Join us for the 2017 GCSANC Institute at Sonoma Golf Club
BOARD OF DIRECTORS MESSAGE

GCSANC President Sean Tully, Executive Director Marc Connerly, and others from GCSANC had the pleasure of attending the Tri-Chapter meeting at Del Paso Country Club in Sacramento last month. In addition to gaining a great deal of excellent information, the Tri-Chapter is always an excellent opportunity to network with other Superintendents, find out about their issues and challenges in other parts of the state, and build the sense of collaboration and unity among those within our profession.

Much like a large fraternity, the Superintendent profession really is a brotherhood. We all face similar challenges, endure similar stress, have often traveled similar career paths, and all too frequently share the same long hours. It is a rewarding profession, and I don’t know many who would give it up for anything, despite the hurdles, but it is definitely not a job for the faint of heart.

That is true both professionally, as well as on a personal level, which was the inspiration for our 2017 Institute, titled “Plant, Soil and Personal Health.” The event, for the first time to our knowledge, will feature a presentation aimed at reminding Superintendents to take care of themselves mentally and physically, which is an important message, and one from which many in our profession can benefit.

In addition to presentations by representatives of Simplot and Dr. Jim Baird, we will have on hand Joe LeFevre, a licensed therapist, who counsels the San Jose State golf team. Joe will present “Stressed For Success,” which will take a hard look at the effects of stress on the brain and body, offer stress management tips, and delve into the costs of attending to our mental health needs, as well as the costs of not attending to them. This figures to be a presentation not to be missed, and one that many of us will remember for a long time to come.

One of the great things about our profession and this association is the willingness to offer help, provide tips and advice, and to share resources. Let’s not forget that those attributes can apply on a personal level as well. Let’s be there for each other, be on the lookout for other Superintendents, maintenance crew members, co-workers, friends and family who need our support or just a sympathetic ear, and reach out to them to remind them that we’ve “got their back.” Sometimes just knowing that someone else hears you and cares can be incredibly valuable, and you’ll find that it’s also very rewarding to be that person who takes a moment to lift another’s spirits or help them move forward through difficult challenges.

GCSANC Board of Directors

NORCALENDAR

November 6
GCSANC Institute
Sonoma Golf Club
Sonoma

December 8
GCSANC Holiday Meeting
Monterey

Date TBD
2018 GCSANC Annual Meeting
Meadow Club
Fairfax

March 5, 2018
GCSANC/USGA Regional Conference
Silverado Resort & Spa
Napa

In response to member requests, we are now pleased to offer full-color, printed copies of Thru The Green for $40 per issue. To order a copy, to be shipped to you via mail, submit your name, address and payment information to mconnerly@connerlyandassociates.com. To pay by check, send payment and contact information to GCSANC, 2215 21st Street, Sacramento, CA 95818.
Maybe it’s a sign of age, but I have become increasingly aware of the passage of time. In the blink of an eye, or so it seems, we go from Monday to Friday, then those weeks quickly turn to months, and before you know it football season is here, there is a chill in the air, and the holiday season and end of the year festivities are in sight.

As I write this, we are putting the finishing touches on the 2017 Institute, which will be the last major educational event of the year, and we have a call planned in the next few days to begin planning for the 2017 Holiday Meeting. It’s hard to believe that we are closer to the end of another year than to the beginning of this year.

It has been a successful year in many regards, as we completed a new wage and salary survey, awarded scholarships to seven worthy recipients, raised more than $17,000 at this year’s S & R tournament, more than doubled our income from the Rounds 4 Research auction, and unveiled a new website design.

It has also been a year full of forward planning and creative thinking that should pay dividends (both literally and figuratively) in the years ahead.

First, the Board completed a very successful Strategic Planning meeting in April that created the blueprint for the association’s priorities and focus over the next few years.

Second, under the leadership of Brian Boyer and Pete Bachman, the Board will soon be considering Standard Operating Procedures (SOP) for investing a portion of the association’s reserves so that our money can start to work more effectively for us.

Third, we recently reached out to the five other GCSA chapters in the state, and asked that they join us in applying for funding through GCSAA’s Chapter Cooperative Research Grant program. Because GCSAA will match the financial commitments of chapters (up to $10,000 per year for two years), combining the resources of several GCSA chapters in the state will greatly increase the potential grant funding and the amount available for research purposes. The study for which we intend to apply for grant funding is “Improvement of Bermudagrass, Zoysiagrass, and Kikuyugrass for Winter Color Retention and Drought Tolerance.”

