As a sports field manager, you need lightweight, dependable, versatile equipment to keep the grounds in top shape. Binder Machinery Company is the one source for tractors, skid steers and other light equipment you need to do just that. With a wide range of products and the expertise to support them with service and parts, Binder Machinery can help you stay on top of your game too.

Contact Binder Machinery for all your utility equipment needs!
A zero radius turn mower rugged enough to be a Groundsmaster. Start with a PTO shaft-driven mower deck and the industry's toughest spindle assembly. Add a direct drive hydro transmission with a wet disc clutch, and a liquid-cooled diesel engine. That's Groundsmaster Tough. With the added versatility of removing snow, grooming infield, and blowing leaves. For more information, visit toro.com/gm7200.

Turf Specialties, Inc.

Thatch Master Verti-Cut

- 4, 5, & 6 Feet Wide
- Carbide Tipped Blades
- Heavy Duty Construction
- Low Maintenance
- 2 Year Warranty

For Additional Information or Product CD
Phone: 1-800-201-1031
Email: ThatchMaster@turfspecialties.Net

IMPROVING TURF FOR 15 YEARS

The New Groundsmaster® 7200
A zero radius turn mower rugged enough to be a Groundsmaster. Start with a PTO shaft-driven mower deck and the industry's toughest spindle assembly. Add a direct drive hydro transmission with a wet disc clutch, and a liquid-cooled diesel engine. That's Groundsmaster Tough. With the added versatility of removing snow, grooming infield, and blowing leaves. For more information, visit toro.com/gm7200.
WELCOME NEW & RENEWED SFMANJ MEMBERS

Currently we have 107 new & renewed members. In December 2007, SFMANJ mailed invoices for 2008 membership dues to all current members. If you did not receive an invoice, please contact us at 908-730-7770 or download the membership form available at www.sfmanj.org. Remember to mail your renewal/payment direct to SFMANJ, PO Box 370, Annandale, NJ 08801.

Anderson, Dennis  Delaware Valley Regional HS
Barone, Anthony  Down to Earth Landscaping, Inc.
Belton, Howard  Howell Township
Betts, James  Tuckahoe Turf Farms Inc.
Biermanni, Ed  South River Board of Education
Bisaczyk Jr., Walter  Somerset County Park Comm.
Binder, Asbele  Binder Machinery Company
Blitz, Neil  Plainsboro Township
Bradley, Steve  Storr Tractor Co.
Bulat, Thomas  Saint Joseph’s Church
Burke, Paul  Manalapan Township DPW

SFMANJ Annual Membership Registration Form

*receive update information by email

Name: ____________________________
Title: ____________________________
Employer: ________________________
Address: _________________________
City State Zip: ____________________
County: __________________________
Phone: __________________________
E-mail: __________________________
Signature: ________________________

Individual: $50
Associate: $10
Organization/Institution: $10
Commercial/Contractor/Vendor/Supplier: $100
Additional member from facility: $10
Additional member from company: $35
Student: $15

Send with Check or voucher to: SFMANJ P.O. Box 370 • Annandale, NJ 08801

(continued on page 4)

South Jersey Sports Field Snapshots
Brad Park, Rutgers University and Editor, SFMANJ Update

The grounds staff at Cumberland Regional High School uses paints to highlight the end zones of their varsity football field (Cumberland County, NJ).

Pine trees create a visually appealing backdrop at the Salem High School varsity baseball field, not to mention a natural “batter’s eye” (Salem County, NJ).

You’re Always Ahead of the Game with a COVERMASTER® Raincover...

“Great Service… The Best…” wrote Chip Baker, Asst. Baseball Coach, Florida State University, Tallahassee, FL.

Chip’s comments confirm what we hear from the many groundkeepers who use a COVERMASTER® raincover to keep their fields dry and ready for play.

Call us and we’ll gladly tell you more.

The COVERMASTER® Advantage...
• Superior in strength and UV resistance
• Outstanding heat reflective properties
• Light weight - easy to handle
• Widest materials for least number of seams
• Largest choice of weights and colors
• Backed by truly dependable warranties

TARP MACHINE VIDEO!
Call, fax or e-mail for a free video, material samples and a brochure.

