When a problem does occur and the solution is not evident, there is plenty of help available through other superintendents, county extension agents, tech reps, and universities.

A club would be better served if it used the money allocated for a consultant to send its superintendent to conferences and local meetings. The club should pay his membership dues in national and local golf course associations and, in turn, use the associations in times of need.

The U.S.G.A. Green Section is a good, low cost general information service. It also provides excellent yearly seminars in almost all areas of the country which should be attended by superintendents.

I realize, as do most good consultants, that there is a place for them in the golf course industry. A club that cannot afford a top-notch, experienced superintendent would be well served by a consultant.

But in my opinion, our local and state organizations should set up a panel of superintendents to be called upon, free of charge, by a club or a superintendent when they need answers.

Since no one claims to have all the answers to every problem that might arise on a golf course, it is certain that at some point a superintendent will need advice. And although opinions on consultants do vary among superintendents, the final decision should be based upon which approach will most benefit the club.
WHO SAID
"The Grass Is Always Greener . . . ."

By James T. Snow, Director
Northeastern Region, USGA Green Section

It is a little-known fact that the enlightened philosopher who once said, "the grass is always greener on the other side of the fence," was actually a widely travelled suburban golfer! In fact, according to rumor, that quote is taken from a verse he once wrote:

_The grass is always greener, the trees are always taller, the budget is always lower, the fairways always shorter, the greens always faster, and the turf is always more dense on the other side of the fence._

Human nature, being what it is, it seems inevitable that golfers will compare one golf course to another. Golf course superintendents, aware of the burden these comparisons create, often ask what can be done to prevent them. The answer is simple. Nothing!

What can be done, however, is to point out variables that make fair comparisons difficult, if not impossible. For example, two theorems immediately come to mind.

No golf course is identical to any other.

No golf course will always be in excellent condition.

If today's golfers consider these statements, fewer repercussions would result from the inevitable comparison.

Begin with the hypotheses. "No golf course is identical to any other golf course." That every course is built on an entirely different site should make this statement obvious. Even courses that share common boundaries often contend with different conditions. Varying soil conditions, alone, usually dictate subtle differences in maintenance programs. As soil types and terrain become more divergent between one course and another, so may the maintenance practices needed to keep each course in good shape.

Poor drainage is usually a major factor in course upkeep; it affects soil compaction, turfgrass wear, and disease and results in weak turf and the need for more intensive maintenance. Naturally, drainage problems must be corrected.

On a broad scale, climate has a dramatic effect of what can be done with any maintenance program. Cries for bentgrass greens in the South and bermudagrass fairways in the North are common and require tactful handling by golf course superintendents. More realistically, growing and keeping _Poa annua_ requires different techniques in every region of the country, requiring much local knowledge. Even on a local level, prevailing winds, altitude, or the presence of large bodies of water can influence the maintenance of one golf course differently from one just a few miles away.

Finally there is the actual layout of the golf course, almost any course would pale in comparison with Pebble Beach, Winged Foot, or Augusta National, regardless of the quality of the maintenance program. When a golfer says, "Why can't our greens and fairways be like those at Ultimate Links Golf Course," chances are he's more infatuated with the layout of the site than the conditions of greens and fairways. And any golfer who plays a course for the first time is likely to give that course the benefit of the doubt as far as maintenance is concerned, thus invalidating many comparisons.

Not all golf courses are maintained equally. Some are obviously kept in better condition and this reflects the resources of the club and the tools available to the superintendent. When blessed with decent site conditions and good drainage, a superintendent can expect success with a maintenance program if he has a good irrigation system, an adequate supply of equipment and labor, and a sufficient operating budget. Without these essential tools, little consistency can be expected.

Few golfers appreciate the need for a good automatic irrigation system. The ability to apply water when and where it is needed and in the quantities desired is essential, especially as cutting heights inch fractionally downwards. Outdated manual systems make it very difficult to syringe during stressful weather and usually result in overwatering low areas or underwatering the high spots. Too many superintendents are forced to make the best of a bad situation by having to irrigate with an inadequate water supply, a weak pumphouse and poor pressure, weak or corroded pipe, or worn heads and poor coverage. Some are still dragging hoses and sprinklers to irrigate their greens and tees. Is it any wonder that these courses suffer in comparison to others?

