of the most respected superintendents in the country. He was a frequent speaker and wrote numerous articles on golf course maintenance. He was never one to hold back his opinion when it came to playing conditions, speed of play, and green speed and what it was doing to the game. He will be missed by all in the golf community for his quick wit, passion, and knowledge.

We offer our heartfelt sympathies to Rich's family, his fellow superintendents, and his many friends in golf.

Upcoming Events

Mark Your Calendars With These Upcoming MetGCSA and Industry Events

Dave Mahoney Two-Ball Qualifier

Tuesday, April 18

Shorehaven Golf Club, East Norwalk, CT

Host: Ryan Segroe

Superintendent/Guest Tournament

Monday, May 1

The Patterson Club, Fairfield, CT

Host: Jason Meersman

MetGCSA Invitational Tournament

Tuesday, June 6

Trump Golf Links at Ferry Point, Bronx, NY

Host: Greg Eisner

Summer Social

Monday, July 10

Oriente Beach Club, Mamaroneck, NY

Summer Picnic

Wednesday, July 19

Bedford Village Memorial Park

Bedford, NY

The Poa/Met Championship/Met Team Qualifier

Monday, October 3

Sunningdale Country Club

Scarsdale, NY

Host: Sean Cain, CGCS

MetGCSA/CAGCS Fall Seminar

Thursday, November 9

The Patterson Club, Fairfield, CT

Host: Jason Meersman

MetGCSA Winter Seminar

Wednesday, January 10, 2018

Westchester Country Club, Rye, NY

Host: David Dudones

Regional Events

The 13th Annual Joseph Troll Turf Classic

Monday, May 15

GreatHorse

Hampden, MA

Superintendent David Rafferty will host this year's UMass Alumni Turf Group fundraiser in support of turf education and research at the University of Massachusetts.

This year's honoree is Brian Silva, who designed the course at GreatHorse, which incorporates natural wetlands, mountain views, and more than 200 bunkers. The championship tees offer golfers more than 7,500 yards of pristine golf action.

Please plan to attend this worthy fundraiser, and watch for details. Entry forms and additional information will be available online at www.alumniturfgroup.com.

22nd Annual Rutgers Turfgrass Research Golf Classic

Monday, May 8

Fiddlers Elbow Country Club

Bedminster, NJ

Plan now to join fellow industry professionals for this annual fundraiser and a day of golf, education, and fun. Your participa-

tion helps fund research grants, student scholarships, equipment, and special projects for the Turfgrass Research, Teaching, and Extension programs at the School of Environmental and Biological Sciences/Rutgers, The State University of New Jersey.

For further information, call 973-812-6467 or long on to www.njturfgrass.org.

Rutgers Turfgrass Research Field Day (Golf & Fine Turf)

Tuesday, July 25

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.

2017 UMass Turf Research Field Day

Wednesday, July 26

UMass Joseph Troll Turf Research Center

South Deerfield, MA

For further information, visit <http://ag.umass.edu/turf/research/umass-turf-research-field-day>.

President's Message continued from page 1

- Enlist the Club Relations chair to send an email or call any facility with a job opening to encourage prospective employers to interview, and ultimately hire, local.

The benefit: Local hires can promote the camaraderie needed for participation, offer a historical perspective of the association, and upward career movement among association members.

If, despite our efforts, clubs do hire from outside the area, it is our job to welcome, encourage, and promote participation. We need active members so the association can flourish and maintain its leadership status, locally and nationally.

NOTE: Mike McCall is actively promoting membership to all filled positions.

Grow Membership

Our membership is composed of 150 Class A/SM and 80 Class C.

- Encourage membership among Class C members where there is significant room for growth.

- Identify superintendents who are not members and find out why.

NOTE: Membership Chairman Steven McGlone is actively targeting Met area assistants who are not members of an association. Because most assistants are members of only one association, we are trying to capture as many as possible. Ideally, we should have at least a 1:1 ratio of superintendent to assistant. With 150 superintendents and 80 assistants, we have plenty of room to grow.

We Can Do This!

I believe the goals we've established are attainable and provide needed focus for the future of the association. Let's start with our goal to "Increase Meeting Attendance" by signing up as soon as possible for the Dave Mahoney Two-Ball Qualifier on April 18 at Shorehaven. This event always promises a good time.

With spring fast-approaching, I hope you are enjoying some much-needed time off with your families. The summer months aren't just tough on us, after all, but also on our spouses and kids. Without their understanding and support, a tough job becomes all the more challenging and stressful. So thank you to my wife, Dana, and the kids and to the many other spouses who understand and support us through the ups and downs of the summer.

Here's to a great 2017 season—and to more active participation in the MetGCSA.

