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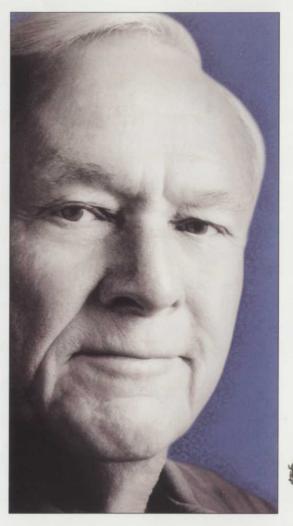
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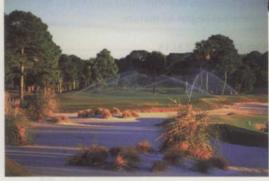
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3rd hole, Olde Hickory G&CC. Photo by Daniel Zelazek

WINTER 2001

President Cary Lewis praised the development of a teamwork relationship with the FTGA and The University of Florida.

Profile of Bill Entwhistle, Jr., first of three Presidents Award winners for 2000; Joe Ondo wins state tournament; FGCSA hears about BMPs, recruiting turf equipment technician students for Lake City CC and UF/IFAS's Turfgrass Working Group.

Homeowners and equity members at Olde Hickory G&CC in Ft. Myers enjoy both a challenging golf course and a slice of old native Florida at the same time.

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Advice from professional financial planners, and case-study capsules of superintendents in three different career phases.

TifEagle appears to be the clear winner with Champion the only other survivor in the

first round as the ultradwarf bermudagrass market begins to mature.

participated in the PGA Tour's Deere Classic.

Eight golf courses in South Florida are assisting a biologist restore a viable population of eastern bluebirds to Florida's Everglades. Shelly Foy begins a column of personal observations and recognition of stewardship efforts in Florida

Two South Florida superintendents and their bosses got the royal treatment when they

Mark Jarrell describes the conference calls involving regulators and superintendents as both groups struggle to resolve differences on chemical issues; Joel Jackson observes that one reason for the apparent domination of TifEagle as the ultradwarf market begins

to mature is that the Georgia growers are much better organized than their Florida counterparts.

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DISEASES OF TURF

s I sit here contemplating a timely topic for my message in the winter issue. I wonder what the future will bring us in this ever-changing business of golf course management. The news we seem to be hearing is not all that uplifting at times. Water problems, loss of products, labor shortages, shaky management companies, fewer operational dollars, fewer golfers or at least a flattening of available golfers and the list goes

on. Lets not forget that most of the time it is only the negative things that make the news or the topic of conversation.

If most of you are like me you got into the business of golf course management for some of the same basic reasons:

- The love of the game. We have always been considered and will always be the keeper of the green in the spirit of Old Tom Morris.
- Working outdoors and being stewards of our surrounds with Mother Nature as our greatest teacher on a daily basis.
- The fellowship of your neighboring superintendents. Knowing that they will always be there if needed to support you, assist you and guide you as needed.
- The opportunity to teach our youth the art of greenskeeping and responsible stewardship of the land.
- The privilege of witnessing the growth and development of our properties.
- The type of job that is one of the most versatile, challenging and self-satisfying jobs around.

These positive aspects of our jobs help us to get through the tough times.

With the New Year upon us it is time to assess our achievements and set some new goals. We have accomplished many good things through the guidance of our past boards. I feel one of the best things has been the development of our relationship with the FTGA and The University of Florida.

We are truly working as a team to address the future needs of our industry. If we can stay united in our efforts and maintain a proactive attitude much can be achieved in the near future.

We are now just beginning to actively work on the development of a complete set of Best Management Practices specifically for golf turf in coordination with the rest of the green industries in the state. FGCSA Vice President Geoff Coggan, CGCS will act as chairman of the FGCSA BMP Committee. Geoff and Joel Jackson, our director of communications will also sit on the steering committee for the statewide BMP project. They will monitor overall progress and make sure our BMPs are consistent within the green industry even if some of our practices are more specialized.

This tool will not only serve as a great resource for our members, it will better position our industry with our regulatory agencies, local and state governments and special interest groups. With this BMP manual we will send a huge message to all, that golf course superintendents not only care about the environment, but that we also do things right!

My sincere hopes for a great New Year to all of our members and our association. Don't forget we are only as strong as your involvement.

Accentuate the Positive

PRESIDENT'S MESSAGE



Cary N. Lewis, CGCS

... one of the best things has been the development of our relationship with the FTGA and The University of Florida... We are truly working as a team to address the future needs of our industry.



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SOUTH FLORIDA CHAPTER

Second Generation Superintendent Wins Award

n July 20, 2000 the members of the South Florida Golf Course Superintendent's Association presented Bill Entwistle Jr. with the FGCSA's President's Award for over 20 years of service in the turfgrass industry.

The presentation was made at the Coral Springs CC in conjunction with the SFGCSA annual meeting and the election of new officers and board members.

Attendees at the meeting included several past presidents of the SFGCSA, Mr. and Mrs. Bill Entwistle Sr., and many South Florida superintendents and vendors.

I had the pleasure of presenting one of my closest friends in the industry with an award that he felt he was not worthy to receive. As we discussed the award in days prior to the presentation, Billy continued to insist that the board was making a mistake. Bill Jr. is not someone who enjoys attention.

Billy's roasting was entertaining and sincere. Congratulatory comments from Steve Kuhn, High Ridge CC, were forwarded to Billy, as well as some entertaining remarks from Bill Entwistle Sr. Billy then had his opportunity to describe how this recognition from his peers had an overwhelming effect on him.

A true understanding of the real Bill Entwistle Jr. can not be described without some background information about his family, and more specifically his father. Bill Sr. taught Billy the game of golf, and gave him his start in the business in high school. Also, it is evident from his award-winning service in South Florida, Bill Sr. showed young Billy how important it is to be actively involved in this industry, and how to give back to this business that has shaped so many of our lives.

Bill Sr.'s Florida work experience included service as general manager of Capital City CC in Tallahassee, GM at Orangebrook in Hollywood, a position with the City of Lauderhill, superintendent at Oxbow CC in LaBelle, and as a superintendent in Jamaica.

Bill Sr. is retired, consulting, and looking for the perfect golf course to purchase with some partners. He was at Buena Vista CC in Buena, New Jersey when Bill Jr. was in high school.

When Bill Jr. assumed the superintendent role at Flamingo Lakes, he was forced into volunteering and becoming active in the South Florida GCSA when his dad. David Lottes, and the rest of the South Florida board started the Adam Walsh Benefit Golf Tournament for Children. The title of this tournament has changed over the years, but the commitment has remained the same: to raise money to help a local agency locate missing children, educate our children about the dangers of our current society, and provide an information source for law enforcement agencies in South Florida. Bill



2000 FGCSA President's Award Winners

Paul Crawford Ken Shakeshaft Bill Entwistle, Jr.

Bill Entwistle Jr.

Born: May 8, 1960

Family: Married to Chantal for 13 years; son Matthew 9, daughter Kelly 6

Interests: Golf, NASCAR, College football (how 'bout them Gators!), Coaching Ice Hockey with Matthew's team, Golf Club repair (especially 4 irons.)

Work Experience

1978- Started working for Bill Sr. at Capital City CC in Tallahassee.

1979- Hilaman Park CC, municipal course, assistant superintendent.

1981- Ocean Reef Resort, Key Largo, assistant superintendent to Dick Blake CGCS.

1983- Sombrero CC, Marathon, golf course superintendent.

1984- Flamingo Lakes CC.

1985- Flamingo Lakes CC, golf course superintendent.

1999- Flamingo Lakes CC, manager/superintendent.

Education: Graduated high school in Buena Vista, NJ, 1978; attended Arizona State and FSU, 1979-81.

Career Highlights

Spending a year rebuilding Hilaman Park CC as an assistant superintendent after the course had been closed and abandoned for two years.

Qualifying for the Florida State Mid Amateur tournament in the 1980s

Served in all board capacities of SFGCSA from 1988 to present.

President of SFGCSA for two terms.

Director on SFGCSA tournament that benefits the National Center for Missing & Exploited Children (formerly the Adam Walsh Child Resource Center) since 1986.

Jr. became involved in this tournament 16 years ago, and more than \$130,000 has been raised to date.

During this interview,

Billy mentioned several reasons why he enjoys this business:

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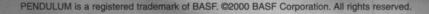
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business, and the friendships that spring forth from the work relationships have become meaningful;

• the pride that we feel as superintendents when we can step back and look at a project or our property and know that we are the ones responsible for the final product that so many people are enjoying; and

• when seeing the pristine conditions and attention to detail at another topnotch facility and feeling a sense of pride that, although we don't work there, we are part of the same profession and share the same goals as the people who created it.

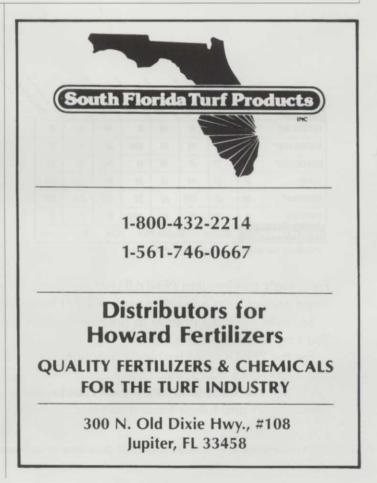
Billy feels the most challenging part of this business includes accepting all the curve balls that Mother Nature throws us as we struggle to grow turfgrass in conditions or extremes where we should not be growing grass. In Billy's new role as GM/supt., he has been exposed to more golfers who lack the knowledge necessary to understand what is happening on the golf course. Dealing with golfers who have no patience and no concept about the challenges we face as superintendents has been difficult. Aside from those two problems, the only other challenge Billy faces is trying to continue to shoot in the 70s!

Billy feels that the biggest change he has noticed in the industry has been in pest control. He said there have been several innovations that have had a real impact on work performance. Chipco Choice for mole cricket control: the Weed Pro for spot treating weeds on greens; and 15-gallon spot sprayers have all improved his ability to control weeds and pests. Our previous control programs were based on a reactive or curative program. The new programming is based on mapping, spot treatments, and target applications applied during periods that will produce the greatest control. This change is not only good for the environment, but good for the bottom line of the operation.

Billy has been actively involved with the South Florida GCSA board since his early days as a superintendent, including his consistent presence at the monthly meetings. He has not been to many GCSAA national shows, and prefers to focus his energy and commitment at the local level. He feels that if you attend a meeting with your peers, you will learn at least one thing, sometimes several things. The meetings provide a tremendous opportunity to exchange ideas and share secrets at the local level.

Billy's current role on the SFGCSA board includes lifetime director of the Annual Benefit Tournament for Missing & Exploited Children (If I put the "lifetime" part in there enough times, I may not have to assume that role again) and assisting with registration at our chapter meetings.





He has also offered to start tracking handicaps of all participants in our monthly golf outings. Billy feels that our current President Bryan Singleton will provide strong leadership and that the new board is a good mix of veteran board members, and veteran superintendent's who are just starting to get involved on the board.

In his position at Flamingo Lakes, Billy has not had the opportunity to train many young, eager individuals who are interested in moving forward and developing a career as a superintendent. But that doesn't stop him from dispensing a few of his pearls of wisdom to young people who are interested in this business.

His advice is to not be easily discouraged, and to be patient. There are different paths to follow to become a superintendent. You may be working for a control freak (like Billy), who may not want you to experiment with a landscape installation, but a year from now you may be working with someone who will provide you with that opportunity and the responsibility.

As a superintendent/ manager, his biggest challenge has been time management. Trying to balance his time, and schedule his day so that priorities are addressed sometimes leaves his true love of the details of golf course maintenance waiting until later in the day.

I asked Billy if he still felt

like a superintendent, even though he is currently handling more administrative and golf operation duties. He did not hesitate when he replied that he is still a superintendent at heart. When asked if he would like to see his children get involved in the business, he replied that he was going to leave it to them to decide. He would encourage them if they chose this business because of the good people that he has met in the industry. It's time to look in the mirror Billy, because you are one of the people that make this industry so special. Congratulations on your award!

> ROBERT G. KLITZ CGCS General Manager Orangebrook CC

FGCSA NOTES

Golf Chairman Wins Own Tournament

Central Florida superintendent Joe Ondo, CGCS has served as the golf chairman for the FGCSA for as long as anyone can remember.

This past September he got a well-deserved reward for his hard work by winning the low medalist honors at the FGCSA Golf Championship held for the fourth straight year at the Southern Dunes G&CC in Haines City. Ondo edged out Treasure Coast's Tim Cann by one shot with a low gross score of 74.

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Joe Ondo, CGCS, the golf chairman for the FGCSA took medalist honors at the FGCSA Golf Championship at Southern Dunes G&CC in Haines City. Photo by Joel Jackson.

Ondo now joins Jimmy Lawrence, Steve Bernard and Buck Buckner on Florida's No. 1 team to represent Florida at the GCSAA Golf Championship in San Antonio, Tex. in February. The state association reimburses the members of the No.1 team for their entry fees into the national championship. One of the original qualifiers, John Van Vranken, winner of the Poa Annua Classic, is unable to go to San Antonio and Bernard will take his place, based on his overall average in the qualifying events. Buckner played his way onto the team also by scoring high in all the events producing the next best scoring average.

The Palm Beach Chapter team of Bernard, Mark Henderson, Jeff Klontz, Tyler Warner and Terry Kennelly became the first two-time winner of the FGCSA Team Championship with a oneshot victory over the Treasure Coast Chapter. The low four out of five scores on a team are counted.

Many thanks to Southern Dunes superintendent Bayne Calliavet and head golf professional Eddie Frye for their help in staging another successful event. A big thankyou to Tom Benefield of Gator Turf for sponsoring the beverages on and off the course.

FGCSA BOARD MEETING

Team Turf Pitches BMPs For Golf At Grenelefe Resort

The FGCSA board of directors met once again at centrally located Grenelefe

Resort in Haines City.

Minutes of the meeting will be published in the next issue of the Green Sheet. On hand at this meeting were several guest speakers who discussed key issues important to the association.

Leading off were FTGA President Erica Santella and Mike Thomas of Florida's Dept. of Environmental Protection. They gave the board a background and progress report on the green industry's initiative to create a comprehensive BMP manual. The primary purpose of which is to provide guidelines to the industry and educate legislators and environmentalists that turfgrass management is a science and a benefit to the environment.

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The secondary goal is to create a document that state regulators will endorse and one that may forestall local governments from enacting a maze of local regulations regarding fertilizer use and other management practices. Santella and Thomas urged the FGCSA to work on a BMP document specifically for the golf industry since our practices are so specialized. Vice President Geoff Coggan has volunteered to head a BMP Committee for the FGCSA. Coggan and Director of Communications Joel Jackson are also sitting on the Green Industry BMP Steering Committee to track the overall progress and to avoid duplication of effort.

John Piersol from Lake



From left: John Piersol, Lake City Community College; Erica Santella, FTGA President; Mike Thomas, Florida Dept of Environmental Protection and Dr. Bryan Unruh, Chairman UF/IFAS Turf Working Group made guest presentations at the fall FGCSA board meeting Nov. 3 in Haines City. Photo by Joel Jackson.

City Community College then spoke on how superintendents can help recruit students to attend the Turf Equipment

Technician program at Lake City. Piersol says he gets calls from across the country asking for trained mechanics, but there are

not enough students and graduates to fill the need. Piersol said he would work with any local chapter to give them ideas and materials on how they can make students aware of this lucrative career opportunity in the golf industry. The main problem he said is no one is telling them about it, and superintendents can do something about that at the local level.

Dr. Bryan Unruh from the University of Florida was on hand as the chairman of the UF/IFAS Turf Working Group. He reported on some research projects that were looking for funding on the state and national levels. During the discussion it became

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apparent that the grant proposal calendars used by FGCSA, FTGA, GCSAA and USGA are on different timetables, making it very easy for proposals and funding approval meetings to miss deadlines.