The need for an adequate equipment inventory and labor supply is probably more obvious to most golfers, although they usually have no idea of how much is involved. Every course should establish a good program for replacing old equipment and acquiring new pieces on a timely basis. The number of workers will dictate the extent to which maintenance programs can be followed and grooming items can be carried out.

Finally the superintendent must be provided with a reasonable operating budget if he is to bring out the best in the golf course. Determining the actual figure required for a good budget is a real task. Due in part to some of the (continued on page 24)
The more freedom you can give people to do a job the way they'd like to, the more satisfaction they'll get from it. Supervisors are supposed to be smarter than other people, and, in some respects, they probably are. But if you insist on doing all the thinking for your operation, if everything has to be done your way, what's left for the people who work for you to be proud of?

There ought to be something in every job that's satisfying to the person who does it. Unfulfilled people can be just as serious a problem as inefficient methods.

Creating a climate that gives people some independence - without losing control - takes a lot of management skill. It also hinges on the content of a job and the judgement and ability of the person handling it. Here are some of the techniques that may be helpful.

MANAGING BY OBJECTIVES - giving especially capable people a clear idea of the results you want to achieve and leaving the methods to them.

SUGGESTING METHODS - rather than dictating them - with the understanding that people are free to devise something better.

CONSULTING PEOPLE affected by a problem or a proposed change and asking their ideas - regardless of whether you think you need them or not.

ENRICHING JOBS - by delegating decisions as far down the line as possible. If a worker is capable of being trained to make a certain decision intelligently, why have it referred to a supervisor? If a supervisor is capable, why refer it above him?

GUIDING YOUR PEOPLE to think of constructive suggestions you may already have in mind, rather than simply presenting them yourself.

ELIMINATING NEEDLESS RULES, and allowing people as much freedom and mobility as possible as long as they produce good results and don't interfere with others.

Supervisors who successfully practice these things will foster excellent morale among their people. If they can do it without abdicating their own responsibility - without losing control of the situation - they'll also get excellent results.

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variables already discussed, a reasonable budget for one course might not be adequate for another. One thing is for sure . . . trying to compare one budget to another by looking only at the bottom line is mis-leading. Many maintenance budgets include such odd items as golf cart repair, score cards and pencils, golf shop electricity, property taxes, etc. Be sure to compare apples to apples and oranges to oranges if you must compare at all.

Other items affect turf quality and influence subsequent comparisons.

The species and varieties of grasses represent one such category. For example, on fairways in northern climates one will find bentgrass, perennial ryegrass, Kentucky bluegrass and/or annual bluegrass on a particular course. Each requires specialized treatment with respect to fertilization, pest control, cultivation, overseeding, irrigation, and cutting height. The cost of maintaining each species will be different, and their playing characteristics can vary widely depending on the weather and the season.

Another of the intangibles is the presence or absence of trees. Most people consider trees only as items of beauty or hazards to avoid during play; few appreciate their effects on turf and the maintenance of the course. Too many trees in the wrong places, common on many courses, can shade the turf, bolck air movement, and produce surface roots that affect playability and compete with the turf for water and nutrients. It is time-consuming to mow around trees, their roots frequently plug up drain lines, and leaf removal in the fall can be a major and costly budget item. Finally, the trees themselves often require routine irrigation, fertilization, pest control, and pruning.

The extent to which golf carts are used also contributes to appearance and condition. The club policy with respect to cart path construction, the use of carts on fairways, allowing carts out during wet weather or when the turf is dormant, and the number of cart rounds per year will affect the health of the turf and maintenance program.

The amount of play is another consideration. Small soil-based greens and tees are especially vulnerable to the effect of heavy play, although any course that experiences many rounds of golf is likely to require more intensive maintenance and a larger budget than a comparable course with less play. The amount of play during the winter, when the turf is dormant, is often as important as the play the course receives during the entire growing season. Heavy winter play can be devastating and should be avoided whenever possible.

The demands of the golfers themselves and the standards they set for the course are other intangibles. Demands for lush green grass, short roughs, and soft greens will produce a different golf course and leave a different impression than if the members desire firm closely cut fairways, U.S. Open rough, and firm, fast greens. Other variables include demands for fairway contouring, immaculate manicuring, flower beds, water coolers by every tee, and tree planting.