David Dudones

MetGCSA President

Ryan Segrue Welcomes Two-Ball Qualifier to Shorehaven

by Scott Niven, CGCS

Just off your clubs and get in a few practice rounds before the Met's annual Dave Mahoney Two-Ball Championship Qualifier. This year's event is being held on April 18 at Shorehaven Golf Club, a beautiful shoreline venue located in East Norwalk, CT.

Shorehaven Yesterday

Shorehaven was founded in 1922 when its original members acquired 150 acres of shoreline property, part of which included the Woodbury G. Langdon estate. Ideal for a golf course, the site had been cultivated as farmland for many years, and the estate's buildings and surrounding lawns were well suited for a clubhouse and recreation area for the membership.

Club founders selected Willie Park Jr. to design and build the golf course. After completing the plan, however, Parks became ill and returned to Scotland where he passed away in 1925.

Robert White was selected to build the course that Park had designed. Although White added many of his own touches, he remained true to Park's original vision. Construction commenced in October of 1923, and the course was opened the following October. The total cost of the entire project was a mere \$43,000!

Shorehaven Today

A relatively short course, playing at 6,477 yards from the back tees, Shorehaven does not put a premium on power. With its gently rolling terrain, classic greens, and shoreline breezes, the course at Shorehaven offers an enjoyable round of golf for all skill levels.

"The members here really enjoy the course," says Host Superintendent Ryan Segrue. "Being on the Sound, you can come out here every day of the week and have an entirely different experience each time, depending on the wind direction and speed."

Ryan points to the club's finishing holes, numbers 15 through 18, which all bring the tidal marsh into play. "You can hit an 8-iron or a 3-wood on #17 depending on the wind," he explains. "It's that kind of variety that makes this such a special place."

Beginning his third year at Shorehaven, Ryan and his crew have been busy enhancing the water views and vistas, particularly from the club's new 30,000-square-foot clubhouse. "Not many golf courses have the views we are capable of creating," says Ryan, noting that the Green Committee and Board of Directors have wholeheartedly supported his team's efforts.

The club is committed to being one of the best in Fairfield County and has invested a significant amount of capital to improve every aspect of the club, especially the new-and-improved clubhouse complete with a golf simulator, putting green, fitness center with massage services, a new pool house, and new tennis courts.

"The club is moving forward with plans to build a new paddle tennis center and snack bar out on the golf course," says Ryan. "They have brought in Architect Andrew Green to develop a comprehensive master plan for the complete restoration of the course before their centennial celebration in 2024."

Before Shorehaven

Ryan grew up in Binghamton, in upstate New York, spending his winters playing hockey and his summers playing golf with his grandfather. At 17, he took a summer job on the grounds crew of the local municipal golf course.

It took only one summer of working on the course for Ryan to realize the career path he wanted to take. After two years of playing hockey at a local Junior College, he enrolled in SUNY Delhi in their Golf Course Management Program.

Ryan's first internship sent him back home to Binghamton Country Club, where the maintenance practices were far more intensive than those on the municipal course where he had been working.

Ryan then ventured to The Quechee Club in Vermont to intern at the 36-hole, 5,000-acre, four-season facility. After two successful internships at Quechee, Ryan was offered a job as a second assistant by Property Manager Ken Lallier.

"I loved it there, but when I was told my winter job was overnight snowmaking on the ski hill, I had a change of heart."

Ryan moved to Connecticut where he

Ryan Segrue

spent one season as second assistant at New Haven Country Club before moving on to The Stanwich Club to serve as an assistant superintendent.

"Scott Niven taught me everything I know, from turf management to dealing with membership and employee issues," says Ryan. "My five years at Stanwich was invaluable to my career progression."

In March of 2012, Ryan got his first big break: He was hired by the ValleyCrest management company to take over as superintendent at Lake Isle Country Club in Eastchester, NY. Two seasons later, ValleyCrest moved him back to Connecticut to manage Longshore Golf Course in Westport.

"When I got to Longshore," he says, "there were literally no greens. I had no crew, and the town wanted to open the course in early April. Amazingly, we got through it," Ryan continues. "In fact, we delivered ahead of schedule and provided Westport residents with quality playing conditions for the first time in years."

Ryan's efforts caught the eye of Longshore's neighbor, Shorehaven, and when the superintendent position opened, Ryan was selected out of 100 applicants. He started as Shorehaven's superintendent in 2015.

"Shorehaven is a dream job," says Ryan. "I look forward to spending many years here, helping to build the club's reputation as one of the top clubs in the Met area."

At Home

Ryan and his wife, Kristin, of six years, live in Trumbull, CT, with their two sons: Blake, who is 2, and Carter, who is 5 months old. Ryan still enjoys playing hockey and traveling with Kristin and the boys to a warm-weather destination during the winter.

Join fellow members April 18 at the opening event of the season, our Dave Mahoney Two-Ball Championship Qualifier!

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

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