Dr. Unruh will work with FGCSA Research Chairman Steve Pearson to streamline the process.

Meanwhile local chapters have already pledged to support projects dealing with paspalum turfgrass (Everglades) and the use of silicon in the prevention of turf diseases (Palm Beach).

SOUTH FLORIDA CHAPTER

SFGCSA M&E Tournament Scores Big Again

The South Florida GCSA held its 16th Annual Tournament for Missing and Exploited Children at the Colony West CC Oct. 6.

The tournament is an outgrowth of the chapter's support of the original Adam Walsh Foundation over a decade ago.

This particular event is the longest-running tournament for the National Center For Missing and Exploited Children. Total funds raised have now exceeded \$150,000.

Despite a week with totals of 8–10 inches of rain in South Florida, Dale Kuehner and his staff had the course playable by the appointed tee off time. A full field enjoyed the day while raising another \$15,000 for the charity.



WCGCSA President Eric Joy (right) presented Immeditate Past President Dale Reash, CGCS with a trophy recognizing his seven years of service as the chairman of the Bud Quandt Tournament. The event was held October 9, 2000 at the Pasadena Y&CC. Photo by Joel Jackson.

Congratulations to the SFGCSA board who worked so hard on this event — Billy Entwistle, Jr. tournament director, Bryan Singleton, Bill McKee, Bob Klitz, Jim Goins, Joe Pantaleo and Bill Rayside.

WEST COAST CHAPTER

Bud Quandt Tournament Turns Into Homecoming

The main purpose for the 37th Annual Bud
Quandt Tournament was to

raise money for turf research, All Children's Hospital in Tampa and student scholarships, but along the way it has become a time to honor all the past presidents of the West Coast Chapter.

Historical preservation has become a passion of current president Eric Joy and he set out to track down and invite as many past presidents as he could to attend the meeting held at the Pasadena Y&CC on Oct. 9. At least ten past presidents were able to make it to this inaugural reunion. Hopefully more will make it next year.

While the entire
WCGCSA board works to
organize and stage this event,
the main man the past seven
years has been Tournament
Director Dale Reash, CGCS.
Dale is stepping down and
passing the reins to codirectors Whit Derrick and
Scott Mason. The chapter
presented Reash with a
trophy to commemorate his
service to the event.

Following a breakfast buffet, FGCSA Director of



In addition to being the primary turf research fund raiser, the West Coast GCSA's Annual Bud Quandt Tournament has become a past presidents reunion event. On hand this year were (l-r): Bill Moore ('88); Eric Joy ('00); Greg Plotner ('92); Glen Oberlander ('86); Joe Clay ('84); Garth Boline ('96); Fred Tucker ('74); Lee Todd ('77); Cary Lewis ('97); Bud Quandt ('65) and Dale Reash ('99). Photo by Joel Jackson.

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Steve Ciardullo Mountain Lakes Golf Club "I have had historic problems with hydrophobic areas and hot spots on the course, but one application of JETWETTM corrected the problem and evened out the color and growth....Our greens look great."

Kurt Konopasek Presidents Club



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Communications Joel Jackson gave an update on EPA's Nemacur Reassessment and the fertilizer BMP manual being developed by the green industry during the business meeting portion of the event.

After business was concluded 152 players teed it up to vie for the championship. Low Gross team winners were Roger Hruby, George DeSears, Chip Powell and Steve Lyerly. First Net Team members were Laurie Frutchey, Bill Gamble, Tony Janow, and Dan Morgan. Closest to the pin winners were Karl Rothert, Cary Lewis, Buddy Carmouche and Don Delanev.

The WCGCSA would like to thank the Diamond sponsors for supporting the

on-course contests and the Platinum and Gold sponsors for their partnership in producing the event.

TREASURE COAST CHAPTER

Looking After Our Blue Pearl Heaven

The Blue Pearl is a fundraising tournament committed to environmental awareness education.

"Have you ever seen a picture of this planet taken from a satellite?" asks tournament founder Dick Gray. "Looks like a bright blue pearl floating in a sea of black. One of our chores is to polish the pearl. Clean it up. Restore it. We're only visitors here. We're not hosts; we're guests. We're company. And we need to behave accordingly."

By funding environmental and ecological awareness programs in grade schools from Hobe Sound to Vero Beach, we can inform and educate not only students, but teachers, administrators and parents. We can foster and nurture an age of children who grow up knowing the benefits of a healthy environment and the benefits golf courses offer to people, wildlife, and the environment.

Treasure Coast GCSA

Because close isn't good enough

> If you've got problems due to water repellent turf conditions, then you need a product that not only gets water into the thatch and top soil, but actively works below the surface. Nothing is better or faster than Respond Penetrating and Wetting Agent at moving water through the hydrophobic layer and into the root zone, where it can effectively fight compaction, drought stress and localized dry spot.

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Thank you to all our Participants, Eagle & Birdie Sponsors, and our Outstanding Volunteers for their support with this year's \$15,750 donation.

Since 1985 the SFGCSA has donated over \$ 130,000 to the National Center for Missing & Exploited Children's Florida Branch.





Treasure Coast Chapter President Greg Pheneger (left) poses with students from Pelican Island Elementary School and Superintendent Tim Nolan of the Johns Island North Course. The school is the latest in the Treasure Coast area to benefit from the Blue Pearl fund raiser for the Audubon Sanctuary Program for schools.

The first Blue Pearl tournament was held in 1994 at Loblolly Pines Golf Club in Hobe Sound. The Treasure Coast GCSA raised \$9,000, which it donated to the Treasure Coast Wildlife Hospital. The Treasure Coast Wildlife Hospital nurtures injured animals back to health and conducts outreach programs to teach people about the environment.

In 1995, the TCGCSA made a decision to place Blue Pearl funds into environmental education programs for children.

"Kids are like empty buckets; they have open minds, and what you tell them and what you show them, they're going to learn. And in turn, they'll teach. We didn't want to target kids because they're gullible," says Gray. "We wanted to target kids because they're the ones who are going to inherit the

blue pearl when we leave and they'll have to know what to do with it."

Since 1994, the TCGCSA has raised more than \$80,000, of which more than \$70,000 has been earmarked for environmental education projects at local schools. So, just what does \$70,000 buy?

- The \$100 annual fee for schools to be enrolled in the ACSP for Schools
- Environmental Books for libraries
- Over the past several years, the TCGCSA has donated \$15,000 to Audubon International's Stewardship Fund to help Treasure Coast area schools as well as schools across the country work on environmental projects.
- Crystal Lake Elementary School in Stuart was awarded a TCGCSA grant to help build a nature trail on campus.
- · Hobe Sound Elementary

School built a native plant nursery/slat house.

• Hobe Sound Elementary School has also received money to install butterfly gardens, purchase books for the environmental reference center, install a hummingbird garden, purchase a class set of binoculars, and label plants on campus as native, non-native or exotic, and to build an enclosed butterfly sanctuary.

 Hidden Oaks Middle School constructed an outdoor classroom

- Palm City Elementary
 School purchased 30 sets of computer programs on both oceans and rainforests
- South Fork High School installed a butterfly garden on campus
- South Fork High School was also awarded \$10,000 toward a matching grant from the USGA to purchase equipment for its golf course turf program.
- Sea Wind Elementary School received funds to purchase "Planet Partners," a multi-disciplinary teaching

As the Pearl Turns

Thank you for the funds for our environmental projects. If you are ever in the area, we would enjoy sharing these projects with you.

Brenda Watkins Principal, Palm City Elementary School

Thank you for your generous donation to South Fork High School's turfgrass program. Your immense contribution will secure the future building of this outstanding program. Providing students with these valuable programs encourages a positive attitude toward learning and will be returned to our community many times over. Your partnership serves as a great contribution to the students of Martin County.

Sara Wilcox, Ph.D. Superintendent of Schools Martin County

Thank you so much for the grant money you so generously donated. Our 4th grade class planted a hummingbird garden, purchased books, feeders, food and plants. Thank you for the opportunity to create this special garden."

Kelly Saulnier 4th grade teacher Hobe Sound Elementary School

Thank you so much for giving money to our class so we could plant a hummingbird garden outside our classroom. You should come and see it, it is really beautiful. Sometimes I see all different kinds of birds like crows, blue jays, robins, and I saw a hummingbird. We appreciate what you have done for us. We got all kinds of bird stuff. Did you know that we just have to put up the bird stuff and we have been watering it and now it looks better?"

Kelsi Schlemmer 4th grade student Hobe Sound Elementary School



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The Seventh Annual "Blue Pearl Charity Golf Tournament" at Indian River Club

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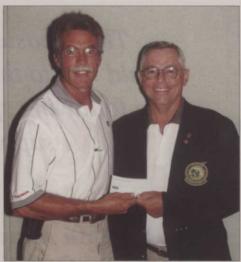
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Central Florida Handshakes

Central Florida GCSA President John Kopack (left) welcomes Audubon International's Jean McKay to Orlando for the GCSSA Regional Seminar on Wildlife and Habitat Management. Forty-five people attended the Sept. 29 session held at the Airport Marriott Hotel. This was the second GCSAA Regional Seminar hosted by the Central Florida Chapter in 2000. Both were well attended. Photo by Joel Jackson.

During the September meeting of the Central Florida GCSA, host superintendent Tommy Land (left) presented FGCSA Director of Communications Joel Jackson with a check from the Kings Ridge G.C. Men's Golf Association made out to the FTGA Research Foundation. Jackson relayed the check to the FTGA at its fall board meeting the following week.

unit, to create its own butterfly field guides, and to install a butterfly garden.

- Stuart Middle School installed a butterfly garden and purchased a dolphin topiary, which is its school mascot.
- The Martin County School District Plant Nursery was awarded a grant to purchase native plant liners for use in all Martin County schools.

On Sept. 25, the TCGCSA presented Pelican Island Elementary School in Sebastian, with a check for \$20,000 to help the school purchase lots adjacent to the school that are designated as "Scrub Jay Habitat Area." The Aloa Lorton Nature trail is a series of trails in a 15-acre Florida Scrub habitat on the property of Pelican Island Elementary School. The

nature trail has evolved into a hands-on learning area where student and teachers are able to study some of Florida's rarest plants and animals.

"Our students have decided that they can make their community a better place by insuring that the citizens of Indian River County will always have the opportunity to learn about and see several endangered and threatened animals living and thriving in the wild," said Bonnie Swanson, principal at Pelican Island Elementary School. "This project is our children's gift to the new millennium for their children, and grandchildren, and great-grandchildren, and great-great-grandchildren, and so on."

In addition to providing funds for schools, TCGCSA

members have gone a step further and have "adopted" schools individually. For some superintendents, this means just being available to a local school for advice on a project, etc. For others, it is an opportunity to really get involved with a local school on many levels. Rob Kloska, superintendent at the Jupiter Island Club, has adopted Hobe Sound Elementary School. Kloska and his staff have:

- Provided funds for major irrigation repairs
- Donated time and parts to replace broken heads and pipes for the irrigation system
- Sprayed garden areas for weeds prior to and after planting flower gardens
- Have taken students on tours of the golf course

- Donated trees and native plant material
- Loaned equipment from time to time as needed
- Kloska also serves on the school's Audubon and School Advisory committees.

The TCGCSA has also hosted meetings for teachers to get together and brainstorm on environmental projects and ways superintendents and teachers can work together. In addition, it works with and has sponsored the Martin County School District's Environmental Comprehensive Plan Committee (ECPC) by speaking at meetings, and by hosting the ECPC's annual Green School Awards Program.

So, what has 270 legs, a 34-foot smile, a 540-pound heart and likes jewelry? According to the TCGCSA, this is the size of the field and volunteers of the annual Blue Pearl Golf Tournament. The TCGCSA would like for there to be a "string of pearls" across the county. They encourage other superintendent chapters to get involved and promote environmental stewardship in schools. How are they so successful every year?

"We have a large field of selected teams and select individuals. Each of them has been tracked down, dissected, test-tubed and glass-jarred. They've been selected on the basis of character, integrity, enthusiasm, ability and willingness to cough up a loose "C" note for a very worthy cause."

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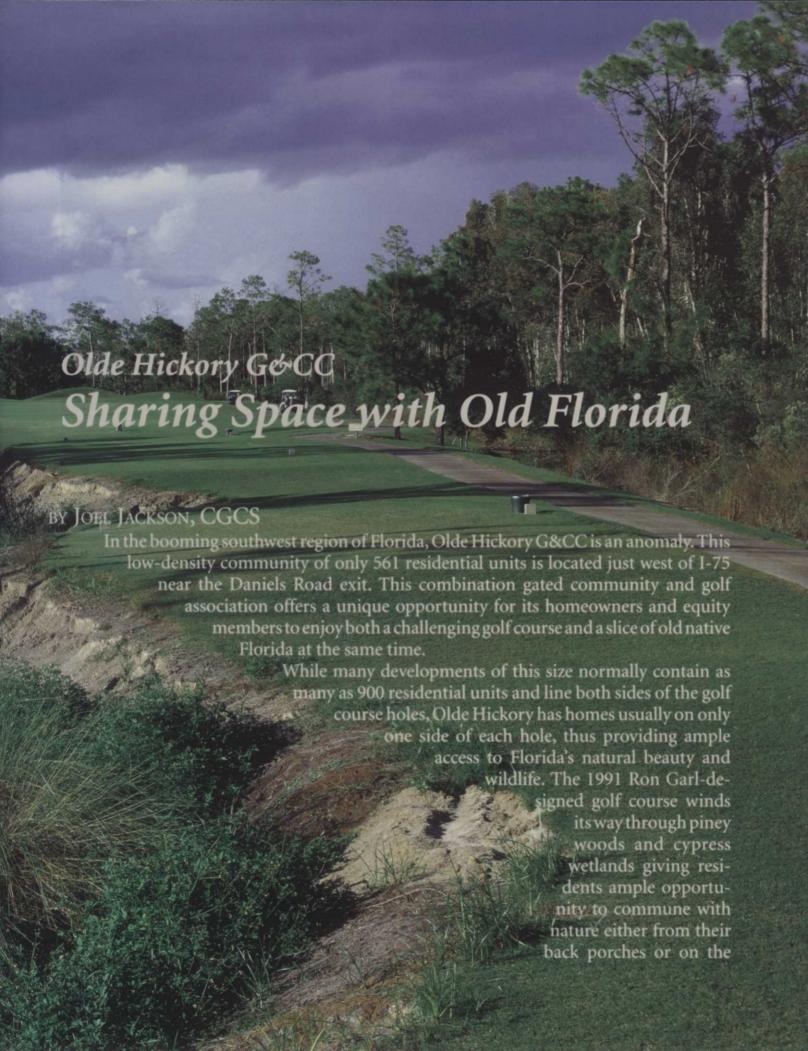
USGA Green Section

Hobe Sound













The par 4, 400 yard 7th hole with a crowned fairway and a lake for drainage and runoff retention. Golf holes ring the property and transistion the development into the wilderness. Photo by Daniel Zelazek.

Wildlife Inventory

Alligators, gray and fox squirrels, otters, wild turkeys, bald eagles, ospreys, sandhill cranes, wood storks, ibis, herons, egrets, snakes, turtles, and a variety of waterfowl.

Bird nesting boxes, a bat box and a turkey feeder have been installed. The wooden bluebird boxes had to be replaced with pvc houses because the woodpeckers would enlarge the entrance holes for their own use

golf course. Many residents enjoy early morning and late afternoon bass fishing in the 41 acres of lakes.

Superintendent John Stach said when he first came to Olde Hickory five years ago, one of the biggest challenges was to explain and demonstrate the benefits of the natural state of the golf course.

"It took a little convincing to show the members that not every inch of the golf course had to be manicured, potted and pruned to be beautiful," Stach said. "And they have come to appreciate the wildflowers, aquatic plants, native grasses, cypress trees and the wildlife that shares the community because of the abundant natural areas."