Now for the second of the two original hypotheses that, "No golf course will always be in excellent condition."
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Alkaline water, even mildly alkaline, causes alkaline hydrolysis (degradation) of many pesticide chemicals, some in less time than it takes to put out a tank of spray. This problem is much more serious than is generally recognized.

pH Effect On Pesticides

A large number of commonly used pesticides are decomposed quite rapidly in water containing detectable amounts of alkalinity. This decomposition is due to a reaction called alkaline hydrolysis in which the pesticide molecule is split by the water and converted to an inactive form. The rate of decomposition is determined by the chemical make-up of the pesticide and is different for each compound. The reaction in all cases proceeds more rapidly as the pH of the water increases (becomes more alkaline). Organophosphate and carbamate insecticides are the principal types of materials affected in this manner. In areas where water supplies are alkaline (pH over 7.0), pesticide decomposition can proceed at a rate rapid enough to affect the degree of insect control obtained. This decomposition can be slowed or prevented by adjusting the pH in the range 4-6 (slightly acidic). Pesticides applied from solutions having a pH in this range will undergo the minimum amount of alkaline hydrolysis, and spray solutions will contain the maximum amount of active ingredient for pest control.

A list of pesticides which are subject to alkaline hydrolysis is given below. The list is incomplete. The information has been obtained from manufacturers and from various technical publications. Where such information is available, it is reported in terms of “half-life” or “time for 50% hydrolysis”, i.e., the time required for 50% of the active ingredient to hydrolyze to inactive material in an aqueous solution. The indicated pH at a temperature of 25°C. The reaction proceeds more rapidly as the temperature increases.

Effect Of Hydrolysis On Some Commonly Used Pesticides

<table>
<thead>
<tr>
<th>Chemical</th>
<th>Common Name</th>
<th>pH</th>
<th>Half-life (50% hydrolysis)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cygon</td>
<td>dimethoate</td>
<td>6.0</td>
<td>12 Hours. Unstable in alkaline water</td>
</tr>
<tr>
<td>Diazinon</td>
<td>diazinon</td>
<td>6.0</td>
<td>37 hours. Hydrolysis rapid in strong acid or alkaline water</td>
</tr>
<tr>
<td>Dylox</td>
<td>trichlorfon</td>
<td>8.0</td>
<td>63 minutes</td>
</tr>
<tr>
<td>Guthion</td>
<td>azinphos-methyl</td>
<td>8.0</td>
<td>Hydrolysis rapid in strong acid or alkaline water</td>
</tr>
<tr>
<td>Imidan</td>
<td>phosphet</td>
<td>8.0</td>
<td>3.7 days</td>
</tr>
<tr>
<td>Lannate</td>
<td>methomyl</td>
<td>8.0</td>
<td>12 hours</td>
</tr>
<tr>
<td>Nudrin</td>
<td>parathion</td>
<td>8.0</td>
<td>17.3 days</td>
</tr>
<tr>
<td>Enthyl Parathion</td>
<td>parathion</td>
<td>8.0</td>
<td>13 days</td>
</tr>
<tr>
<td>Sevin</td>
<td>carbaryl</td>
<td>11.0</td>
<td>Stable only in slightly acid water</td>
</tr>
<tr>
<td>Benlate</td>
<td>benomyl</td>
<td>11.0</td>
<td>170 minutes</td>
</tr>
<tr>
<td>Bravo</td>
<td>chlorothalonil</td>
<td>10.0</td>
<td>29 hours</td>
</tr>
<tr>
<td>Captan</td>
<td>captan</td>
<td>10.0</td>
<td>24 hours</td>
</tr>
</tbody>
</table>

W.M. Coli, S. A. Weis, J. M. Clark, University of Massachusetts, Amherst. “Does The pH Of Your Spray Tank Mix Influence Pesticide Efficacy?”
Tank Mixing Poses Considerations

By Dr. Peter Dernoeden
Turfgrass Agronomist, University of Maryland

Little information exists regarding the chemical interactions of tank mixes. Most chemical incompatibilities, however, are noted on pesticide labels. In this article, the types of fungicide incompatibilities and testing for compatibility will be reviewed.