COVERMASTER•TM
Worldwide in the Rain of Protection

C O V E R M A S T E R
1-800-387-5808
covermaster.com

COVERMASTER INC. 100 WESTMORE OS., I-9 SOUTH EXIT 210, RINGWOOD, NJ 07456 TEL 973-256-8000 FAX 973-256-8001

Inside This Issue
Welcome New & Renewed Members .................................................. 3
Membership Form ................................................................. 3
SFMANJ Board of Directors ....................................................... 3
Making the Experienced Operators of Tomorrow ............................ 6
Always Consider the Environment ................................................ 8
2008 Proud Sponsors ............................................................ 9
EXPO 2007 Trade Show Photo Recap .......................................... 11
Calendar of Events ................................................................... 10
Getting Back to Basics ............................................................. 12
Planning Next Year’s Budget ....................................................... 15
Always Consider the Environment ................................................ 16

For information regarding this newsletter, contact:
SFMANJ at (908) 730-7770 or Brad Park at (732) 932-9711, x127
E-mail: hq@sfmanj.org
Web Site: www.sfmanj.org

SFMANJ does not necessarily support the opinions of those reflected in the following articles.

President ..................................... Craig Talley, County College of Morris
Vice President ................................. Fred Casanello, Storr Tractor Co.
Secretary .................................... Scott Billa, Northern Nurseries
Treasurer ................................. Jim Hermann, CSFM, Total Control, Inc.

DIREKTORS
Sean Connell ................................ Georgia Golf Construction
Jeff Cramer, CPWM .............................. Howell Township
Jim Gates .................................................. Jim Gates & Co., Inc.
Matt Olivi ........................................... Fiscarway Board of Education
Brad Park ........................................... Rutgers University
Don Savard, CSFM, CGM .................. Salesianum School
Michael Viezmua .............................. Bob Viezmua & Sons, Inc.

Advisor: ................................. Dr. James Murphy, Rutgers University
Executive Secretary: ......................... Kathie Hopfel

MISSION STATEMENT:
Committed to enhancing the professionalism of athletic field managers by improving the safety, playability and appearance of athletic fields at all levels through seminars, field days, publications and networking with those in the sports turf industry.

Contact us at:
PO Box 370 • Annandale, NJ 08801
Web site: www.sfmanj.org
Email: sfmanj@sportsturfmanagerr.org
Phone: 800-323-3875

SOUTH JERSEY SPORTS FIELD SNAPSHOTS
Bradley, Steve Storr Tractor Co.
Barone, Anthony Down to Earth Landscaping, Inc.
Belton, Howard Howell Township
Betts, James Tuckahoe Turf Farms Inc.
Biermanni, Ed South River Board of Education
Bisaczyk Jr., Walter Somerset County Park Comm.
Binder, Asbele Binder Machinery Company
Blitz, Neil Plainsboro Township
Bradley, Steve Storr Tractor Co.
Bulat, Thomas Saint Joseph’s Church
Burke, Paul Manalapan Township DPW

CONTACT US AT:
SFMANJ 2008 Sponsors

Janet J. Peterson, MCDM, Brick Township DPW
Jef Cramer, CPWM, Howell Township
Dan Savard, CSFM, CGM, Salesianum School
Michael Viezmua, Bob Viezmua & Sons, Inc.
Jim Hermann, CSFM, Total Control, Inc.
Steve Betts, Tuckahoe Turf Farms Inc.
Anita Romano, CSFM, Haddon Heights DPW
Quint Flowers, Northern Nurseries
Steve Bisaczyk, Jr., Somerset County Park Comm.
Mary Renderer, Kemp & Kemp
Jim Gates, Jim Gates & Co., Inc.
Rob Viezmua, Bob Viezmua & Sons, Inc.
Scott Billa, Northern Nurseries
Ken Holton, Bob Holton Landscaping
Sudhir Basrur, Bob Holton Landscaping
Jim Gates, Jim Gates & Co., Inc.
Jim Hermann, CSFM, Total Control, Inc.
WELCOME NEW & RENEWED SFMANJ MEMBERS

(continued from page 3)

CARBONE, JR., JOHN
Morris & Bergen County Irrigation
Levit’s LLC

CARUSO, PETE
Lakewood Township

CASEY, JAMES W.
Castenschied, Fred
Storr Tractor Co.

CASTENSCHEID, FRED
JC Landscape Construction/Management Co.

CIMENTO, JAMES
Newton High School

CIPPERLY, RAY
Somerset Patriots Baseball Club

CLIFFORD, MIKE
Wilkford MacDonald

CONNELL, SEAN
Georgia Golf Construction, Inc.