Stach is a self-proclaimed naturalist who enjoys hiking in the woods and wetlands during the dry season. "I mainly go in to monitor invasive exotic plants, but also just to look around. One of the things that is apparent is how our surface water movements are affected by development not only by surrounding properties but even our own development as it was completely built out. It is a hard thing for people to realize the potential impact we have on the environment and how we must be careful about what we do."

Stach said the impact was never more evident than during the recent drought.

"We were in Phase Two water restrictions this past summer which meant we could water tees, fairways and roughs only three times per week, but we could still water greens daily. We were lucky compared to those farther north who were limited to watering greens three





John Stach



Originally from: Sarasota

Family: Fiance Andria Ferrarini

Education: 1995 Lake City Community College, AS in golf

course operations

Employment history: 1993 OJT at University Park CC, Sarasota; 1994 OJT at Tara G&CC, Bradenton; 1995-97 assistant golf course superintendent Olde Hickory G&CC; 1997 - present superintendent Olde Hickory G&CC.

Professional affiliations and awards: Member GCSAA, FGCSA, FTGA; current president of the Calusa Chapter of the Florida GCSA.

Mentors: My grandfather, who loved the game of golf. If he were around today he would like to brag about his grandson being a golf course superintendent. Joe Fenner, the former superintendent at Olde Hickory, for helping me work for my goal of becoming a head superintendent. Others who helped me along the way: Jeff Keech, Andy Burmester and Howard Povey.

Memorable moments: College graduation made my family proud. It was good for them to see I was finally getting out of the house. Becoming a superintendent. I love what I do. Helping to found the Calusa Chapter and watching it grow.

Goals: My first goal was to graduate from college, since I never planned to attend after high school.

Advice: Respect your position, members and employees. They are only human you know. Many of their concerns can come from not being informed on situations you have to deal with. Communication is your best tool. Know how to make it work for you

Work philosophy: Since I like to work outdoors more than being in the office I really enjoy riding the golf course and communicating with members and educating them on our daily, monthly and seasonal operations. It is funny how our operations must vary with the weather, so I am constantly asked to give my forecast for the day. I feel like I should take a course in meteorology to help me make more accurate forecasts.

Hobbies and interests: Mostly scuba diving, offshore spear fishing and being in my boat. Other past times include hunting, golfing and watching the Gators play football.

It's time for people to realize that we are trained professionals.

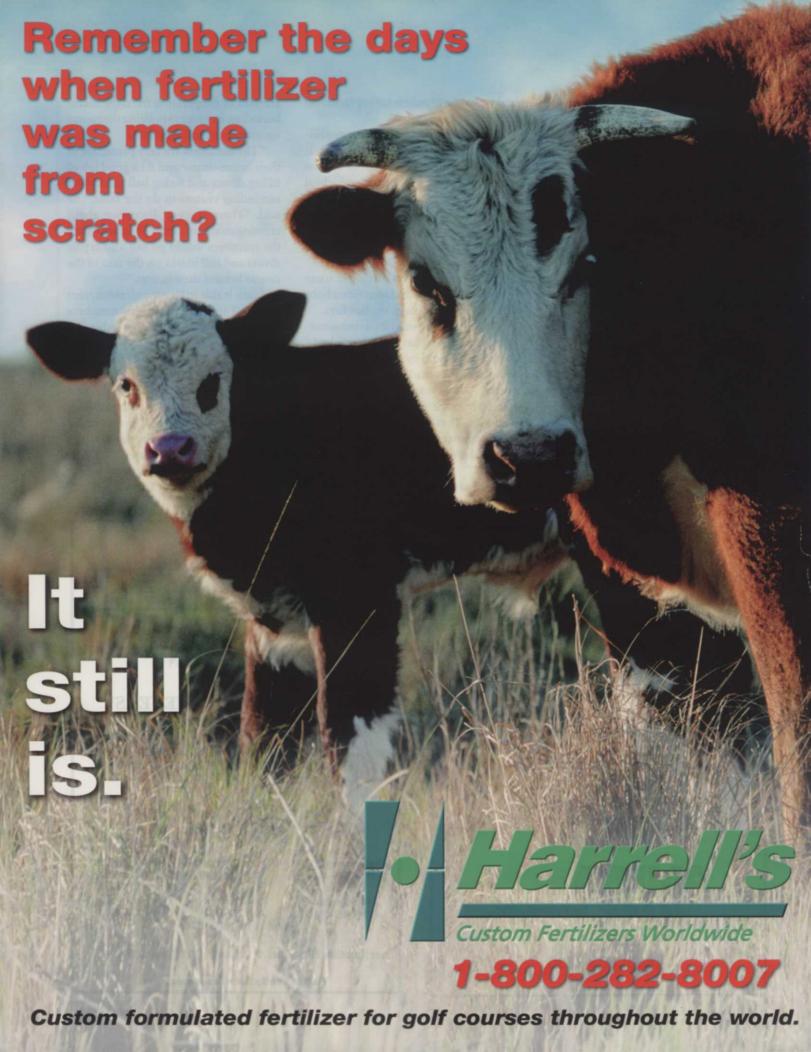
We are not just mindless grass growers and blatant water users. We are ecologists and biologists and resource managers.

times per week and tees, fairways and roughs only once per week. I support the idea of changing restrictions to a percentage reduction of our daily average instead of a day of the week method.

"It's time for people to realize that we are trained professionals. We are not just mindless grass growers and blatant water users. We are ecologists and biologists and resource managers. Because of the water issues and restrictions that handcuff us, I try to manage our irrigation very tightly so that when we have to cut back it is not a big shock to the turfgrass."

In keeping with the natural setting of Olde Hickory and his sensitivity to the environment, Stach maintains spray buffers around the lakes to minimize any impact to the water quality. In addition, he uses Integrated Pest Management practices to apply pesticides only when and where necessary. He also encourages member participation in the Audubon Cooperative Sanctuary program by providing materials for constructing bird nesting boxes.

"We have several volunteer members who take the materials and construct the nesting boxes and then make them available to other members who want to install them in their yards along the golf course," he says. "We had one gentleman install a bat box on the 13th hole





Equipment Inventory

Mowers - Greens: Jacobsen
Greens King V mowers. Tees:
Jacobsen Greens King IV
mowers. Fairways: Jacobsen
LF 128's. Roughs: 2-Jacobsen
Tri-Kings and 1-Jacobsen
5111 and Kubota rotary deck
mowers.

Other - Terra Topper and Olathe top dressers. Lely fertilizer spreaders: 2 @ 2,500 lb and 1@500 lb capacity. Kubota 4800 tractor with loader/ backhoe. Kubota 4030 and Kubota 2650 all purpose tractors. Six Jacobsen Hauler utility vehicles. and we have a Moultrie turkey feeder on the 11th hole.

"We have had to make some modifications to the nesting box program. It seems the woodpeckers like to wallow out the entrance holes on the bluebird boxes. At first we lined the holes with a copper sheeting, but we have now gone to using 8" pvc pipe nesting boxes, which have proven successful on other courses in the area."

Stach has seen otters playing in some of the water hazards and seen either bobcat or panther tracks in the bunkers.

"We're not sure what it was but something was playing havoc with residents' potted plants and even knocking down some drain spouts for a while," he reported. "A few years ago we had to have a trapper come out and relocate nine wild pigs. That was a real revelation to some our members from up north who had no idea of the extent of the wildlife in the area."

Stach says that he gets a tremendous

amount of cooperation from the members when it comes to policing the course on matters of golf etiquette.

"The members are very protective of their home course and do a good job of filling divots and fixing ball marks and reminding visitors to do the same," he said. "There is some discussion about creating an adopt-a-hole program where the members would go out and repair divots and ball marks on the area of the course behind their homes."

Stach is able to communicate current and vital information to his members through a community news cable TV channel.

"This channel plays music and flashes a continuous set of messages throughout the day. The club announces social events and meetings at the club, the pro shop announces sales and golf events and I relay information on rain-day closings and maintenance procedures.

"For instance, if we are have a bulk fertilizer application or fairway aerifica-

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The 3rd hole is a 389 yard par 4 flanked by one of the 12 lakes on property. The aquatic plantings provide cover for fish and many residents enjoy fishing the lakes. The yellow and green post in the left center is a traffic control reminder for carts to return to the cart path when approaching the green. Photo by Daniel Zelazek.



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Olde Hickory Golf and Country Club

Location: Ft. Myers

Ownership: Member equity

Playing Policy: Semi-private, 18 holes.

Yardage: 6,601 yards. Par 72. Course Rating/Slope Rating: Men - 72.5/135; Ladies - 73.1/131.

Designed by: Ron Garl. Construction by: Golf Form. Opened in 1991.

Management Team: general manager Philip "Bo" White; club president Art Aspengren; head golf professional Peter Baxter; green chairman Norman Langlois; John Stach golf course superintendent.

Average Rounds per year: 52,000 - 54,000. Avg 280-300 rounds/day in season.

60-70/day in summer. Course promotes outside events during off season.

Total turf acreage under maintenance: 95 acres.

Greens: Average size: 7,750 Total 3.75 acres; turf - Tifdwarf; height of cut: .170" in summer - .150" in season. Overseed: Lesco's ProAm Poa trivialis@ 12 lbs/1,000 sq. ft.. Green Speed goal: Medium (7-8) at member request.

Tees: 3.0 acres of Tifway 419; HOC = 1/2" summer - 3/8" season; Overseeded with Perennial rye blend (Three Way) @ 18 lbs/1000.

Fairways: 25 acres of Tifway 419; HOC = 9/16" summer - 1/2" season. Overseeded Perennial rye (Three Way) @ 400 lbs/ Acre.

Roughs: 63 acres of Tifway 419: HOC = 1" - 1 1/4". Overseeded with Perennial rye (Three Way) @ 200 lbs/Acre.

Bunkers: 57 bunkers with #200 screen sand. Mechanically rake all bunkers with Smithco Sandstar Rake with standard tines & flaps.

Waterways/Ponds: Twelve lakes covering 41 acres. Contract lake maintenance. Maintain turf spray buffers around lakes. Additional lake aeration systems planned.

Irrigation: Water source - wells. Equipment: Flowtronex VFD; 580 - Toro 650 and 670 heads. Wall to wall coverage design. Controls: Rainbird Freedom system.

Fertigation: Used as a supplement to granular program. Liquid 4-0-12 blend in summer; 8-0-8 and 16-0-4 blends and 30-0-0 in winter.

Staff: Total staff including Supt. = 22 full time budgeted/18 currently on staff. Includes one part time mechanic. Avg weekly hours budgeted: 40 hrs straight time/6 hrs OT year round.

Key Personnel: Assistant supt. Matthew Nieder; shop manager Laurence Asta; assist. mechanic Roland Dutcher; spray technician Miguel Aguirre; irrigation technician Mario Camarillo; course detail specialist Lawrence Sweeney.

Major Renovations/ Ongoing Projects: Cart path additions on holes 4, 9, 10; Hand removal of invasive exotic plants in native areas; Discussing possible greens renovation plans to improve soil profile, bunker drainage and putting surface grass.

Special circumstances: With high golf traffic and no continuous cart paths, turf wear and traffic control is a constant challenge. Induced drainage problems as natural surface flow is altered by surrounding developments.

Communications: Daily pre-shift meetings with crew; weekly staff meeting; monthly safety and operational crew meetings; monthly club newsletter article; current maintenance information posted on community cable TV channel.

Cultural/Fertility Programs: Greens - Aerify 4x/yr with 5/8" hollow tines and 2x in season with 5/16" solid tines; Fairways are verticut deep 1x/yr and aerified 3x/yr along with tees and roughs. Alternate biweekly granular and liquid fertilizer apps on greens and bimonthly on tees, fairways and roughs including Five major granular applications (contract out Fall fertilizer plus Dimension herbicide application) do others in house with tractor mounted Lely spreaders.



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Olde Hickory Superintendent John Stach enjoys offshore spear fishing. Photo provided by John Stach.

In Case You Didn't Know...

Here are some things you might not know about our cover story superintendent.

- 1. Car: 2000 Dodge Quad Cab. I'd like to own an Impala SS.
- 2. Last good movie I saw: American Pie
- 3. I stay home to watch: Gator football
- 4. I've been reading: Turf trade magazines
- 5. Favorite meal: Steak and lobster with baked potato and green beans.
- 6. Favorite performers: Jimmy Buffet, The Eagles, Alabama
- 7. Prized possession: My boat
- **8. Personal heroes:** Everyone who gave their life for our country. There are a lot of heroes who were never spoken for.
- 9. Nobody knows that I: Had a hard time in college
- 10. I'm better than anyone else when it comes to: Getting along with anyone
- 11. If I could do it over: I would have tried harder in grade school and worked toward better grades.
- 12. I'd give anything to meet: Jacques Cousteau
- 13. My fantasy is: To scuba dive The Great Barrier Reef of Australia
- **14. The one thing I can't stand:** A member will ask me something about the course and I don't know what they're referring to
- 15. If I could change one thing about myself: I'd like to be more organized
- 16. The words that best describe me: One of those people who make the most out of anything.

I always treat every member's inquiry, idea or concern with respect. I acknowledge what they have to say and try to give a positive response in every case. Ideas that merit further discussion are passed along to the Greens Committee...

tion or verticutting coming up, we can alert residents to keep their windows closed to prevent any blowing dust from getting in their homes. The close proximity of the homes does create some challenges and we have to keep an eye out for sprinkler heads getting out of adjustment, especially on windy days."

All in all, Stach says the members are very supportive and respectful of his efforts to achieve 100 percent member satisfaction. He says the key to gaining that respect is practicing good communication and being visible.

"I always treat every member's inquiry, idea or concern with respect. I acknowledge what they have to say and try to give a positive response in every case. Ideas that merit further discussion are passed along to the Greens Committee, especially if it is something that is not in the current budget.

"Other times I have to explain why a particular suggestion doesn't fit into the programs we have adopted for a variety of reasons. In any case, I thinks it's best to be visible and answer questions directly and not hide in the office."

To accommodate the nearly one thousand resident golfing members in the winter season, Stach and his crew start work at 6 a.m. on most days, but will adjust to 5 a.m. for early-morning shot-

gun tournaments.

"Because pace of play is so critical and can be an issue," he said, "we have No. 1 and No. 10 tee times for our normal daily operation. It means we have to prepare both nines simultaneously in the morning, but we have found and convinced the members that we can put out more golfers by using the crossover tee times. It helps remind the golfers they have to make the turn on time."

Stach and his staff have also made some modifications to the course to help in the pace of play. They created a bailout area to the right of the 220-yard, parthree 8th hole. Rated as one of the toughest par 3s in the area, players face water on the left and woods on the right. Installation of bulkheading and a sandy waste area created a natural "catcher's mitt" to help avoid prolonged searches in the woods for errant shots.

On other holes, low-lying turf areas along the homeowners' lots and unmowable outer roughs of the course

that held water had become mosquito breeding ponds. They have been drained and mulched with pine straw to create accessible natural areas. The areas still serve their original intent of surface drainage, but now the water percolates into a drain pipe and sump and is pumped into a nearby lake.

Golfers can find their balls and play moves along more easily.

One of the reasons Stach can devote a lot of time to member satisfaction, communication and inspecting course conditions is his partnership with his assistant superintendent Matt Nieder.

Nieder actually graduated from Lake City two years before Stach. After an internship overseas on a grow-in of a course in Turkey and a year-and-a-half tour as an assistant superintendent at the Cypress Greens GC in Sun City Center, Nieder was lured away to work as an area manager for Smallwood Landscaping in Naples.

He spent five years with Smallwood

The adage that there is never a dumb question is absolutely true. You are in a learning mode.

Never be afraid to ask questions. Also, be openminded to all options that come your way.



Matt Nieder assistant superintendent



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Another view of the short par 4, 10th hole showing how golf courses provide diverse "edge" habitats by combining open spaces, native grass areas and deep woods. Photo by Daniel Zelazek

rising to the rank of operations manager in charge of all field operations. With his golf course background calling, he learned of the assistant opening at Olde Hickory a year ago and took the job.