There are two general types of incompatibilities: chemical and physical. Chemical incompatibilities generally occur when pH or the presence of one of the compounds reduces the efficacy of a pesticide or when the mixture injures, that is, is phytotoxic to the turf.

Some examples of chemical incompatibilities are:

• mixing an alkaline reacting fertilizer such as Formalene (pH about 10) reduces the efficacy of benomyl;
• mixing lime with Dyrene, Fore, Tersan LSR, Thiram or Aineb reduces their effectiveness.
• mixing Trimec or Trexsan with Daconil wettable powder (WP) may cause formation of a precipitate (i.e., solid particles separate out of the suspension or solution, forming a solid material at the bottom of the tank).
• mixing organic fungicides (most fungicides, with the exception of Actidione, and cadmium or mercury-containing fungicides, are organic) with emulsifiable concentrate (EC) formulations of insecticides can be pyhtotoxic;
• Karathane (Dinocap) is not compatible with Sevin (an insecticide) and oil-base formulations of other pesticides.

Dr. Paul Sartoretto of the W.A. Cleary Corp. has extensively studied chemical incompatibilities of pesticides and has established four general rules that should be considered before tank mixing. These rules are as follows:

Rule 1. Never tank mix emulsifiable insecticide concentrates.

Rule 2. Mix only one soluble chemical (i.e., EC and L liquid formulations) with any number of insolubles (i.e., WP and F formulations).

Rule 3. When mixing two soluble chemicals with or without insolubles, the rate of each soluble should be halved to avoid phytotoxicity.

Rule 4. Soluble fertilizers and trace elements can be added individually or mixed, provided the amount will not exceed one ounce solid per gallon tank spray mix.

Physical incompatibility is normally an equipment-related problem. For example, wettable powders mixed without sufficient agitation or without a sufficient amount of water will clog screens. Pre-wetting and creating a slurry is helpful in getting wettable powders into suspension, especially when spraying with a small quantity of water.

Other tank mix considerations: insecticides and pre-emergence herbicides are generally watered-in after application. Conversely, turf treated with fungicides should not be irrigated for at least 24 hours, and preferably 48 hours. Hence, tank mixing fungicides with insecticides and pre-emergence herbicides would greatly reduce efficacy.

It is important to mix only enough material to be sprayed in one day. Chemicals will interact in the tank, and if enough time elapses, the effectiveness of the pesticides will diminish.

Temperature also influences pesticide effectiveness. As temperature in the tank increases 10 degrees Celsius, the reaction rate of chemicals will double and thereby increase the likelihood of phytotoxicity or reduced efficacy.

Time and temperature affect the performance of insecticides and fertilizers more significantly than fungicides.

COMPATIBILITY

Many incompatible combinations are listed on pesticide labels. Frequently, however, compatibility questions arise, especially when dealing with new formulations of pesticides or when unusual pesticide combinations are being considered. It therefore becomes necessary to test the compatibility of a mix yourself.

This is best achieved through a simple, two-step test. Step 1 merely involves placing a mixture of the precise dosage of pesticide plus the appropriate amount of water in a quart jar for 30 minutes. If separation of chemicals occurs or if materials settle out, it is probably unwise to use the mixture.

Step 2 should be performed regardless of results acquired in Step 1. In Step 2, the mixture is applied to turf. Preferably, the mixture should be applied during adverse environmental conditions such as hot, dry weather and overlapped to insure the phytotoxicity does not occur. A minimum of 48 hours should elapse before the response can be properly evaluated.

When mixing pesticides of different formulations, the order of mixing should be as follows: wettable powders - flowables - soluble powders - surfactants - emulsifiable concentrates. Pesticides should only be placed into a tank that has been half-filled with water and with the agitation system running.

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CONSULTANTS: A Handy Tool During Construction

As a Golf Course Superintendent one tends to find out that during the course of a normal work day you may find yourself making decisions on solving problems that may not have anything to do with a golf course at all. Certain situations seem to arise (especially in a development type course) that may pertain to anything from requiring knowledge as a plumber, electrician, a mechanic or even a doctor. Unfortunately the need for immediate first aid has and does arise.

Whenever a problem arises in an area that I don't have quite the expertise to handle, I generally try to rely on someone who specializes in this particular field. The point I am trying to make is that anyone you may have to contact for any type of information could be considered a consultant.