If the grant is received, we will have up to $40,000 to dedicate to the study over the next two years.

Enjoy the fall months, and we hope to see you at the Institute at Sonoma Golf Club on Monday, November 6, and at the Annual Holiday Meeting in Monterey on Friday, December 8.

**Letter From The Assistant Editor**

This issue of Thru The Green carries a subtle theme of health, supportiveness and collaboration. From the request from PJ Ringenberger for volunteer help at the upcoming Safeway Open to the theme and presentation of our upcoming Institute to the message in the tribute to Myrtle Wagoner by Gary Carls, and even the collaboration between the statewide GCSA chapters mentioned in the Executive Director’s Report, you are very likely to walk away from reading this edition with a strong sense of community.

With the weather tragedies impacting so many in the southeastern states, and the recent controversies that have divided our country, maybe that sense of community, collaboration and support is exactly what we need, and comes at precisely the right time.

I hope you enjoy this issue, and find some valuable information and insights in the information presented.

Marc Connerly
### Updated Data

#### 2017 GCSANC Wage and Salary Survey

The 2017 GCSANC Wage and Salary Survey was completed earlier this year (based on 2015 data), and the results may be found online at [https://www.surveymonkey.com/results/SM-27HNKMXB/](https://www.surveymonkey.com/results/SM-27HNKMXB/).

In addition to providing the raw data, we analyzed the results and derived the following average salaries based on region, course type and job title:

<table>
<thead>
<tr>
<th>Superintendent</th>
<th>East Bay</th>
<th>SF/ North Bay</th>
<th>South Bay</th>
<th>Monterey</th>
<th>Sacramento</th>
</tr>
</thead>
<tbody>
<tr>
<td>Municipal</td>
<td>94,500</td>
<td>88,600</td>
<td>85,000</td>
<td></td>
<td>84,666</td>
</tr>
<tr>
<td>Private</td>
<td>119,428</td>
<td>122,857</td>
<td>159,000</td>
<td>100,000</td>
<td></td>
</tr>
<tr>
<td>Public</td>
<td>88,333</td>
<td>95,000</td>
<td>93,666</td>
<td>70,000</td>
<td>122,428</td>
</tr>
<tr>
<td>Resort/Semi-private</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **All Assistants**: 54,588
- **All Mechanics**: 51,639
- **All 2nd Assistants**: 46,281

Thank you to all who contributed to this year’s wage and salary survey.
It’s hard to believe that summer is coming to an end. School’s back in session and before we know it the holidays will be here. Time flies when you are having fun.

The application period for the GCSAA/Environmental Leaders in Golf Awards (ELGA) is open thru September 30. Presented by Syngenta, the Environmental Leaders in Golf Awards recognize golf course superintendents and golf courses around the world for their commitment to environmental stewardship.

Applicants must be members in good standing of GCSAA and of an affiliated GCSAA chapter. Members may apply directly for the award or they may be nominated by another GCSAA member or non-member.

Applications will be evaluated based on water conservation, water quality management, integrated pest management, energy conservation, pollution prevention, waste management, wildlife and habitat conservation, communication and outreach/leadership.

Online applications are available at https://www.gcsaa.org/about-gcsaa/awards/environmental-leaders-in-golf-awards.

GCSANC has had three National Public and Overall Winners since 2011 (Tim Powers, Gary Ingram, Mark Condos), and has won numerous awards in other categories.

It’s my hope that we will see several new ELGA applicants from Northern California. It’s a terrific opportunity to communicate your environmental efforts to the industry, community, lawmakers and media.

In addition to the ELGAs, applications for the Melrose Academy are open thru Sept. 15. The Academy supports the professional development of GCSAA member superintendents by providing individuals the opportunity to attend the Golf Industry Show.

The Melrose Academy is open to those who have been Class A and B GCSAA members for more than five years and haven’t attended GIS in the last five years.

While at the show, participants will attend a variety of seminars and education hosted by industry leaders and leading golf associations. Areas of education include risk management, efficient operations, business, communication and environmental stewardship.

Those selected to participate in the program will receive GIS full-pack registration, GIS Education and leadership seminars, round trip airfare to San Antonio, TX, five night’s hotel, $200 spending money and communication, education, tools and resources following GIS.

More information including the online application is available at http://www.eifg.org/education/melrose-leadership-academy.