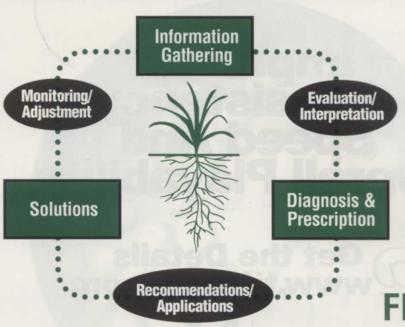
Nieder has no regrets about leaving the golf course work to learn more about landscaping. In fact he feels it has helped sweeten his resume when it comes time to look for his own superintendent position.

"In Turkey, it was amazing what we had to work with," Nieder recalls. "It was very hard to have a consistent turf management program because fertilizers and chemicals were hard to come by. We had a soil pH around 8 and no sulfur to apply to mitigate the alkalinity. While it was difficult, it was also beautiful country. It looked a lot like the foothills of Colorado with mountains, woods, and streams with trout."

Since it was obvious that Nieder is Stach's right-hand man, I asked what advice he had for assistants working their way up the ladder.

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Lights Twin halogen headlights.

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Clutch Centrifugally engaged variable belt drive (CVT).

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Spray Controls Electronic switches on Multi Pro 1250. Manual levers and dial on Multi Pro 1200.

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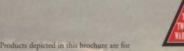
With standard spray system and operator dry 2,875 lbs. (1,305 kg) full 3,100 lbs. (1409 kg)

Maximum Gross Vehicle Weight 3,500 lbs. (1,589 kg) Base Weight Base unit 1,575 lbs. (715 kg)

Overall Width Overall Length Ground Clearance Wheelbase Height 43" (109 cm) 56" (142 cm) 120" (305 cm) w/spray system 4.5" (11.4 cm) 62" (157 cm) (with spray system)

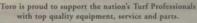
Two year limited warranty, refer to operator's manual for details.

This product complies with ANSI 56.8 specifications.















The view of hole #13 from the tee area shows the benefits of the low density development at Olde Hickory. The residential areas at Olde Hickory border the course on one side and provide panoramic views of the course and the native landscape while not being intrusive. Photo by Daniel Zelazek.

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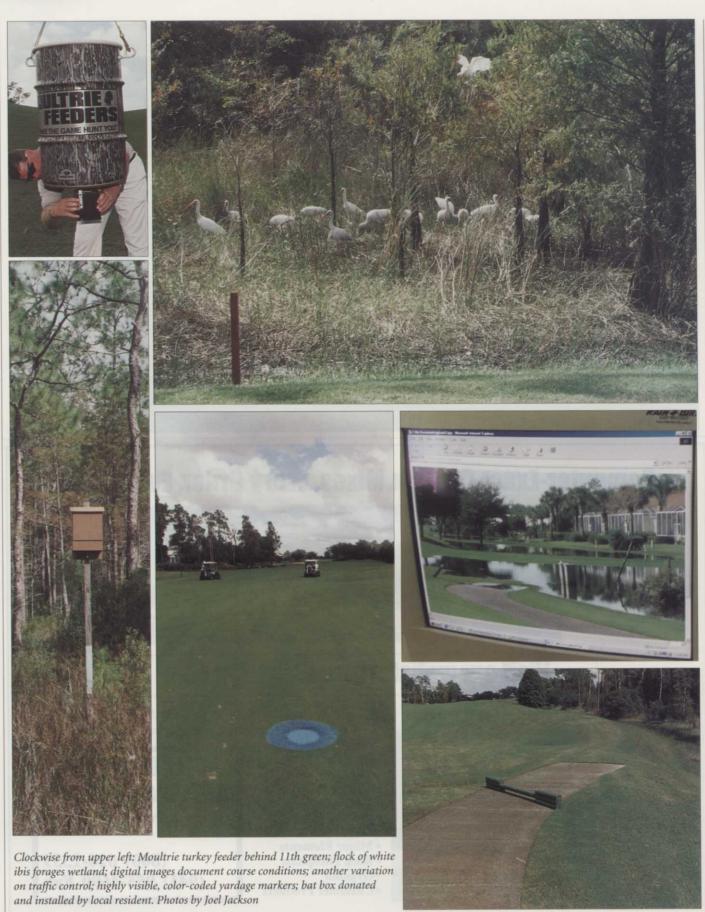
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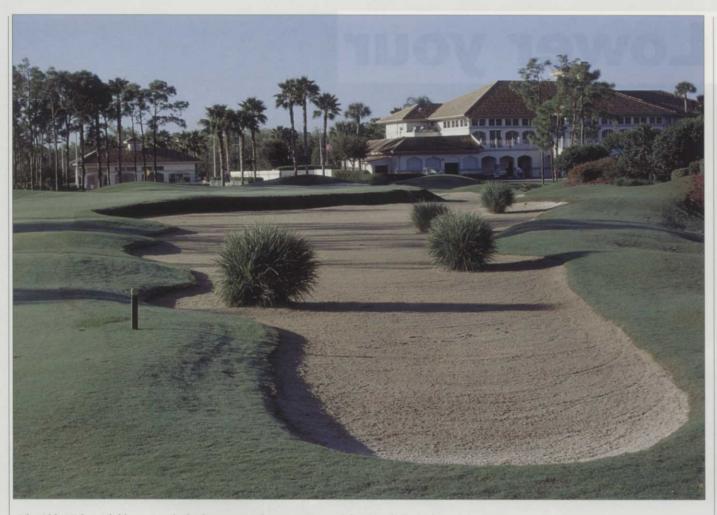
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The Olde Hickory clubhouse overlooks the green on the par 5, 589 yard finishing hole. Architect Ron Garl flanked the green with angled railroad ties for a different look. Photo by Daniel Zelazek.

...not every inch of the golf course had to be manicured, potted and pruned to be beautiful...
And (the members) have come to appreciate the... wildlife that shares the community because of the abundant natural areas.

"The adage that there is never a dumb question is absolutely true," he said. "You are in a learning mode. Never be afraid to ask questions. Also, be open-minded to all options that come your way. I had to overcome the fear factor that if I got out of the golf business, it would be hard to get back in. My tenure with Smallwood only enhanced my value as a manager with a broader range of experience and knowledge."

Privately Stach told me that he delegates as much as he can to Nieder.

"There are a lot of ways to achieve the goals of a maintenance program. I believe in setting the goals and then letting Matt make the necessary decisions to achieve them rather than telling him what to do. That way he can learn more for himself and test his abilities with me there for guidance."

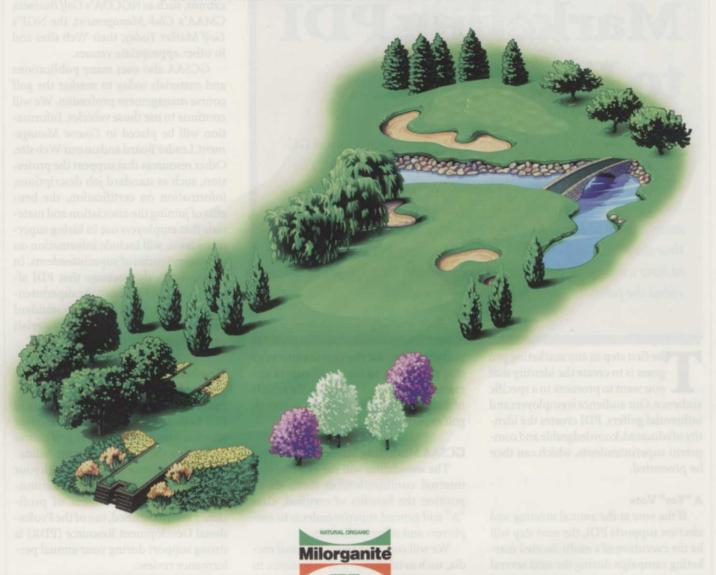
Whatever the chemistry formula is, it must be working. Stach says most of the crew has been there since the course opened and he says the members have even made it a point to tell him how they always see the crew working instead of sitting around in a bull session when the boss isn't around. In turn, the members donate to a Christmas fund for distribution to the staff. The club hosts an annual Christmas party for the employees and one of the members dresses up as Santa Claus and passes out gifts to the children. Stach also has several crew lunches throughout the year as a thank you for their consistent and loyal service.

Olde Hickory is perhaps one of the best examples of the blending of inevitable growth and development while still maintaining a strong link to the old native Florida wilderness.

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PROFESSIONAL DEVELOPMENT

Getting the Word Heard:

Marketing PDI to Employers

Editor's note: This is the third in a series of articles from GC-SAA concerning the Professional Development Initiative. The GCSAA Board has reviewed all the input from the Member Services Resource Group, the GCSAA delegates meeting and the membership at large. Contrary to the vocal minority, it appears that the PDI will go up for a vote in February in Dallas. In answer to how would PDI be marketed to employers GCSAA has provided the following article for chapter publications.

The first step in any marketing program is to create the identity that you want to promote to a specific audience. Our audience is employers and influential golfers. PDI creates the identity of educated, knowledgeable and competent superintendents, which can then be promoted.

A "Yes" Vote

If the vote at the annual meeting and election supports PDI, the next step will be the execution of a multi-faceted marketing campaign during the next several years. Communicating the benefits and value of PDI is a long-term process that involves the joint efforts of the association and its members.

A Rewarding Goal

Our goal in communicating the benefits of PDI to employers is to have employers acknowledge the value they receive from employing a general member, a Class "A" member and a certified member. We do not plan to explain the intricacies of the classification system but focus instead on the results this system will provide. Consequently, employers will recognize and reward their su-

perintendents for the competitive edge that they bring to their golf course operations and golfers will enjoy the results of superintendents' work — a superb golf experience.

GCSAA Marketing Strategy

The association will use external and internal communication methods to position the benefits of certified, class "A" and general superintendents to employers and other audiences.

We will continue to use national media, such as television and magazines, to promote the superintendents' role and value in managing golf courses. Our national public relations efforts have been laying the groundwork for this initiative during the past several years, positioning the superintendent as key to golfers' enjoyment of the game, and consequently having a direct impact on the golf course's economic success.

To effectively reach employers, GC-SAA will target the publications they read and the Web sites they access. We will send press releases and articles to golf trade and consumer publications and Web sites about PDI's approval, and what it means to the business of golf, the

golfer and the employer. In addition, we will work with our allied associations to get the message out through their publications, such as NGCOA's *Golf Business*, CMAA's *Club Management*, the NGF's *Golf Market Today*, their Web sites and in other appropriate venues.

GCSAA also uses many publications and materials today to market the golf course management profession. We will continue to use those vehicles. Information will be placed in Course Management, Leader Board and on our Web site. Other resources that support the profession, such as standard job descriptions, information on certification, the benefits of joining the association and materials that employers use in hiring superintendents, will include information on the competencies of superintendents. In other words, the message that PDI allows us to develop about the superintendent profession will become a standard business practice for GCSAA materials and resources.

Members' Marketing Responsibility

Members have the opportunity to prove and communicate the benefits of PDI to their employers. Demonstrating effective management of the golf course is perhaps the most important validation of competence. Discussing with your employer your commitment to continuing education, achievement of proficiency and, if certified, use of the Professional Development Resource (PDR) is strong support during your annual performance review.

GCSAA will also provide you with the resources to help you communicate the value of PDI to your employer. We will develop a package of information in an easy-to- understand format, with suggestions on how you can present the specific benefits of PDI to your employer on a continuing basis.

A "No" Vote

If the vote does not support PDI, an identity around the commitment of golf course superintendents to competency-based education and professional development will be created and promoted to employers.

Administrative **Assistants Are Life** (and Job!) Savers

There is absolutely no way I could live without an administrative assistant! It is certainly easier to justify the need on larger operations such as multi-course facilities. At Indian River Club our owner expected professionalism — especially due to the Audubon Signature Status that we had obtained — and he actually wanted members or other clubs to call us for information.

Of course guess who they called? The superintendent's office. A live voice is able to provide accurate information and helps the general public or members gain confidence in our operations.

While most people think of a "secretary" as one who just answers the phone, this is not true. While any golf maintenance operations receive way too may



A good, self-motivated administrative assistant is as valuable as any of your technicians. I actually classify this position as a technician position

phone calls a day, this person is also my liaison to the crew.

I think more of their time is spent on personnel issues than any other thing. They are always answering questions such as vacation time, sick time, uniform problems, etc. They can also save the superintendent and mechanic a lot time by ordering supplies, parts, etc, or by following up on lost orders. They are especially helpful when calculating payroll and of course at the end of the month when matching invoices and packing slips to statements.

Many superintendents wait until the end of the month when accounting is screaming for the paperwork before pulling them out of the file drawer. These assistants can perform this on a daily or weekly basis, especially if money is tight.

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This also helps with accuracy. My administrative assistant works at least 40-50 hours a week now, and if she did not do this work, then I don't know where I would be!

Earlier in my career I had proposed the idea of an administrative assistant to the owners and they thought it was ridiculous due to the fact we were a small crew of 10-12 and maintaining 18 holes, so they didn't feel administration took that much time (in their eyes). In truth, I was spending more than 20-25 hours per week performing administrative duties, especially considering the amount of paperwork expected of management companies these days. My work week averaged 55-60 hours per week... or more.

This began to get old, especially considering that I could not see the golf course as much as I wanted. I proposed that I would take a person from the crew and work him only 20 hours per week on the course. The other 20 would be dedicated to an office assistant. This person

worked Monday to Friday from 9:00 to 1:30 with a half hour for lunch.

These are perfect hours for a working mother! She only works while the kids are in school. She sees them off in the morning and is home when they arrive from school. I had a waiting list for this position!

I told the owners that we could get the same amount of work done on the course because I could run the operation more efficiently by being able to spend more time on the course. This was very true and now I had a person who could do all the time-consuming little things that I had to do because there was no one to delegate to.

The operation certainly runs better. The crew is happier. The mechanics are real happy, because they do not have to answer the phone or deal with salesmen in the middle of grinding reels.

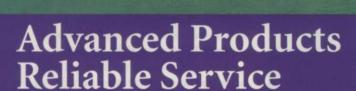
What is actually happening is that more and more is placed on your department that may have been performed by other departments in the past. You also begin to find that 20 hours a week for an office assistant never is quite enough. I started off at Indian River Club with 30 hours and it went to 40 very quickly due to the fact we also maintained all the Property Owners Association areas and 22 employees!

My administrative assistant has saved me a great many hours here at Champions Gate due to the fact she was already experienced with golf operations. Starting up a new project is very time consuming and I did not have to train her in what to do. A good, self-motivated administrative assistant is as valuable as any of your technicians. I actually classify this position as a technician position. With today's fast-paced world where everybody wants it now, this position is a must! Leaving a message on a recorder is the thing of the past.

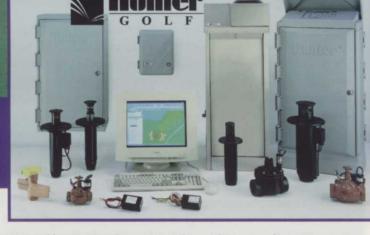
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Financial Planning

Taking Charge Of Your Own Future

BY JOEL JACKSON, CGCS

ast year I was shocked when a high profile, veteran superintendent told me he needed to get started on a real aggressive savings plan because he didn't really have anything set aside for retirement. I guess I was so taken back because this gentleman is in all respects a very organized, methodical and professional individual. It was hard to imagine that he didn't have a steady saving plan in place.

In our business, salaries and benefits come in all sorts of packages. Some of us have worked for large corporations or even clubs with built-in retirement plans with pensions or 401K plans. Others are lucky to get holidays and medical insurance. But all of us can create our own individual retirement accounts and savings accounts to start building retirement funds for the future. It does take discipline, and while the young and invincible would rather have corvettes and jet skis, they ought to be finding a way to start socking away something and let time and compounding interest be on their side.