Finally, getting back to the subject of being a Golf Course Superintendent I have utilized the services of an actual golf course consultant on two different occasions and for different reasons.

My first job after graduating from school was as an Assistant Superintendent at a 36 hole golf course development that had just begun construction.

The Superintendent I was working under had acquired the services of a well known consultant who specialized in turf and related problems having to do with the growing in of new courses.

Having a consultant on our “team” at this point of construction was very helpful in several different ways.

Our consultant acted as a liaison between the Superintendent, the Owner and the Golf Course Architect. He was instrumental in helping to create a design that was easily maintained when the hole was finished, which made life easier for us as Superintendents. By doing so this made the Golf Course Architect look good and made the owner happy by making maintenance of his course more reasonably efficient, thus saving money.

I feel the sevices of a consultant while setting up a brand new program can be most helpful not only with his knowledge of agronomics, but also in helping the Superintendent to obtain the equipment he will need to properly maintain his course. Last, but not least, the biggest help was in setting up a budget for the upcoming year.

Nothing could be worse than working on an inadequate budget the first year, especially when you tend to have more problems than not. My belief is that a consultant can help you a great deal in getting off on the right foot at a new course, especially if you are working for a developer who might not have built a course before.

In order to have a successful relationship between a Golf Course Superintendent and a consultant of any type, I believe you must be able to communicate with each other and most importantly the two of you must work as a “team” in order to successfully produce the finished product your club is looking for.

---

Suncoast Sails
By: William “Mike” Miles
River Wilderness Yacht & CC
Our Multi-Faceted Role

Many times during a normal working day I will be in the clubhouse discussing finances, staff problems or one of a hundred other things that occur relating to golf course management. On occasion, I have heard a member say, "That man is the greenskeeper here." To this person, keeping the grass green is my entire job description — any one off the street could accomplish that!

I often hear members complaining about course conditions. One example would be dry greens. I will explain to them that the pumps have been down and that we are doing our best to correct the situation. To most of them, that fact doesn't matter. They feel that they are paying good money to be a member and they want perfection. There is absolutely no excuse for imperfection. Perhaps all superintendents could be perfect if mother nature worked with us 24 hours a day!

Most golfers do not realize how creative and versatile one must be to become a successful golf course superintendent. Usually those who are the most ignorant of superintendent's ability are the people who control salaries and job security. We need to project our abilities and knowledge to all who benefit from our labors.

I don't know of any other professional job that requires one to wear the many hats of the golf course superintendent. The superintendent, at most courses, needs to be a mechanic. How many times have you trained an inexperienced mechanic or had to repair something yourself when the mechanic is busy, sick, or on vacation? If a machine breaks down and the part needed is on back-order, you become an inventor to get the equipment back in operation.

You need to understand soil chemistry, so you're an agronomist. You have to be a horticulturalist because you grow much more than grass. A major part of your job is understanding the weather, so you're a meteorologist.

Your club decides to make changes to the golf course. Naturally, they can't afford to contract the work out and you must do it yourself as cheaply and efficiently as possible. You're an economist. They want new shrubs and trees; you're a landscape architect. A new weather shelter and restroom are needed; you're a contractor. Cart paths are required; you're a paver. A toilet is clogged or a sink leaks; you're a plumber.

The irrigation system is down — either it's the pumping station, broken pipes or malfunctioning heads. You have to determine what is wrong and you must fix it as quickly as possible or the course will suffer; you're a magician. Someone has to know when and when not to water; you're an irrigation technician.

Mole crickets, ants, weeds and fungi start to take over; you're an exterminator. If you have wildlife or fish in your ponds you must be careful with what and how much you spray; you're an environmentalist.

Someone on your crew has a problem. To get maximum production out of this individual the problem has to be solved; you're a counselor. You have to set up work details and make sure your plans are carried out correctly; you're a labor supervisor. You have to make people work well together; you're a coach. You are always training inexperienced help; you're a teacher. To help boost morale, you play in a softball league with your crew; you're an athlete.

You have an employee who is not being productive but everytime you approach him he appears to be working hard. You become a spy in order to find the cause of unproductivity and put the problem to rest; you're an efficiency expert.