Thanks to everyone for their continued support of GCSAA and please remember to follow me on Twitter @GCSAA_SW for daily industry updates. I hope you all have a great fall season and I look forward to seeing many of you at The Institute in November.
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Fellow Turfheads,

I hope this email finds you doing well and having a great year. This letter is really similar to last year’s letter, as it only has different dates. We are one week earlier than last year. I believe that our volunteer program is an awesome learning experience, but is also an all-around great time. We have music, wine, beer, great food, and a little bit of professional golf. I believe the volunteers last year had a little bit of fun. Just ask them. I am looking for a total of between six and nine full-time volunteers, and depending on interest will select by drawing names out of a hat, so get your info in early.

My name is P. J. Ringenberger and I am the Director of Agronomy at Silverado Resort and Spa in Napa, California, and Ryan Nicholson is the Superintendent. We are in the process of putting together our Golf Maintenance Volunteer Team for the 2017 Safeway Open Agronomy Volunteer Program.

Most of you I know personally and know that you have great responsibilities in your present positions, and are great professionals. I am reaching out to hopefully find a select few volunteers for our annual PGA Tour event. Please let me know if you or someone you would recommend would be interested in participating in this great event.

We would like to extend an invitation to you to join the Golf Maintenance Team at Silverado Resort & Spa for the 2017 Safeway Open October 2nd-9th. We are hoping that you will be able to join us for tournament week to help make this opening FedEx Cup PGA Tour event a premier outing for the pros and patrons alike. We have a strong team in place at Silverado and a wonderful partnership with the PGA Tour Agronomy team.

We’re asking for a week commitment from October 2nd-9th, 2017.

We would like for all Agronomy Volunteers to arrive in Napa no later than noon on Monday, October 2nd. This will give our staff time to get you acquainted with the setup and settled into your accommodations. As part of the package, we will provide you with your flights, accommodations during your stay, transportation to/from the golf course, as well as provide your meals (breakfast and early dinner) while at the golf course.

Please let us know ASAP if you can join us and/or if you have any questions.

I will be your point of contact through the reservation period. My office phone is 707-257-5402, and my cell phone is 303-944-0647. The information I will need from you to get started is:

• Full name as it appears on your driver’s license and/or passport
• Home address
• Phone number
• Date of birth
• Name of the airport that you will be using (if you’re driving, please let me know)
• Shirt and jacket sizes (Apparel TBD)

Please also provide us with an emergency contact and phone number should we have the need to contact someone on your behalf while you’re here?

Thank you in advance for your consideration of volunteering for the 2017 Safeway Open. We look forward to spending a memorable week with you.
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 831-333-6412  

 ren·o·vate, vb.  
 1: to make like new again  
 2: put in good condition  
 3: to restore  

 THE GOLF COURSE SUPERINTENDENTS ASSOCIATION OF NORTHERN CALIFORNIA
Assistant Superintendent Profile:
Kevin Marsh, Tehama Country Club

By BUBBA WRIGHT, Assistant Superintendent, The Links at Spanish Bay

It’s always great to showcase some of the up and coming talent in our industry. Northern California has some of the richest history in golf, with great courses and hardworking crews that keep them in exceptional condition. For this issue, we interviewed Kevin Marsh, Assistant Superintendent at Tehama Country Club in Carmel, California.

BW: What is your proudest accomplishment in the industry?
KM: Getting hired at Spyglass Hill golf course. I believe that job took me to the next level as far as golf maintenance and all that I accomplished there.

BW: Who would you consider your most influential mentor in the industry?
KM: Bob Yeo, Superintendent Spyglass Hill Golf Course.

BW: Curly fries or regular, and why?
KM: Actually, I prefer sweet potato fries because they simply taste better.

BW: What is your favorite manual labor job on the golf course and why?
KM: Cutting cups. I love the way that a freshly mown green looks with a freshly cut cup.

BW: Greatest piece of advice anyone has given you?
KM: Do not panic; if you panic, you will never become a successful Golf Course Superintendent.

BW: If you had to survive on a deserted island for 1 year, aside from food and water, what 5 items would you bring with you to occupy your time?
KM: My 7 iron, Hotel California vinyl record, vinyl record player, The Match by Mark Frost, and my Ipad.

BW: Favorite Beer?
KM: I don’t drink beer. I prefer Bourbon on the rocks.

BW: If you had your choice, what would you do in retirement?
KM: Travel with my wife and play golf.

BW: Favorite sports teams?
KM: Los Angeles Kings and Oakland Athletics.

BW: If you could have lunch with anyone, past or present, who would it be and why?
KM: Ben Hogan. He is my favorite player and I would love to talk to that man about life and golf.
Blast From The Past

Tom Jackson and Don Naumann

Rodney Kilcoyne and Mike Garvale

Terry Stratton

Ali Harivandi Jr.