CONTI, MATTHEW
Princeton University

COUMBS, JOHN
Cosmus Farms, LLC

CROSSEN, JOHN
Hillsborough Twp. Parks Dept.

DEBACK, LEONARD M.
DeBell’s Seed Farm of NY, Inc.

DEVICO, WAYNE
Mountainside Board of Ed.

DISKO, BOB
Somerset County Park Comm.

DORER, JEFFREY
Morriss Hills Regional District

DOWNING, KEVIN
Saint Joseph’s Church

DRAZUSZA, ROBERT
Woodbridge Township, Parks Dept.

ELDER, THOMAS
Saint Joseph’s Church

ELMS, WADE
Ocean City Utilities Authority

ERTLE, DAVID
The Terre Company

FEURY, WILLIAM B.
RBA Consultants, Inc.

FIK, THOMAS
A Carroll Engineering Co.

FOEHSCH, BILL
Morriss Township

GANZER, JR., CARL F.
Plum Mtn Park Borough

GARDNER, BRIAN
Tuckerton Turf Farms Inc.

HACKER, AL
Keauny DPW

HAMMERNADL, ERIK
Morris-Union Jointure Commission

HART, JESSIE
Jackson Twp. Board of Education

HEDGES, STEVE
Mansfield Township

HEMM, WILLIAM
Sparta Township Parks Dept.

HERBERGER, GEORGE
Ben Shaffer & Associates, Inc.

HOFMAN, BRUCE
Martin Stone Quarries, Inc.

HUEBLER, GENE
Grass Roots Turf Products, Inc.

KALISH, CTP, RICH
Farmside Landscape & Design Inc.

KENDALL, JOE
Delsea Regional High School

KERR, GERARD
Keauny DPW

LALENA, DAVID
Philadelphia Turf Co.

LANCE, ANTHONY
Woodbridge Township, Parks Dept.

LARSEN, JILL
Student

LEWIS, ART
Somerset County Park Comm.

LINDSAY, DAVE
Eagle Turf Machines, Inc.

MAHER, MAL
Saint Joseph’s Church

MACHROWSKI, MARIAZ
Northvale Borough of

MARCASON, JEFFRY
Northfield, Borough of

MARTIN, LOREN
Terra-Gro, Inc.

MATOLKIS, RON
Delbarton School

MCKNIGHT, JOHN
U.S. Athletic Fields, Inc.

MILEWSKI, EDMUND
Rutgers University

MILLER, THOMAS
Environmental Resolutions, Inc.

MOORE, TIM
The Lawrenceville School

MÜTTERNER, ERIC
Hopewell Valley Regional School District

MURPHY, DR. JAMES
Rutgers University,

MURRAY, JOE
Dept. of Plant Bio/Pathology

OLEYKOWSKI, MIKE
Murray Hydroseeding, LLC

OSBORN, ROBERT
Fish & Son Co., Inc.

OSZORSKI, MARK
Barnegat Township Schools

PENA, TAREAL
Summit City of

PENDLE, RICHARD
Morriss Hills Regional District

PEPE, SAM
Finest Sports Field

PERETTI, WILLIAM
Dover Sports Field

PERRY, NES
Philadelphia Turf Co.

PILGERON, FRANCINE
Milville Babe Ruth Sports Complex

RAMOS, CHARY
Lakewood Public Works

RAPP, MARK
The LandTek Group

RED, RON
Ocean Twp. Board of Education

REVOLI, BOB
Salesianum School

ROGEARS, CHARLES
Sparta Township

ROHLAND, EDMUND
Central Regional School District

ROUX, PHILIPPE
Perilli Landscaping Inc.

RYAN, MIKE
Geo.Schield Co. Inc.

SACZER, JAMES
Saint Joseph’s College of Morris

SAVARD, CSFM, CGM, DON
Barnegat Township Schools

SEGGER, PATRICIA
US.Sila Company

SHANLEY, BRADY
Student – Rutgers University

SHIFTER, PATRICK
Student – Rutgers University

SHORTELL, ROBERT
U.S. Athletic Fields, Inc.

SIBICKY, TOMMY
Mansfield Township

SIGEL, BILL
Manalapan Township DPW

SLIKER, CPWM, BRET J.
The Hydroseeding Pro Co., Inc.