To guard against being taken advantage of by salesmen, you have to think like a salesman. Look at all the products you can sell if you lose your superintendent's job!

In order to see the course from the members' point of view, you also must be a golfer. Most likely, you play golf with members; you're a public relations expert. The superintendent is often asked for a ruling on the course; you're a referee. Someone you are playing golf with wants to know how to grow this or that; you're a consultant.

The list goes on and on. You're a budget director, a laborer, an equipment operator, a mathematician, an accountant, a file clerk, a negotiator, a surveyor, a computer programmer . . . etc. I'm sure there are many other roles that haven't been mentioned.

With all this talent and versatility, why is the average golf course superintendent unappreciated and underpaid? Because the general golfing public doesn't know what it takes to be a superintendent today! We need to educate these people and make them more aware of our abilities and talent. Then, hopefully, we will gain the respect and pay we deserve!
Support Your Local Golf Course Superintendents Association

A concern of many active golf course superintendents in a local chapter of the Florida Golf Course Superintendents Association is how to convince non-members to join their organization. Another problem is how to encourage inactive members to attend the monthly meetings. I personally cannot think of one valid reason why golf course superintendents do not want to participate in their local golf course superintendents association. I would venture to say that most superintendents are members of a local association. However, the percentage of superintendents present at the meetings is often poor. But why? There is a great deal to be gained and absolutely nothing to lose by being an active member in your local chapter of the Florida Golf Course Superintendents Association.

The cost of attending a meeting of the South Florida Golf Course Superintendents Association is usually in the range of 20 to 25 dollars. This price includes coffee and danish, a delicious lunch and an enjoyable round of golf. If you play well you may win a gift certificate so you can load your bag with new golf balls for next month's challenge. You also get a day off work from your course with the opportunity to learn new ideas from the host golf course. But most important is the opportunity to learn valuable information about the golf course industry through entertaining lectures and discussions concerning our profession. All this for $25 bucks? Only at your local golf course superintendents association monthly meeting!

Many superintendents have their club pick up the tab. This is a good fringe benefit for the superintendent. This is also a good indication that the club wants their superintendent to attend the meetings so he can learn more about the profession of golf course maintenance. Both the superintendent and the club benefit. Currently, my club pays the yearly dues while I pay for the monthly meetings and I think that this hard earned money out of my own pocket is money well spent for my future as a golf course superintendent. If you feel that you cannot afford being a member of your local association, ask your club to pay your yearly and monthly dues. At least ask your club to pay your yearly dues. Bring to your club's attention the importance of being an active member in a golf course superintendents association. Tell your club about the infinite amount of golf course related knowledge that can be obtained from spending a day with people in your profession with similar problems and concerns. I am sure that your club would require you to attend monthly superintendent meetings if they knew the potential for improvements on their golf course that could result from these monthly gatherings.

A wealth of knowledge is available at a superintendents meeting. Mingling with fellow superintendents and sale representatives can reveal many new ideas to solve your problems. Maybe another superintendent has successfully eradicated all weed infestation on his golf course. The chemicals and rates he used could possibly help you with your weed problems. And I am sure there will be a technical representative from a chemical company closest at hand that will be more than happy to help you with prices and ordering. If you are lucky enough to be granted the funds for new equipment you still have to decide which manufacturer and type of equipment to purchase. There is a good chance that someone at a superintendents meeting either sells or has already purchased the type of equipment you are considering.

Throughout the meeting there are several opportunities to acquire information that will make your job easier and more secure. Much can be learned about new laws that have recently gone into effect or are about to be approved. Early knowledge of these laws can keep you out of big trouble. I probably would have never learned about the new Broward County well field zoning ordinance for potable water wells, the anti-syphoning requirements for my liquid fertilizer injected irrigation system, the permit requirements for chemical storage, or the latest regulations concerning the new Florida Right-To-Know law until it was too late had it not been for my correspondences with the South Florida Golf Course Superintendents Association... Superintendents can learn from one another and guest speakers to fully understand these new laws and regulations.

The potential for knowledge, increased professionalism and a tremendously good time is surpassed at a golf course superintendents monthly meeting. Support your local chapter of the Florida Golf Course Superintendents Association. You'll become a better golf course superintendent. Guaranteed!!!