I'm proud to say that my daughter told us one of her goals was to start her own IRA by age 25 and — bless her heart — she did. I probably wasted 20 years of interest-building savings opportunity, but I finally got on the bus before leaving Disney and took full advantage of their stock purchase plans and 401K savings plans. The following articles are food for thought about your financial future.

The Top 10 Reasons to Consider Financial Planning

Your financial aims may include funding college educations, planning a secure retirement, purchasing a new home, starting a business, minimizing taxes or any combination of these objectives.

No matter what your goals are, developing a comprehensive financial plan is one of the most important steps you can take toward achieving them. While your financial situation and objectives are unique, here are 10 of the most pertinent reasons for investors to establish a good financial plan.

- 1. Americans are living longer, healthier, more active lives than ever before. Many will spend nearly as much time in retirement as in their careers. If a longer, more active retirement is in your future, it is likely you will need significant financial resources.
- 2. The cost of higher education continues to outpace inflation at a time when the need for a higher education has never been more evident. A good financial plan can help you prepare for these costs.
- 3. Increasingly, Americans are required to take responsibility for their own healthcare that may mean you'll be choosing your health care coverage options from a menu plan and funding all or part of your coverage on your own.
 - 4. Estate taxes may consume as much

as 55% of a person's estate within 90 days of his or her death. Establishing a sound financial plan can preserve a legacy for your heirs by helping to shield your assets from estate taxes.

- 5. A financial plan provides a complete assessment of your current financial situation—from your net worth to your cash flow and debt management practices—and identifies how you may be able to improve them.
- 6. Financial planning helps you take a comprehensive look forward to your future financial needs and goals, including cash flow and debt management, education funding, retirement planning, estate conservation and portfolio management.
- 7. A comprehensive financial plan that identifies specific strategies and opportunities for actively working toward meeting your financial objectives.
- 8. A financial plan can help you protect your family, business interests and investment portfolio by helping you to determine the amounts and types of insurance that may be right for you.
- 9. A comprehensive financial plan helps you to organize your network of professionals, including lawyers, accountants and other influential specialists and puts you in the control position.
- 10. As your needs, goals and financial situation change over time, a financial plan gives you the flexibility to alter your financial strategy to meet new objectives. To be effective, you and your financial advisor must weigh several factors, including your objectives and time frames, your personal investment philosophy and your tolerance for risk.

The dawn of the new millennium may be the perfect time to set up a financial plan that will help you get control of your finances for the future.

> JUSTO MARTINEZ, CFP Morgan Stanley Dean Witter

Plan Well To Enjoy Retirement

For many working individuals, plan ning ahead with a simple analysis and realigning of financial priorities can mean the difference between enjoying a fruitful retirement and working well into the graying years. The first and most important step is to determine where you currently are in your overall savings activities and whether you're on track to retire at a desired age.

Generally, it's estimated that you will need at least 70 percent of your preretirement income to retire with your present standard of living. That figure, multiplied by the number of years you expect to be retired provides an estimate of the savings you'll need. Now add up all the funds you anticipate having access to when you retire. As you do your calculations, keep in mind that uncertainties regarding future Social Security funding, the resurgence of inflation and a longer life expectancy can have a significant impact on that dollar amount.

If you're like many working Americans, you may find your tabulations to be a little shocking... depressing even. That's because savings habits of Americans, as a group, leave much to be desired. The average American saves a mere 4 percent of gross income per year, far less than workers of other industrialized countries. Chances are you can improve your own personal savings rate with some simple adjustments in behavior. Here are a few suggestions:

Reward Yourself For Limiting Discretionary Spending - Drastically curbing discretionary spending is not practical; but chances are you can limit what you spend... by choosing to eat at a less expensive restaurant, buying a less expensive appliance, or vacationing at a

less costly resort. Establish an account where you can deposit these savings each month.

Minimize Services - It's great to have someone mow your lawn, clean your house, or wash your car, but if you did these services yourself you might find substantial savings.

Refinance Your Mortgage - Lenders have become increasingly competitive for business, which means greater potential savings for you. And in light of continuing low interest rates, you should consider looking into refinancing your mortgage, especially if you haven't done so in the last two years.

Now that you've identified some new savings, what do you do with them? Here are a few more suggestions:

Maximize Participation In Your Company's 401(k) plan - Nearly one-third of eligible employees choose not to participate in a 401 (k) plan. Nearly half of 401 (k) participants do not contribute the maximum amount. Contributions are taken from your gross income - and therefore are not currently subject to federal income tax — and your contributions will grow tax-deferred. If your company doesn't have a 401(k) plan, find out why. They are now available and affordable to even the smallest organizations.

Establish an IRA - If your adjusted gross income is less than \$40,000 you can make a deductible contribution up to \$2,000 to an IRA (individual retirement account). Even if your adjusted gross income is greater than \$40,000, you may still be able to make a nondeductible contribution to an IRA or to a Roth IRA.

or under certain circumstances, a deductible contribution to an IRA. Like 401(k) plans, this money grows tax-deferred and thus can compound more quickly than other investments that are subject to tax.

Purchase an Annuity - If your income is too high to qualify for the tax advantages of a deductible IRA, you can still enjoy the benefits of tax-deferred growth through annuities.

Buy Mutual Funds using Dollar Cost Averaging - Remember the account mentioned earlier filling up with your new monthly savings? Such an account is ideal for investing in stocks, bonds or mutual funds using the dollar cost averaging method. Arrange to have a set amount of money invested in certain mutual funds, for example, at regular intervals (e.g., monthly). Regular investing, regardless of short-term market movements, can reduce the volatility of your portfolio as broad swings in the market tend to even out over time.

Specifically how you invest in these savings vehicles depends on your individual preferences and tolerance for risk versus reward. A trusted financial advisor can help you prioritize your investments in a fashion that will complement your long-term retirement objective.

What matters more than where you invest is when you start to do so. The earlier you begin the process the more likely you are to see your retirement dream come true at the age that is right for you.

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And Here Are Some Real-Life Examples

Editor's note: I sent out a request for superintendents to share their financial planning strategies and experiences. Understandably most people did not want to divulge their finances even if kept anonymous. Thanks to the following superintendents who shared their input to give you an idea of what they have done.

Veteran Superintendent

I have had a 401(k) through my employer since 1987. I contribute 6% (used to contribute 8%), which gives me maximum contribution from my employer. Employer matches my contribution 1:2 up to a maximum of 3%, plus they contribute another 3%, bringing the total to 6% based on my position and length of service, even if I contribute nothing. My contribution is automatically deducted from my paycheck making it hassle-free.

I have six different investment options: stable, balanced, growth equity, aggressive equity, small cap, and international equity. About a year ago they installed a system where I can use the phone 24/7 to access my account, moving amounts (by percentages) from one investment option to another, or changing future investment options to be deducted from my paycheck, or just checking on my totals.

Apart from this, I recently rolled over a traditional IRA account into a Roth IRA, but have made some bad investment choices rendering it almost worthless, and will now leave the investing up to the experts (so the answer to "do I invest in the stock market" is "no, not any more on my own." I do have a will.

Young Superintendent

I have invested in 401k 20% of my salary since I was able to as an assistant. I started out with the max right away so I learned to live within the 80% so that when I started making a superintendent's salary I wouldn't notice anything. I didn't want to be the one saying "I wish I would have" or "I'll start later and invest a lot" because that is a bunch of BS.

I have my investments set up pretty aggressively. 45% moderate, 50% aggressive, and 5% Dynamic (I figured I could stand to take a total loss on the 5%). I went aggressive because I have another 40 years to invest, and the market favors long-term investors.

It is just like managing a golf course. You have to be doing something all the time or you're behind. There is no place for waiting to the last minute.

Retired Superintendent

I was fortunate to have a pension plan in place with the company I worked for. However, like social security, that guaranteed amount each month is not enough alone to meet the needs for a comfortable lifestyle in the "golden years." I am not old enough to draw full social security. I work part time to stay active and involved, but I can at least cut back on my hours and the stress. I have eight

more years before full retirement.

Consequently, I had a payroll deduction plan for both the credit union to have some liquid emergency funds accessible in a savings account, and I also participated in the company's 401K plan as soon as it was available. In the beginning, I made the minimum contribution that would maximize the company's matching funds formula.

Later, after we became empty nesters and expenses decreased, I upped that amount to 10% per week until my retirement. We were not aggressive savers, but we did take advantage of payroll deduction plans and we kept our cars for 8-10 years.

We also have our IRA accounts with a reputable investment company and talk regularly with our financial advisor to discuss changes and options.

My wife plans to work maybe 10 more years. She just left her old company to find a nicer work environment. She also had a 401K and some stock certificates from her old company. We have rolled over our company 401Ks into Individual Retirement Accounts. The challenge for us now on a reduced income is to still exercise some savings to keep adding to our future retirement funds. The mortgage will be paid off in two more years, which will help.

By age 65, I would estimate that we will easily have more than \$250,000 to draw on in addition to pension and social security. It may not be enough to take world cruises every year but it will keep us in Geritol and pay our AARP dues.

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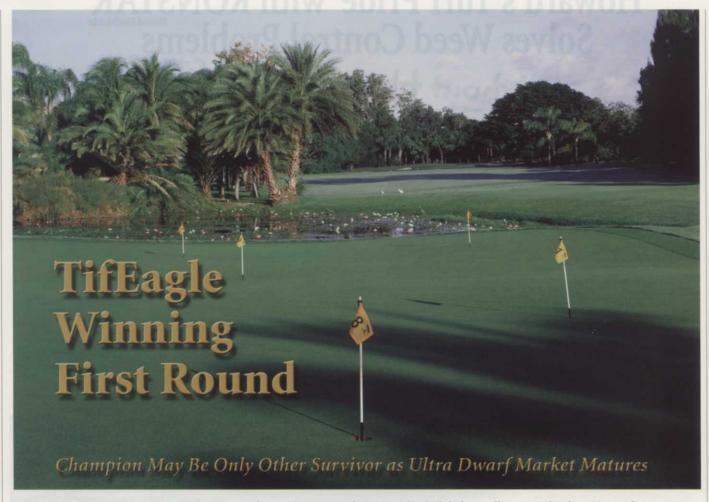
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The practice green at the Jupiter Island Club shows off its new TifEagle putting surface. Superintendents admit growing the ultradwarf grass is a learning experience, but so far they like its performance. Photo courtesy of Sam Williams.

litor's Note: Because TifEagle appears to have gained a domi nant position in the Florida ultradwarf market (see GreenSide Up, p. 64), we accepted this article from its marketing arm. We will do the same for other survivors as the dust settles in the market shake-out of the first generation of commercially released ultradwarfs. It's going to be a long war... and we're the winners.

TifEagle Sets the Standard at These Florida Clubs

TifEagle is making a terrific impression on players throughout the Sunshine State, but at what expense? Is the tradeoff for happy players worth it for the superintendents who have to manage TifEagle on a day-to-day basis?

To find out, we visited with the superintendents at three high-profile clubs with TifEagle. In south Florida we talked to Rob Kloska, superintendent of the Jupiter Island Golf Club, a jewel of a facility snuggled between the Atlantic Ocean and Intracoastal Waterway. We also had two good interviews in Tarpon Springs... with Prentis Knotts, CGCS, of Cypress Run and Rob Giampietro, director of agronomy at Innisbrook. Cypress Run is a Larry Packard course and was designed primarily for match play. Innisbrook is a Westin Hotel Resort Community with four 18-hole courses: Hawks Run, Copperhead, The Islands and Eagle's Watch.

TifEagle History

TifEagle was developed by interna-

tionally renowned USDA/ARA geneticist Dr. Wayne Hanna and was released in the summer of 1998. Dr. Hanna had two main objectives: come up with a new bermudagrass variety that would (1) push the bermuda boundary north and (2) equal or surpass the playability of bent-grass.

Dr. Hanna was also concerned with minimizing the physical stress produced by the lower mowing heights and frequent verticuttings necessary to control thatch buildup, two management practices required to deliver faster, more consistent putting speeds. Hanna also conducted extensive research on TifEagle's ability to recover from mechanical injury, as well as the new variety's tolerance to drought, disease and mole crickets. Color was an important factor, too.

TifEagle Purity a Priority

To avoid the purity problems (off-types) that have begun to crop up throughout the southeast with Tifdwarf, Dr. Hanna and Dr. Earl Elsner, director of the Georgia Seed Development Commission, decided to establish a growers association to control the propagation and sale of TifEagle.

According to Elsner, "We were determined to make sure that TifEagle was grown, inspected and sold under a rigorous set of rules and guidelines." As a result, TifEagle is a patented variety, which can only be sold as certified sod or sprigs, and only by a licensed member of the TifEagle Growers Association.

Were Tifdwarf Problems Significant?

Yes and no. All of the greens at all of the facilities were previously Tifdwarf, and, yes, two of the superintendents were having real problems with their Tifdwarf. But it was also a matter of timing. Over the years greens tend to shrink. They lose their shape, size and playability. So when the time came to renovate and replace greens, TifEagle was on the scene and was a very attractive alternative.

Rob Kloska at Jupiter Island recalls, "Our Tifdwarf was basically okay, but our greens



Superintendent Prentis Knotts, CGCS found out how important shade management is on his new greens at the Cypress Run GC. in Tarpon Springs. Photo courtesy of Sam Williams.

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Rob Kloska, superintendent of the Jupiter Island Club. Photo courtesy of Sam Williams.

construction left a lot to be desired. We decided in 1996 that we were going to rebuild our greens. Fortunately John Foy, director of the USGA Green Section Florida Region lives here and has been a consultant for us for the last 12 years. John was big on TifEagle. After I started looking at the research, TifEagle seemed

to make a lot of sense for us from a number of standpoints."

Rob Giampietro at Innisbrook was having Tifdwarf problems.

"Our dwarf was all mutating and it just wasn't performing well. I was looking for a better grass. These days people want aesthetics as well as playability—especially at a resort. After working with the USGA and having two experimental TifEagle greens here on the property, we decided to go with TifEagle.

I also knew that I was going to overseed, so I got on the phone and talked to some superintendents who had some overseeding experience — several with both Champion and TifEagle. They all recommended TifEagle. If I'd been a little further south maybe I'd have gone with Champion, but TifEagle is a much better grass for overseeding."

Cypress Run superintendent Prentis Knotts was having even bigger problems with his Tifdwarf.

"Mutations and off-types were beginning to dominate the majority of our putting surfaces. Our greens were becoming less and less manageable and needed to be reconstructed. We knew that TifEagle had strong USGA support. That, along with Wayne Hanna's research, weighed heavily in our decision, which was basically a collective decision between our greens committee, board of directors and Barbaron, our contractor. I'd have to say that Tifdwarf off-types and mutations rank as the number-one reason greens get rebuilt here in the South."

TifEagle Grow-in is Quick and Problem-free

With the exception of the number 9 green at Innisbrook's Copperhead, which was sodded, all of the greens at all of these courses were sprigged. It goes without saying that all of the courses were different. Some greens were sprigged in the summer. Some in the fall. Some courses had salinity problems and poor water quality. Many holes had shade issues. Some had drainage problems. But bottom line, nobody reported any growin problems. In fact, there was total agreement about TifEagle's unusually quick

establishment.

Every superintendent has his own pet theory about how to fertilize, water and care for new greens, but in reality most management practices are more similar than not.

Kloska recounts, "Fortunately the USGA had chosen us for a simultaneous trial of all of the new ultradwarfs, as well as Tifgreen 328 and Tifdwarf. So I got a first-hand look at the new varieties. That definitely influenced my decision to go with TifEagle.

"We planted our first six TifEagle greens in July of 1998 - around the 10th. Then we planted the remaining 12 holes, plus a putting green, in mid-August. Since it was later in the year, we sprigged a little heavier our second go 'round.

"Prior to planting — and I think this made a big difference — we blended our sand and peat with Nitroform, which is a slow-release fertilizer whose activity does not hinge on water, but rather on microbial action. So, even with as much water as we were putting out, our fertilizer didn't leach, and that really helped.