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From raptors to rodents, golf courses play an important role in our ecology and environment. As an avid golfer, nature photographer and naturalist, golf for me is always an adventure. Surrounded by many choices, we are very fortunate to live in the San Francisco Bay Area. We are able to choose unique and challenging golf destinations for any level or ability.

It’s fun and rewarding for me since I enjoy contributing to a worldwide effort to understand how the native wildlife use and interact with the environment, and how we can all help protect and preserve them. Golf courses can and do provide ecosystems for many different species, including amphibians, insects, fish, reptiles, mammals, rodents, and of course, birds.

From Cinnabar Hills Golf Club, perched high in the hills of South San Jose, to the wetlands of Monarch Bay Golf Club in San Leandro, these golf destinations offer many environmentally friendly habitats for our local wildlife. There is no doubt that conservation biologists perceive golf and golf courses as contributing to the growing problem of habitat loss and alteration. However, the recreational needs of the human population are a legitimate and important use of resources.

Personally, I believe balancing the use of these natural resources with the conservation of biodiversity is also important, and, as a golfer and wildlife photographer, I consider it the ultimate objective.

Recently, I had a chance to photograph the local flora and fauna of Poplar Creek Golf Course in San Mateo, on assignment with my friend and fellow bird enthusiast, Tim Powers (Golf Course Maintenance Supervisor). We were surprised to spot an Osprey perched high above in a grove of eucalyptus trees overlooking the 18th fairway.

Armed with my Canon EOS 7D and 400mm long lens, I hastily jumped from the cart to photograph this fairly unusual sighting, at least in this area. Happily, I was able to capture not only the Osprey, but a hummingbird stopping midair and “staring” at him as well! It was shortly afterwards that I shouted out to Tim, “I got a great shot of the Osprey on 18!”

Golf courses can be an integral part of rural landscapes, and can often act as an “oasis” for wildlife in large urban areas, most notably those that include woodlands, hedgerows, grassland management, ponds, lakes and streams. It is becoming apparent and widely accepted that golf courses represent a substantial
and significant wildlife resource, especially in the increasingly developed Bay Area.

Addressing wildlife and conservation on any given golf course can have legal implications for management and development. However, that perhaps will be a whole other topic for a later date.

In conclusion, I would like to note a couple of organizations and programs and/or certifications that encourage safe and proper wildlife management:

- Audubon Cooperative Sanctuary Program
- Environmental Management System (EMS)
- Wildlife Habitat Council
- GCSAA
Myrtle Wagoner, The First Lady of GCSANC

By GARY K. CARLS, CGCS

Editor’s Note: We were very saddened to report the passing on July 11 of Myrtle Wagoner, beloved wife of Clifford Wagoner, former GCSANC Executive Secretary, and one of the namesakes of the GCSANC Clifford and Myrtle Wagoner Scholarship & Research Tournament. The following tribute to Myrtle was prepared by Gary Carls prior to her passing.

One of the keys to any successful association is having key staff to run the day to day portion of the operations. We at GCSANC have been blessed to have operated for over 45 years with chapter executives who have kept numerous Boards of Directors on course. The lady that started the great tradition was Myrtle Wagoner.

In 1941 Myrtle married Cliff Wagoner, and in the next six years they had two children, Shirley and Darryl. Today she has two grandkids and two great grandchildren. Like many women of the time, Myrtle was able to stay home and raise the children while Cliff was off earning the family income. Myrtle liked to sew and often took sewing classes to further develop her skills. When Cliff got more involved with the local superintendent chapter, Myrtle would regularly attend chapter meetings. When there started to be a problem collecting money for meals at chapter functions, Myrtle volunteered to help collect the money. That was the beginning of her long association with GCSANC.

Over the years, Myrtle’s role with GCSANC continued to evolve as the chapter grew larger. She first became an official employee of GCSANC in 1960, and by 1965 was making a whopping $600 per year in addition to a $100 bonus for 1964.

In 1968, Myrtle was given an attaché case and the title of Executive Secretary. She did her first edition of the newsletter in September 1971. In 1974, she was given free lunches and her pay was all the way up to $1750 per year.

Those of us who joined the association in those times were fortunate to have Myrtle at the helm. She always made it a point to know everyone by name. She felt it was an important part of her job to know the members. I was always amazed at how well Myrtle seemed to know everyone when I had a hard time remembering just a few new names from month to month.

Cliff described all their years together as a great example of “teamwork” and a “complimentary relationship.” Cliff played a little golf and Myrtle tried a few times. They had many other things to do that didn’t really allow much time for golf.