"Our greens construction was also quite good. AgriScapes Inc's Ocala unit handled the work. They're a fantastic group, and they really treated our course with kid gloves."

Since there wasn't a lot of in-field experience to draw on, Kloska says he decided on an aggressive grow-in.

"We started mowing our greens as low as we could as soon as we could. We cut at 5/32 inch right away. With Tifdwarf, I normally have to start at 1/4 inch and work on down. After about a week, as soon I could grab the plant and not pull it out of the ground very easily, we came back in and verticut and rolled our greens very heavily.

"Eight or nine days later we started walk-mowing them. Like I said, we started at 5/32 inch and lowered down progressively until we got to 1/8 inch at about nine weeks. The closer we got to 1/8 inch, the better the greens got. We also spiked our greens twice a week, which is on the aggressive side. And instead of fertilizing once a week heavy, we split applications every three or four days — light. This also helped prevent leaching."

Kloska had a couple of other concerns: very dry weather and water quality.

"We used to use drinking water to irrigate, but that got to be quite expensive, so we installed a reverse osmosis water treatment plant."

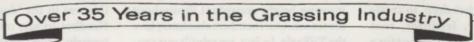
It takes saltwater out of his well, runs it through the system and gives him irrigation quality water. He can make 400,000 gallons per day, but there is a drawback. "The water is so clean, it has virtually no ions."

Kloska was concerned that, without a lot of recharge in his pond because of the drought, and using treated water, he might have problems. He explains, "At the lowest level, grass functions via ionic exchange, so there could be problems if you have water that has no ions. Fortunately we also recycle lots of water here, so we pick up some N along with some other nutrients before it goes back into the pond, where it blends with the reverse osmosis water."



Innisbrook Resort Turf Management Team. From left: Jason Zimmerman, Superintendent Copperhead Course; Rob Giampietro, Director of Agronomy; Pete Mundon, Assistant Superintendent Copperhead Course; and Rob Koehler, Assistant Superintendent Highlands North Course. Photo courtesy of Sam Williams.

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On-going Management is an Educational Experience

Is on-going TifEagle management different from caring for Tifdwarf? These superintendents smile and call it an educational experience. Prentis Knotts says he's not married to any particular fertility program, but has found that liquids seem particularly well-suited to TifEagle because of its tight texture. Knotts also planned for more aerifications when he wrote his operations budget.

"Instead of three, we're going to do five. We contract it out, so it's not a big labor issue for us. Most superintendents in this area will aerify and top dress three to five times anyway, regardless of whether they have 328, Tifdwarf or Tif-Eagle. I've always topdressed frequently. And I believe in verticutting and aggressive aerification to keep new growth going all of the time."

Rob Giampietro agrees, "Fertility is a challenge. In fact, the less nitrogen the better. We feel that spoon-feeding is much preferable to going out and dumping a lot of N on our greens. Once we switched to foliar applications, the Tif-Eagle just got better and better.

"We also purchased a slicer, which we run just ahead of our walk mowers. We poke through the sod layer, down about 2 to 2-1/2 inches deep, to create channels for water, fertilizer, root growth and oxygen. This is perfect for a resort like ours, because play can go on as usual."

The Innisbrook game plan is to spike their greens three times per month combined with weekly verticuttings and hydro-injections.

Kloska reports that he was also already managing his Tifdwarf fairly intensely, so his TifEagle didn't alter his management practices all that much.

"It requires more grooming and more topdressing at certain times of the year, but we're almost on the same program as before. Maybe if you were transitioning from 328, you'd have to change your cultural practices, but for us it was no big deal.

"We do use walk-behind spreaders and bagged and dried sand when we topdress now. It's vital to keep machinery off of greens as much as possible during our busy season. We also previously used walk-behind mowers only in season (winter), and triplex mowers out of season (summer). Now we're using walk-behind mowers all year long. I highly recommend this. You have to give a little to get some back."

Kloska continues, "Bottom line, the things I can do with TifEagle I could never do with Tifdwarf. We cut our greens once a day. Rarely do we get into double cutting.

"Our membership does not like greens that are extremely fast. If our greens are 8-1/2 to 9-1/2 tops and are consistent every day, they are happy. If I rolled the greens to make them faster, they would kill me. Rolling greens dramatically changes the putting surface day to day.

"You are either going to roll three or four times a week and keep them like that, or you're not. Rolling makes them fluctuate too much. Consistency is the big issue here. My greens chairman has consistency and playability on the top of his list.

"That's our main goal. That's why we topdress once a week. We use a water injection aerifier every week or two to keep them consistent. And we keep our mowing height consistent throughout the season. Our members absolutely love the TifEagle. In fact, we rebuilt our croquet court with it."

Mowing heights for Prentis Knotts at Cypress Run have varied. "We went down to just below 1/8 inch during the later stages of our grow-in. No doubt we were a little aggressive in the beginning considering we were going to be overseeding. So we went back up to 5/32 inch. We overseeded with a combination of poa trivialis and colonial bent grass — a 60-40 ratio. It was very successful. I saw very little grow-in transition problems.

"We also think we're going to have a good spring transition. Our standard mowing height right now in mid-March is 5/32 inch and we don't plan to change until after the transition. Probably we'll go back to 1/8 inch. It's on its way right now — probably 50-50 due to some

very warm weather. I expect by the end of May we should be completely through transition and nobody will even know it happened."

Knotts is happy. "We called Barbaron to have them take a look at a few things, and to take a look at the development of our TifEagle. We wanted an architect's impression as to where we were. They responded by letter that our greens were in perfect condition based on their age.

"At first we did have a few thin areas relative to some shading. TifEagle, like other bermudas, does not like shade. It's best to be committed to having no shade anywhere on your putting surfaces at any time of the day.

For example, our 5th green used to have a little tiny oak tree behind the green which threw a little blob of shade on the green about the size of this desktop. That was the only thin spot on the green. So we removed the tree, and it recovered instantly. It's just amazing how much difference full sun makes."

In a follow-up conversation with Prentis Knotts in late August, he reported that on a recent visit of the USGA Turf Advisory Service, John Foy advised him that his TifEagle was in outstanding shape. "We found our root depths to be five to seven inches, and this was in the 'dog days' of summer. Needless to say, our members are extremely happy with our new putting surfaces."

Management Challenges Worth It

Rob Kloska is up front about the extra work his TifEagle requires. "You have to have the dollars in your budget if you're going to manage TifEagle. Do the numbers. You'll have more aerifications and more grooming. And you'll have to watch your N levels and deal with thatch.

But your members will love it. I wouldn't change this grass for anything. I'm happy. Our membership is happy. If I have to put in an extra few hours to make sure they're happy, it's well worth it."

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USGA Adds Agronomist for Florida Region

The USGA has hired a new agronomist for Florida, Todd Lowe.

Lowe received his bachelor of science from the University of Florida in 1995. He graduated from Clemson with a mas-

ter of science in August, 1998.





Todd Lowe

use on turfgrass and ornamentals.

He constructed and maintained turfgrass research plots, including a 12,000 sq. ft. TifEagle green, maintained the turfgrass plots, and supervised three to five students yearly. Also while at Clemson, Lowe co-founded the Clemson University Turf Club/GCSAA student chapter. He has published six refereed manuscripts, 13 scientific abstracts, seven university extension articles and eight golf course trade magazine articles.

Lowe worked at the Walker Golf Course at Clemson University and coordinated its ACSP program. In addition, he also worked at Plantation Country Club in Ponte Vedra for eight years.

He plays golf and he also enjoys hunting and fishing.

Lowe is currently setting up his office in Englewood, but he can be reached through e-mail at tlowe@usga.org, or call the Florida Green Section office in Hobe Sound at 561-546-2620 for his phone number.

SHELLY FOY USGA Green Section Florida Region

2001 Florida Plants of the Year - Part 1

Editor's Note: The Florida Plants of the Year program was launched in 1998 and has been beneficial to both consumers and growers. Purchasers are introduced to under-utilized but proven Florida plant material. This program is sponsored by the Woody Division of the Florida Nurserymen and Growers Association (FNGA). The plants are chosen each year by a committee of horticulturists, nurserymen, educators, landscape architects and other members of the horticulture industry representing Central, North and South Florida. If this series, now beginning its third-year run in The Florida Green, has been of value to you, please contact me. Thank you.

COMMON NAME: Ribbon Palm

BOTANICAL NAME: Livistona decipiens

HARDINESS: Zones 9-11

MATURE HEIGHT AND SPREAD: 20'-30' feet tall with a 15' spread

CLASSIFICATION: Palm

LANDSCAPE USE: Specimen plant

CHARACTERISTICS: This widely adaptable palm with a solitary trunk and gray-green foliage is drought and salt tolerant and grows well in many soil types. This is not just another palm, but has its own unique look. Initial growth is very fast, but slows when it reaches maturity at about 20'. Makes a better shade tree than other palms and has no major disease problems.



COMMON NAME: Lindley's Butterfly Bush

BOTANICAL NAME: Buddleia lindleyana

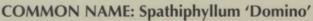
HARDINESS: Zones 5-10

MATURE HEIGHT X SPREAD: 4' x 4'

CLASSIFICATION: Woody perennial/small shrub

LANDSCAPE USE: Specimen or accent plant for long-lasting bloom in the perennial border.

CHARACTERISTICS: A deciduous bush with cascading branches, constantly producing cuttable purple flower spikes that attract butterflies and hummingbirds. The plant is somewhat salt tolerant and not fussy about soil.



BOTANICAL NAME: Spathiphyllum 'Domino' US Pat #9944

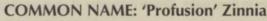
HARDINESS: Zones 9-11

MATURE HEIGHT X SPREAD: 3' x 4' CLASSIFICATION: Interior foliage plant

LANDSCAPE USE: Can be used in warmer climates in areas with

INTERIORSCAPE USE: Specimen or massive plantings

CHARACTERISTICS: The only variegated patented Spathiphyllum variety available on the market. This plant with dark green leaves has a vibrant color contrast that blooms too. This great interior plant is versatile for 4 through 10 inch containers and is tolerant of temperature extremes.



BOTANICAL NAME: Zinnia 'Profusion'

HARDINESS: Annual for zones 8-10, sensitive to frost

MATURE HEIGHT X SPREAD: 12' x 12' CLASSIFICATION: Annual/bedding plant

LANDSCAPE USE: Massed in beds and containers

CHARACTERISTICS: This bedding plant is easy to produce by seed, is heat and mildew resistant and is a butterfly and hummingbird plant. It has some salt tolerance and comes in several colors

including red, orange, pink, etc. The self-branching plant forms a nice mound in











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Restoring Bluebirds to Everglades



This special net is used to catch eastern bluebirds for for the relocation project. Photo by Gary Slater.

Golf Courses May Play Vital Role in Major ARC Project

BY GARY L. SLATER

Research Biologist Avian Research and Conservation Institute

out of my truck, I observe a familiar silhouette perched on a pine tree branch, "Is that a bluebird?" I ask George McBath. Sure enough, as we approach we see not one, but three eastern bluebirds intermixed with a flock of birds.

The birds are in an island of pine trees, adjacent to the parking lot where we stand, and the bluebirds are checking out a cavity in a large snag. Since it's the end of October these birds are not looking for a place to nest, but probably a warm, protected place to roost for the night, as the cooler fall weather draws nearer.

I am a research biologist for the Avian Research and Conservation (ARC) Institute, Inc., a non-profit scientific organization I co-founded in 1997. For the last three years, I have been working to reintroduce eastern bluebirds and brown-headed nuthatches to Everglades National Park.

This morning, George and I are at the Lely Resort Golf and CC to meet with Shane Bass, superintendent of Flamingo Island GC, one of three courses at Lely Resort. Shane is planning on putting up bluebird nest boxes on his golf course and, if enough bluebirds are found on his course this spring, he is interested in donating bluebirds to the ENP reintroduction program.

By the end of the day we will visit five golf courses in Naples that have good bluebird habitat and a nestbox program, and are interested in participating in a program where golf courses donate bluebirds to the ENP reintroduction program.

In southern Florida, one can hardly utter the words "bluebirds" and "golf courses" without bringing up the name of George McBath. For the last seven years, George has been constructing nest boxes for bluebirds and other cavitynesting species and placing them on golf courses throughout southern Florida (see The Florida Green - Winter 2000).

At last count, about 1,100 of his nest

boxes are set up on over 35 golf courses in southern Florida. The nest boxes have helped several golf courses become certified in the Audubon Cooperative Sanctuary Program. George agreed to introduce me to golf courses that have his nest boxes and help me gain support for the bluebird donor program.

Because of their striking color, bluebirds are enjoyed by birders and nonbirders alike. Bluebirds were close to extinction by the mid-1900s because of habitat loss, the use of insecticides (e.g., DDT), and forest management practices



The eastern bluebird on this Naples golf course nesting box may find himself a participant in a relocation project to repopulate the Everglades National Park. Photo by George McBath.

This brown-headed nuthatch is another small bird species disappearing from Florida as the dry open woodland areas fall victim to urban sprawl. The nuthatch is also being reintroduced to the Everglades National Park through the relocation project by biologist Gary Slater.

ACSS Update

Florida's Newest Audubon Cooperative Lake Buena Vista Club, Lake Buena **Sanctuary Golf Courses**

PGA Country Club, Port St. Lucie Remington Golf Club, Kissimmee Lexington Country Club, Fort Myers Grand Pines Golf Club, Springhill Broward County Parks and Recreation, Ft. Lauderdale

Santa Rosa Golf & Beach Club, Santa Rosa Beach

IGM West Bay Golf Club, Estero Mizner Country Club, Delray Beach

Certified Audubon Cooperative Sanctuaries in Florida as of Nov. 16

Amelia Island Plantation, Amelia Island Bonita Bay Club, Bonita Springs Bay Island Course Creekside Course

Marsh Course

The Colony Golf Course, Bonita Springs Country Club of Florida, Village of Golf Eagle Pines Golf Course, Lake Buena

Vista

Floridian, Stuart

Foxfire Golf and Country Club, Naples Gainesville County Club, Gainesville Harbour Ridge Yacht & Country Club, Palm City

Hole in the Wall Golf Club, Naples IGM - Aguarina Country Club, Melbourne Beach

IGM - Brooksville Golf & Country Club, Brooksville

IGM - The Habitat Golf Course, Malabar IGM - Sandridge Golf Club, Vero Beach Interlachen Country Club, Winter Park Ironwood Municipal Golf Course, Gainesville

Lemon Bay Golf Club, Englewood Loblolly Pines Golf Club, Hobe Sound Magnolia Golf Course, Lake Buena Vista Olde Florida Golf Club, Naples Old Marsh Golf Club, Palm Beach Gardens

Osprey Ridge Golf Course, Lake Buena Vista

Palm Golf Course, Lake Buena Vista Panama Country Club, Lynn Haven PGA St. Lucie West Country Club, Port. St. Lucie

Quail Ridge Country Club, Boynton

River Hills Country Club, Valrico Royal Poinciana Golf Club, Naples Tampa Palms Golf & Country Club, Tampa

TPC at Eagle Trace, Coral Springs TPC at Heron Bay, Coral Springs TPC at Prestancia, Sarasota TPC at Sawgrass, Ponte Vedra Beach TPC at Tampa Bay, Lutz Wilderness Country Club, Naples Windstar Country Club, Naples

Audubon Signature Sanctuaries

Bonita Bay Club East, Naples Collier's Reserve, Naples Indian River Country Club, Vero Beach The Legacy Club at Alaqua Lakes, Longwood Lost Key Golf Club, Perdido PGA Golf Club at the Reserve, Port St.

West Bay Club, Estero



that removed snags, which bluebirds need to nest.

However, since the 1960s bluebird populations have increased over most of their range because of strong public support. The popularity of nest box programs has played an important role in their recovery.

Florida is the only state where eastern bluebird populations have continued to decline. As the human population in Florida has increased, space for bluebirds and other wildlife has been sacrificed. In Florida, bluebirds require open pine-forest habitats that are found on drier, upland sites - the same areas favored by developers.

Perhaps the greatest loss of pine forest habitat has occurred in southern Florida, particularly the east coast. Forests that used to stand along the Atlantic coastal ridge from Ft. Lauderdale to what is now ENP are mostly gone - obliterated in the 1900s to pave the Miami/Fort Lauderdale megalopolis. Today, ENP contains the only significant remnant of that pine forest and even that area was mostly clearcut in the mid-1940s, before it was designated a National Park.

Habitat destruction of this magnitude has its costs. Four pine-forest bird species have disappeared from southeastern Florida: southeastern American kestrels, red-cockaded woodpeckers, brown-headed nuthatches and eastern bluebirds. One other species, the hairy woodpecker, is very rare. All are cavitynesters, and their dependence on snags and pine forest habitat make them especially vulnerable to habitat destruction.

Unfortunately, this pattern is being repeated on the southwest Florida coast,

Bluebird Relocation Project Donor Courses

Eagle Creek CC
Foxfire Golf and CC
The Glades Golf Club
Glen Eagle Golf and CC
Grey Oaks CC
Lely Resort Golf and CC
Quail Creek CC
Royal Poinciana Golf Club



This temporary bluebird aviary has been set up in the Everglades National Park to acclamate relocated birds to their new surroundings before being released. The trial program has been successful so far.

in Naples and Fort Myers. Already, breeding southeastern American kestrels have disappeared, red-cockaded and hairy woodpeckers are rare, and populations of bluebird and nuthatches have undoubtedly declined.

With so much attention given to wetlands in southern Florida, most people are surprised to hear that the only known vertebrate species to have disappeared from the Everglades ecosystem are pine forest birds. I began studying these birds in 1994, mostly focusing on eastern bluebirds and brown-headed nuthatches.

One result from my early studies was that the pine forests in ENP appeared suitable for bluebirds and nuthatches. These forests, after being clearcut in the 1940s, were now approximately 60 years old and appeared similar to areas of pine forest in Big Cypress National Preserve, where bluebirds and nuthatches were common.

However, because of the long distance between the ENP pine forests and the closest bluebird and nuthatch popu-

lations to the north, it seemed unlikely that either species could recolonize ENP without the help of the species that did them in - humans.

In fall of 1997, I initiated a two-year reintroduction project to develop translocation techniques to restore populations of eastern bluebirds and brownheaded nuthatches to ENP. The challenge was significant because most reintroductions with birds have focused on raptors and upland game species, like bald eagles and wild turkeys. Techniques for our "little-dickey" birds were lacking.

During the two years, 15 bluebirds and 20 nuthatches were removed from pine forests in Big Cypress National Preserve and taken to ENP. In general, pairs of bluebirds were held for one to three weeks in large aviaries and nuthatches were held for one to three days in smaller aviaries before being released.

In most cases, we moved a breeding pair and released them early in the breeding season so that they would have a chance to breed. Overall, our techniques were effective, bluebirds and nuthatches nested and produced young in each year and we now had a small population of both species.

After the success of the first two years, the goals of the reintroduction program shifted from developing translocation techniques to moving birds or, as we like to say, from development to production.

Even though our first efforts were successful, the small number of birds in ENP were vulnerable to a variety of catastrophes. A hurricane, tropical storm, or even a cold, rainy winter could erase the progress we had made.

I proposed moving 20 adults of each species in each of the next four years. At that rate, the total number of translocated birds would equal 100, a number suggested by some individuals that is needed to establish a self-sustaining population. This past year, we moved 17 adult bluebirds (and 10 nestlings) and 14 nuthatches to ENP and the population has swelled to 28 bluebirds and 39 nuthatches.

With the help of golf courses, I hope to increase the number of bluebirds that are moved to ENP this spring. Using bluebirds from golf courses will help us reach our goal of 100 birds more quickly and improve our chance of success.

Also important is the fact that continued funding for the reintroduction program is tenuous, because wetland and hydrology projects remain the priority of federal agencies. Now is the time to make this extra effort to insure the success of the program.

Only 10 years ago, an idea like this would probably not be possible - perhaps, even laughed at - because golf courses have historically been perceived as environmentally unfriendly. That perception, however, is changing as golf courses increasingly make conservation a management priority.

The driving force in this management shift, according to Shelly Foy of the USGA Green Section, is the Audubon Cooperative Sanctuary Program, which promotes environmental stewardship and provides a framework for golf courses to achieve that goal.

It's impressive to hear that activities like prescribed burning, planting na-

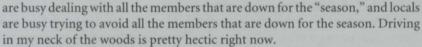


Vero Beach C.C. Superintendent Jim Scheultker and J. A. Thompson Elementary School teacher Kathy Johnson attended the GCSAA Regional Seminar on Wildlife and Habitat Management in Orlando. They are working together to earn a grant from the Audubon Sanctuary Program for Schools.

STEWARDSHIP NOTES BY SHELLY FOY

This is a Good Time to Educate Golfers On Environmental Projects

s I start writing this column, it's almost Thanksgiving, and it is 52 degrees in Hobe Sound. It's great weather to get you in the mood for the holidays, but definitely not typical for South Florida. Superintendents



This is a good time of the year to spend a little time educating your members/golfers on environmental projects on the golf course.

- · Call your local Audubon and set up a talk on Florida birds
- Include articles in your newsletter about environmental practices on the golf course.
- Have your members/golfers participate by encouraging them to record all wildlife they see on the golf course.
- Volunteer to give a talk to your members/golfers. Explain environmental practices you use on the golf course and how homeowners can do their part to protect the environment in their own backyards. Share your expertise on irrigation, disease identification and proper cultural practices.
- Set up a display in the clubhouse with articles and photos of your environmental projects. Encourage members/golfers to submit their own photos of wildlife.
- Host a walking tour of the golf course, stopping from time to time to explain
 various environmental practices on the golf course and the important role they
 play in managing the golf course.

It has always been my belief that the Outreach and Education section of the ACSP is the single most important part of the entire program. You may be doing all the right things toward environmental stewardship, but if you don't take the



time to educate your members/golfers, what have you really gained? The bottom line is don't assume that your golfer/members know that you care about the environment, tell them. Yes, I know that there are a few people who could care less, but I assure you there are even more that do care.

By now, everyone has received the new certification handbook for the ACSP for Golf Courses. This updated certification handbook took almost a year to complete, and I can assure you it was well thought out. The response has been positive from those that have reviewed it, and I am confident that it offers an improved framework for applying for certification. Craig Weyandt, Superintendent at the Yacht and Country Club of Stuart, Rob Kloska, Superintendent at the Jupiter Island Club, John and myself were part of the working group to update this certification handbook. We are all pleased with the result. Bottom line: Open the book and get started on certification!

Audubon International's web page has been given an entirely new look. There is a lot of useful information available, so check it out at: http://www.audubonintl.org.

Welcome to USGA Green Section, Todd

The USGA, (and certainly John and I) are pleased that we have hired a new agronomist for Florida, Todd Lowe. Todd, his wife Stephanie, and 2-year-old daughter Kayla, live in Englewood. A lot of you may know Todd's dad, David, who was superintendent at The Plantation at Ponte Vedra for many years.

While working on his master's degree at Clemson, Todd coordinated the ACSP program for the university's golf course.

Sometimes it is hard to believe that John and I have been with the USGA for 15 years. A lot has happened for our family since we moved to Florida in 1986 with our then 2-week old Hunter.

We have been blessed with three children, Hunter (15), Elizabeth (13), and Thomas (2). Two things have been constant for us in the past 15 years: the support and friendship of the golf industry in Florida, and the support and friendship of the USGA. Both have been very good to us.

We know that both will be constants for Todd and his family as well. John and I encourage you to get to know Todd and welcome him as you have us. He passed the Foy Family test with flying colors by jumping in and helping fix dinner, and he never batted an eye when Thomas joined us at the dinner table in the buff.



Todd, Kayla and Stephanie Lowe, additions to the USGA Green Section family in Florida, will make their home in Englewood

tive terrestrial and aquatic vegetation, and preserving large patches of natural habitat have been incorporated by some golf course architects and superintendents to make their golf courses as compatible with the natural environment as possible. I hope this donor program further demonstrates the contribution that golf courses can make to the environment: not only by providing a green refuge for native plants and animals, but also by participating in management activities away from the golf course.

Eight golf courses in the Naples area have expressed interest in donating bluebirds (see sidebar). My goal is to remove one or two pairs of bluebirds from each golf course this spring. I expect these birds to be replaced quickly by individuals who didn't have a place to breed previously (floaters). Bluebirds are territorial during the breeding season and will defend their home space aggressively from other bluebirds.

Bluebirds will be captured in late February or early March, when pairs initiate breeding behavior, using a large (30 x 25 ft) net designed to catch birds, a live lure bluebird, and a pair of speakers to play the bluebirds' song on either side of the net. When the pair responds to the invading lure bird and speakers, they will become trapped in the net. Once removed, they will be taken to ENP and placed in an aviary and released within a few weeks.

We may also capture pairs later in the breeding season while they are nesting. In that case, the pair and their nestlings will be taken to ENP and released when the young can fly on their own. After release, we will monitor their activity with the help of radio transmitters and hope they try to nest in the park.

I look forward to this cooperative effort between golf courses and the reintroduction program and anticipate a mutually beneficial relationship.

For more information on the bluebird donor program, contact Gary Slater at ARC Institute, Inc., 15551 SW 104 Terr., #813, Miami, FL 33196; mail:glslater@yahoo.com.



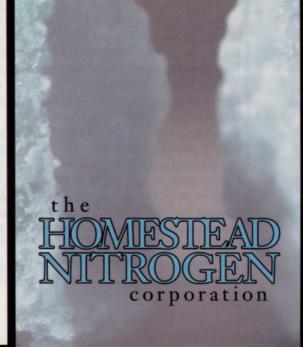
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Two South Florida Teams Win Big!

Essays Win Trips to John Deere Event for Supts. & Bosses

BY ROBERT G. KLITZ CGCS

General Manager Orangebrook Country Club

n 1998, John Deere and the GCSAA developed a partnership to enhance the relationship between the Certified Golf Course Superintendent and the superintendent's employer or supervisor: the GCSAA/John Deere Employer-Superintendent Recognition program.

Twelve two-person teams are selected randomly from superintendent-written essay entries to describe how their employers support or recognize their efforts to increase business efficiencies, enhance agronomic improvements, elevate professional development, support environmental leadership, or improve the image of a professional golf course superintendent.

The winning entrants then participate in a program held in conjunction with John Deere's sponsorship of the PGA Tour's John Deere Classic at the Tournament Players Club at Deere Run in Silvas, Ill.

For my first entry in this program in 1998, I submitted several paragraphs describing my relationship with David Lottes, the vice-president of our company, Golf Hollywood. I did not win. In

1999 I intensified my efforts, assembling a stunning two-page literary masterpiece. This resulted in a phone call from Cathy Hut of the GCSAA. "Did I win?" I asked excitedly.

"No I'm sorry Bob, but we really enjoyed your letter, and would like you to come to New Orleans and speak at the national conference & show about your experiences making the transition from superintendent to general manager?"

A trip to New Orleans? Not bad for



From left: Robert Klitz, CGCS, Orangebrook G.C.; David Fearis, CGCS, GCSAA past president; Alan Weitzel, president of Golf Hollywood, Inc.; and Jeff Gredvig, brand manager for John Deere Inc. team up for the John Deere Charity Scramble at the Rock Island Arsenal Club in Moline, IL. Klitz and Weitzel were selected for their essays entered in the GCSAA/John Deere Superintendent/Employer Recognition Program.

runner up. Finally, I made my third entry attempt with a different strategy. I drafted a letter describing how the president of Golf Hollywood, Alan Weitzel, has supported me through my three years with the company.

Again the phone rang from GCSAA and Cathy Hut very excitedly said, "You won, you won!" I asked if I would be speaking in Dallas and she said, "No, you are going to Moline!"

Sunday, July 23 was our travel day to Illinois. Alan and I met at the airport, and were among the last group of people to board the airplane (that is Alan's style). As we squeezed through first class, gazing longingly at the ice cold beverages these distinguished people were enjoying, we saw a familiar face.

David Court CGCS and his general manager, Gene Paul Stifter, CCM from Boca Lago Country Club in Boca Raton also were among the 12 teams chosen.

How did they get in first class? This was my first of many lessons learned during four days with the amazing Gene Paul

This guy should be running a seminar on how to deal with people. It was truly amazing to watch this gentleman work a room.

Our flight was on time and uneventful, which is a good thing these days. We arrived at The Radisson Hotel across from John Deere Commons in Moline in a courtesy bus with several of the other participants. Partly cloudy skies, temperature in the low 70s, and minimal humidity — a welcome relief from the heat and humidity of South Florida.

We were greeted by GCSAA staff, Deere company coordinators, and overwhelmed by a huge presentation of our tournament and event amenities: shirts, hats, bag tags, CD-ROMs of Deere Run, leather bags, golf shoes. We were going need larger luggage and a bigger bus to get this stuff back to the airport! We were very impressed.

As we made our way to the hotel counter to check-in, we again had the opportunity to watch the amazing Gene Paul at work. He makes people smile, laugh, and eventually they give him whatever his heart desires. It's no wonder David Court loves his job so much!

The week before we embarked to Moline I had reviewed our itinerary and

noticed that we would have a few hours to kill on Sunday afternoon. I contacted Cathy Hut and she recommended playing a warm-up round of golf at a nearby course. She mentioned that another team from Mira Vista CC in Fort Worth, Texas would also be arriving early on Sunday and that we could join them for a ninehole friendly competition.

Alan and I met Brian Cloud CGCS and Brian Keelan, general manager in the hotel lobby, hopped in the hotel shuttle bus, and took the scenic route to Highland Springs Golf Course in Rock Island. Thomas L. Hergert is the golf course superintendent of this beautiful golf course. The hills and elevation changes were a good test for the four Southern boys. We wished we had time for the full 18, but we were on a tight schedule, and needed to be back in Moline for the big kick-off reception.

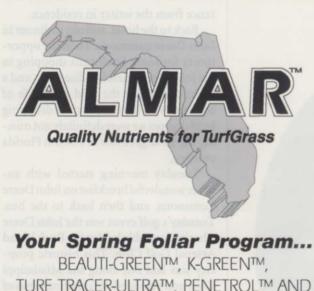
Sunday evening we boarded the bus for our reception at the Deere & Company Administrative Center. The beau-

tifully landscaped setting, and striking iron-and-glass structure was nestled in a hillside in the woods. The reception provided all 12 teams an opportunity to meet and share experiences as the PGA Tour professional pairings were announced for our teams of four.

We were fortunate to be teamed with Brian and Brian again, and our golf professional was Steve Goetche. Ken Edwards from the Deere & Company Golf & Turf Products Division and Clair A. Peterson, manager of Deere & Company's golf event marketing, were introduced to the very excited group of superintendents and their employers. Food and beverages were provided as we met our competitors and toured the Deere & Company Center.

Monday morning started at 7 (hey, we got to sleep in!) with a breakfast on John Deere Commons. We were welcomed by R. Scott Woodhead, GCSAA president, Steve Mona CAE, CEO of GCSAA, and Edwards and Peterson of

It was quite an overwhelming experience. With our caddies assigned, it was off to the practice range, and the putting greens. Walking past John Daly as he blasted his range balls to the far reaches of the driving range was very impressive.



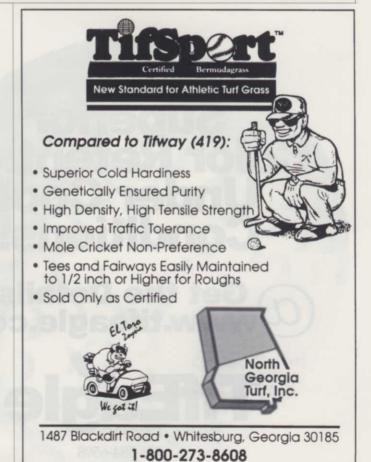
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John Deere. Then we were treated to some very entertaining comments regarding several previous Ryder Cup Matches by former PGA of America President Mark Kizziar.