As Cliff advanced in his career, Myrtle was always there to help in whatever way she could. She would help out in the office at Del Rio Country Club when staff was a little short. When Cliff was given the assignment to develop the Certification Program at GCSAA, Myrtle was the one who typed all of the correspondence that was occurring.

When Cliff was working on some projects in Africa after his retirement from Del Rio, Myrtle would help out by typing reports for him. Although she didn’t ski much, she joined the Modesto Ski Club in 1963 because Cliff enjoyed skiing, and she would often just go along on the trips and watch the others ski. She also helped maintain the reservations for their ski lodge. She and Cliff also joined the local Model A club in 1980, and enjoy taking trips and participating in the various group functions.

Myrtle enjoys traveling, so it wasn’t all work all the time. She has enjoyed traveling to the many places she and Cliff have been able to go because of his work or involvement with GCSAA. They have made visits to all 50 states and 8 provinces in Canada. She has attended 45 GCSAA Conferences with Cliff over the years and is looking forward to many more.

Myrtle officially retired in 1989 and was given a “Special Distinguished Service Award” from GCSANC. That doesn’t mean she has stopped working on behalf of GCSANC. As part of the GCSANC 65th Anniversary in 1997, she and Cliff compiled a historical record of the chapter. This included both a scrapbook and a written compilation of all the chapter records that were available since 1932. She was also a key member of the planning for the 65th Anniversary meeting that was held at Bayonet/Blackhorse in 1997 that included historical displays and showcased the history of our chapter. In 2000 the chapter donated a copy of the scrapbook to GCSAA for their historical collection. Myrtle and Cliff drove their Model A, on which they have logged over 70,000 miles, back to Lawrence, Kansas to deliver the scrapbook.

Myrtle set the standard for what a chapter Executive Secretary should be. Her dedication to GCSANC and its members help make the chapter what it is today. Even in retirement she and Cliff continue to be actively involved with the chapter and she still seems to remember all the names of those of us who joined while she was working for the chapter.

It’s always nice to talk with her when she attends a meeting and get her insight on the direction the association is going. If I didn’t know better, I would think she was still working for all of us. Thank you, Myrtle, for all your hard work over the years and we look forward to your assistance in planning the 75th Anniversary in a few more years.
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Naumann’s NorCal News
By DON NAUMANN, Sierra Pacific Turf Supply

Thomas Bastis has left the California Golf Club in South San Francisco and is now a PGA Tour Agronomist. Now we have someone to blame if we see a blade of grass out of place on TV. Replacing him is his first assistant, Javier Campos.

After what seems to be a lifetime, Terry Grasso has retired from Sequoyah Country Club. Before there he was the Superintendent at Burlingame Country Club. Replacing him is Armando Sanchez. Armando had been the Super at Canyon Lakes prior to his move back to Sequoyah, where he had been the Assistant/Mechanic.

Mike Hoesly is the new Superintendent at Canyon Lakes Golf Course & Brewery in San Ramon. Mike was the assistant under Mike Sousa at Richmond Country Club prior to his move.

Tim Powers (formerly at Pajaro GC) is returning to the Sand Francisco Peninsula, and is the new Super at Poplar Creek Golf Course in San Mateo. He is replacing the retiring Tim Sedgley. Tim had a long career with Super positions at Palo Alto Hills, Old Baldy Club and Las Posas Country Club before leaving to build Oakhurst Country Club, Serrano Country Club and Winchester Country Club.

Wes Leith is the new Super at Pajaro GC in Watsonville. He was in charge of both Wild Horse and Morgan Creek Golf Club in the Sacramento Area.

Devon Byrne left Deep Cliff GC in Cupertino, and is the new Super at Dayton Valley Country Club in Nevada. He is being replaced by Justin Brimley, who was the assistant under Darin Pakkala at Crystal Springs GC in Burlingame before the move.

Brandon Coulter left Blue Rock GC in Vallejo to become the Super at Foxtail GC in Rohnert Park. Both facilities are 36 holes.

Dave Birrer left for greener pastures and a lower cost of living in Texas. He was replaced by Mike Stevens at Dublin Ranch Golf Club. Mike was an assistant under Steve Agin at The Club at Ruby Hill in Pleasanton.

Geoff Plavonich is new Superintendent at Harding Park Golf Course in San Francisco. He has taken over the position held by Kevin Teahan. Kevin is now in charge of all the golf course maintenance departments, among other responsibilities for the City of San Francisco.
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