Back in the bus we were, and on our way to the Tournament Players Club at Deere Run in Silvas. As Weitzel said throughout the day, every superintendent should have the opportunity to feel the thrills we felt as we made our way through every step of this wonderful event.

Driving up to the beautiful clubhouse, pulling up in front, I walked to the caddie table to meet the lucky individual who would be carrying my bag. It was quite an overwhelming experience. With our caddies assigned, it was off to the practice range, and the putting greens. Walking past John Daly as he blasted his range balls to the far reaches of the driving range was very impressive.

The pressure was building as our tee time approached.

11:00. Tee-off on No.10 tee. Pose for the ceremonial photo. Three of the four amateurs place the ball in play (yes, I did hit a good shot in play). Unfortunately our touring pro yanked his shot into the four-foot-deep prairie grass (uh-oh). With Weitzel's birdie on our first hole, we were off to a great start.

John Newtal CGCS and his staff had done a tremendous job growing in the golf course on a piece of property with some very dramatic elevation changes. It's a beautiful golf course, in tournament condition, and we had a good group of guys, a great foursome of caddies from area high school golf teams, and a fun PGA Tour professional with a helpful caddie. It was really an experience that will provide us with the memories of a lifetime.

After golf, it was time for the awards reception in the John Deere 18th hole Trophy Suite Sky box. What a fantastic way to finish the day. Our team came in third place due to poor scoring assis-



FGCSA Secretary/Treasurer David Court, CGCS (shown here) and his general manager, Gene Paul Stifter from the Boca Lago C.C. comprised the other Florida superintendent/employer team selected to participate in this year's John Deere Classic. Photo by Joel Jackson.



tance from the writer in residence.

Back to the hotel, and out to dinner in John Deere commons. Then the opportunity for some family gift shopping in the John Deere merchandise store, and a night out to see the wild night life of Moline. With the temperature dropping to 58 degrees we were definitely not missing the 80-degree low of a South Florida evening.

Tuesday morning started with another wonderful breakfast on John Deere Commons, and then back to the bus. Tuesday's golf event was the John Deere Charity Scramble held at the Rock Island Arsenal Golf Club. This historic property was laid out along the Mississippi River and provided outstanding views of the river traffic and the historical buildings on the property.

We again played in a five-man format with four amateurs and a local PGA club professional. The amateur groups were composed of our 12 teams, area John Deere staff, and John Deere distributor representatives from across the country.

Alan and I were paired with David Fearis CGCS, past-president GCSAA,

and Jeff Gredvig, a brand manager for John Deere who explained the significance of John Deere's logo change in 2000, and how powerful and recognizable the John Deere logo has become around the world.

Following an awards luncheon on the front porch of the clubhouse of the Rock Island Arsenal Club, it was back on the bus to get ready for dinner on the Celebration Belle riverboat as we toured the Rock and Mississippi rivers through the early hours of the evening. Then it was back downtown to the renovated historic district for some after dinner entertainment.

Kenny G had been performing in the arena behind our hotel, so the downtown district was filled with locals. This was our last night in town and Alan and I spent our remaining time with Brian, Brian, David and Gene. The locals (Gene Paul referred to them as "The

Molinians") were very friendly, with just about everyone describing some work experience with John Deere.

During our visit we were overwhelmed by the effort that John Deere had put forth on our behalf to make this such an enjoyable event. Deere & Company was entertaining a very large group of people this week, and still they made our small group feel that all of their energies were focused on us. Every detail was covered from transportation, and outstanding service, to smaller details such as a \$50 donation to each caddie's high school golf program.

As Clair Peterson said, "The real value of this program is allowing the employer to understand the significance of the golf course superintendent. The benefit of the relationship is what we're after in this partnership with the GCSAA."

It was obvious from my employer's reaction, that John Deere's efforts had

helped my employer reach the goal Peterson was emphasizing. If Alan told me once, he told me 25 times, "Thank you for writing that essay Bob."

The travel time, and all the activities present participants and their employers the opportunity to improve their communication skills, and get a better understanding about each other's point of view. The only challenge that David, Gene Paul, Alan and I are facing now is how to get invited back next year.

But I'm not worried. I think Gene Paul is working on it.

Editor's Note: David Court CGCS and Gene Paul Stifter's teamwork has resulted in Boca Lago becoming the first club in Florida to sign up for the Golfer's For A Better Environment joint grassroots effort by the Florida Turfgrass Association and the University of Florida.

Call for Articles

This is a call for articles for the 2001 issues of the Florida Green.

Contact Joel D. Jackson, Editor for more information. Phone: 407-248-1971. Fax: 407-248-1971. E-mail; FLGrn @aol.com. All slides and photographs should include identification of persons in the picture and the name of the photographer.

HANDS ON TOPICS: Share your best practices and tips for these upcoming topics. Slides or photographs are encouraged.

Spring 2001 - Fertility ProgramsSummer 2001 - Utility Vehicles

•Fall 2001 - Computers as Management Tools

SPOTLIGHT: People and events making news in Florida. From award winners to chapter tournaments and other accomplishments. Send in your story.

SUPERINTENDENT'S IOURNAL:

Personal observations or experiences related to any phase of the turf management profession.

PROFESSIONAL DEVELOPMENT:

General management topics beyond turf. Examples: Education, facilities, personnel, computers, training, etc.

INDUSTRY NEWS: News items of interest to Florida superintendents from allied associations in the turf/ horticulture industry.

OPINION: Exactly what it means!

Articles voicing a personal point of view on any topic concerning Florida superintendents.

RESEARCH: A section reserved primarily for university and technical authors to report on research results within the turf industry. Also reports of practical on-course testing.

RUB OF THE GREEN: Articles and anecdotes with a humorous twist.

STEWARDSHIP: Superintendents are invited to submit ideas and articles about environmental issues and initiatives at their courses.

Wanted: Slides and photographs to help tell the stories!

Letters to the Editor

Dear Joel:

I just read the summer copy of The Florida Green and just wanted to express my admiration to you for its quality.

There's little fluff and the writing is excellent. Much better writing, in fact, than GCM. I looked on the frontispiece to see who edited it and was surprised that it was a working superintendent. It must take a lot of your time to keep it so good.

Just wanted to let you know that someone appreciates what it takes.

Jim DeReuil, GCS Kelly Plantation GC Destin, Fla

Many thanks for the "atta boy" for the Florida Green. While myself, Dan Jones and Tom Benefield all wore the editor's hat while being full time superintendents, I have been able to take "early retirement" recently and make this my full time/ part time job. For the record Marie Roberts our advertising manager and our publishing consultant are also in the trenches with me to make The Florida Green golden!

Joel Jackson, Editor

long with Joel Jackson, Darren Davis,
Tom Alex, Cary Lewis, and others, I
have participated in several conference
calls over the past few months with the EPA, the
USDA, Bayer Corporation, and other
stakeholders regarding the future of Nemacur. I
was the only one of our group able to sit in on
the last call, so I'll do my best to give an update
on this critical issue.

Going into this, I never realized the EPA had

such a concern with worker safety and golfer exposure. I thought the basis of concern with Nemacur was ground and surface water contamination. So far, we've spent more time discussing exposure to golfers and golf course workers, with water issues coming to the forefront near the end of the last call.

We have moved past (I hope) the EPA's early opinion that Nemacur should be "off labeled" for use on "Florida-

type" soils (sands), and that golf courses do need it for use on areas other than greens and tees. They now understand that golf courses only use fenamiphos once or twice a year on greens and tees, and spot treat other areas of the golf course as needed, rather than wall-to-wall applications.

We've also done our best to explain how we apply the product, both granular and liquid, the timing and amounts we typically apply, how we water it in, and the safety precautions we take for both our workers and the golfers who play our golf courses. We've discussed in detail the differences in exposure risks from using drop vs. rotary spreaders vs. spray applications. I've shared with EPA the fact that my spray tech of 19 years has cholinesterase checked twice a year with no problems noted. We've explained that most of us have tried alternative nematode control products with little or no success, and that losing Nemacur would be devastating to Florida's golf industry, with unintended

negative environmental impacts likely to occur. We've assured them that we care about our employees and the environment.

I'd like to be able to say I am optimistic about our chances of continuing our use of fenamiphos on golf courses. The fact that we are participants in these proceedings and that the EPA has listened to us and has a more favorable view of our "real world" uses of Nemacur is encouraging, but EPA's history dictates caution. From the EPA's very beginning, regulatory action has been based more on politics than science, and while we're now involved in a process that encourages us to think that times have changed, we need only look at the recent ruling on Dursban to indicate otherwise. The most encouraging aspect is Bayer's commitment to this product and this battle.

The real stumbling block seems to be how far apart the EPA and Bayer are on interpretation of risk analysis data. Each has its own studies and they are miles apart on their conclusions. I think the outcome rests with the resolution of this data. Not having seen either side's data (and probably unable to understand it if I did), I can only make the generalization that it seems like the EPA multiplies the safety factor and tries to write regulations on worst-case scenarios. The significance of PPE's (personal protective equipment like respirators, rubber boots and gloves, suits, etc.) is one of the biggest issues of contention between Bayer and the EPA.

From my perspective, it seems the EPA is trying to "idiot-proof" these regulations. Users are not to be trusted to do the right thing for their employees, the environment, or their pocketbooks; and so, too, they are not given the opportunity to demonstrate common sense, environmental responsibility, and economic feasibility. It rankles a bit to think that we as professionals are regulated as if we're idiots or potential criminals, but in our modern "victimhood" society, you understand why they work this way.

The fly in the ointment for either side of the issue is enforceability. The EPA must endeavor to write a law that is enforceable, but in so

Important Conference Calls

Mark My Words



Mark Jarrell, CGCS

doing, common sense and practicality often get swept away in a flood of regulatory gobbledygook. During this last conference call, the EPA challenged us to help come up with suggestions for label restrictions to reduce MOE's (methods of exposure).

Not being the sharpest pencil in the box, the only thing I could come up with was to limit the amount of time an employee could spend applying

Nemacur, whatever it was determined through EPA and Bayer's risk analysis data. In other words, if EPA says that any one worker cannot work with

Nemacur for more than two hours a day, then the golf industry could live with that. This, in my opinion, is much more enforceable than regulating acreage per day or other restrictions, since we all recognize that not every golf course operates the same way.

Why limit yourself on a Monday if you're closed. If you're going to bend the rules, would a superintendent more likely fake his log book, or subject an employee to overexposure? The EPA didn't like my suggestion, something about not practical for non-turf users of Nemacur. I didn't quite understand

this – aren't labels specialty written now? No other recommendations came forth during this call.

As for where we stand now, the EPA is going to initiate water monitoring at both agricultural-type sites and drinking-water sites to get a scope of the problem as it now stands. Bayer and EPA will continue to try breaking the impasse over their respective risk analysis data. I have not heard a timetable of when this assessment must be completed, but I'm guessing we have more conference calls ahead of us before a decision is rendered.

2001 Florida Green Photo Contest

Category 1 - Wildlife on the Course: includes mammals, birds, reptiles, amphibians.

Category 2 - Course Landscape: Formal Plantings: includes annuals, shrubs, trees, entrance and tee signs.

Category 3 - Course Landscape: Native Plantings: includes aquatic vegetation, grasses, shrubs, trees and wildflowers.

Category 4 - Scenic Hole Layout Shots: includes sunrises, sunsets, frosts, storms and any other golf hole view.

Prizes

- 1 st Place (\$100) and 2 nd Place (\$50) in each category.
- Editor's Choice-Best Overall Photo
 \$100.
- All winning entries published in the Fall 2001 issue.

Easy Rules

- Color prints or slides. Prefer prints.
 Only one entry per category.
- Photo must be taken on an FGCSA member's course. Photo must be taken by an FGCSA member or a member of his staff.
- Attach a label to the back of the print or slide which identifies the category, course and photographer. DO NOT WRITE



Category 2 — Course Landscape Formal Plantings. Rose garden on the 18th hole, Disney's Lake Buena Vista Club, Photo by Joel Jackson.

DIRECTLY ON THE BACK OF THE PRINT. Each photo shall be attached to an 8.5" x 11" sheet of paper. Attach the print to the paper using a loop of masking tape on the back of the photo. Slides must be easily removable for viewing.

- 4. A caption identifying the category, course and photographer should be
- typed or printed on the sheet of paper below the print or slide.
- 5. Judging will be done by a panel of FGCSA members not participating in the contest.
- Mail entries in a bend proof package to Joel D. Jackson, 6780 Tamarind Circle, Orlando 32819.
 No entries accepted postmarked after August 1, 2001.

ashing in on the name recognition of the "Tif" (Tifton, Ga.) brand name, it appears that TifEagle is becoming the most popular of the new ultradwarf grasses. For those willing to take a leap of faith with the new ultra-low-growing turfgrasses, TifEagle is the name I'm hearing most when courses are electing to use an ultradwarf for new

construction or renovating old, contaminated greens.

Not all Tifdwarf greens suffer from mutations. Those courses who have not had off-type problems with their Tifdwarf greens, are often electing to stay the course and replant with foundation Tifdwarf material. They are still maintaining a wait-and-see attitude since the new grasses are still relatively young. Growing the new ultradwarf varieties requires

changing some of your old Tifdwarf habits and getting used to new turf responses to environmental and cultural practices. There's no denying they can be cut lower, but that's only part of the story.

But courses that have suffered through the puffy, scalpy greens with off-type contamination are looking for some relief if they're going to the expense of regrassing. There are several varieties to choose from out there in the marketplace, but the Georgia boys have got turf history and tradition on their side and they have steam rollered the competition lately.

Champion, the Texas version of the new ultradwarfs took the stage first and, being first out of the blocks, had an advantage. With an aggressive marketing and planting plan and good customer service, Champion still has a strong following. I know a Florida superintendent who learned to grow it at one

course, and elected to plant it at his new course as well. Familiarity sometimes does breed content.

Florida's entry in the ultradwarf wars produced the variety called FloraDwarf. Those who grow it like it and in many side-by-side comparisons, the pros and cons of each of the new varieties seem to balance out overall. But there's no denying that a recognizable brand name coupled with a strong, organized marketing campaign have made TifEagle the number-one seller to date.

It would seem to me that the Florida sod producers might think more about organizing like their Georgia colleagues in order to promote Florida-bred grasses and to plow back royalties from sales into the Florida Turfgrass Association's Research Foundation. Sort of a self-sustaining concept. As for-profit businesses, they already have sales and marketing contacts in place unlike the Turfgrass Association, but I guess that would take a lot of teamwork among traditional competitors. Wonder how those "Dawgs" have been able to scoop the "Gators" all these years when it comes to grass sales?

But all the buzz and hype doesn't mean a thing if you're choosing any of these grasses in the blind. The best thing to do is to plant test plots all of the varieties you are considering — whether Tifdwarf or the ultradwarfs. Subject them to the same maintenance regimes and hopefully wear patterns. A putting green is probably the best site to use. Grow them for at least a year and then make up your own mind, by selecting a grass that best fits your club's lifestyle, budget and your work ethic.

Meanwhile, as we really enter the new millennium on Jan. 1, 2001, I urge you to resolve to take a more active role in your professional association. There are issues that need your attention and they will be easier to address if we all work together to find solutions.

Happy New Year to one and all.

Florida, The Eagle Has Landed

Green Side Up



Joel Jackson, CGCS Editor

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of all Poa trivs overseeded on tifway Bermuda-University of Fla. 1994-95.

"Highest seasonal average"

of all Poa trivs"--putting greens evaluation--1997-98 Mississippi State University.

Cypress

"Highest mean for turf color"

1996-97 putting green overseeding trial, Clemson University.

"Highest quality rating"

of all entries in the 1996 Bermuda Triangle Research Center, Palm Springs, California. www.nucrane.com/events/adbanned.htm