SPEVAK, JOSEPH
Sayreville Borough

SPINAZZI, DANIEL
Suffolk County Technical School

STANDOWSKI, RICHARD
Cresskill Public Schools

STAUDT, PAUL
Delaware Valley Reg.High School

STEWART, TOM
Haddon Twp. Board of Education

STYRER, JIMMY
Crab Men Board of Education

THOMAS, ANDREW
Mahwah Board of Education

VANDEMARK, SCOT
Hardyston DPW

VANDEPERE, DAVE
General Sports & AstroTurf

WHITE, BERNIE
Wilfred MacDonald

WILSON, HOWARD
Somerset County Park Comm.

YOUNKERS, JERRY
Sparta Township Parks Dept.


PLANNING NEXT YEAR’S BUDGET—Do You Know Your Costs?

By Don Savard, CSFM, CGM

Create a calendar showing when the activities will occur. This is helpful for scheduling resources and time around scheduled events. This will help you create a realistic picture of what tasks your operation can do in-house, outsource or eliminate. Be sure to include any overhead expenses that your operation is charged, such as rent, utilities, or other line items.

Check your figures carefully and submit your budget. Present your proposal neatly, in an easy to read and understandable format such as a spread sheet. It is likely your budget will be challenged by a budget committee. Above all, remain flexible.

Venerable Yankee Stadium will host the 79th annual Major League Baseball All-Star Game on July 15, 2008. The Yanks will be moving across the street to a new Yankee Stadium for the 2009 season.

DID YOU KNOW?

A stolon is an elongated stem (or shoot) that grows along the surface of the ground from which leaves and adventitious roots develop at the nodes.
Demands on the profession continue to rise. Environmental regulations, personnel management, changing technology, resource utilization, athlete and fan safety... the list of areas for which a sports turf manager has responsibility continues to expand in complexity. Obviously, doing a great job at your sports facility is paramount to your career success, but it takes more than doing a great job to garner respect and recognition. Your abilities as a sports turf manager will form other's opinions of the profession, but your personal professionalism speaks volumes to your staff, your employer, your colleagues, the athletes who use your fields and the fans. Sports turf managers should view the non-technical aspects of their work as a critical aspect of their jobs.

Here are 10 ideas to help you gain recognition and bring respect to you personally, professionally and ultimately to the entire profession.

1. Do a great job. No amount of publicity, communication or civic goodwill will overcome poor job performance.
2. Be visible and talk daily with other managers. Make a point of talking with other departments’ staff. Your interest and sincerity will make them want to be a supporter and promoter of you.
3. Control your reactions and watch your non-verbal communication. The champions in business are able to shrug off distressing situations and regroup emotionally – that’s one reason they are successful. They also keep in check their non-verbal body language and facial expressions.
4. Promote your education and training. Put your diploma, STMA membership certificate and plaques in visible areas. Talk about concepts and ideas you learned at the STMA conference and at other educational events when you are in meetings with peers and with your employer.
5. Take responsibility for your own mistakes and for those of your subordinates. Blaming others, even if justifiable, makes you look small-minded and weak. Earn a reputation as a “fixer” of errors, someone who can snap back from setbacks and learn from mistakes.
6. Always answer criticism in a professional and courteous manner. Explain why there is a problem and what you plan to do about it. Never let it be assumed that you do not care. Take immediate action on complaints.
7. Adopt a “no surprises” philosophy. If there is a problem with the field, communicate the issue immediately and honestly to those who need to know, along with how you are addressing the problem. Proactive communication, even when it is bad news, contributes to your stature as a professional.
8. Hire a top flight team and support continuing education for them. Your image is affected by the image of your staff. Make them aware of their important role in promoting professionalism in the field of sports turf management. This includes their attitudes, care of equipment and courtesy to all with whom they come in contact with while on the job.
9. Be responsive and on-time. Return telephone calls and answer requests promptly, no matter how trivial they seem. Be on time for meetings. A reputation for always being late can influence people’s opinion of your performance.
10. Pay attention to the details. It’s the little things that can make or break you. For example, what does your work space say about you? A cluttered and dirty desk may make others think you don’t care or that you lack organization in all areas of your work.

Sports Turf Managers Association (STMA), Lawrence, KS
MAKING THE EXPERIENCED OPERATORS OF TOMORROW

By Scott Beachy

Think about your starting day at your first job in this industry. You did not have any experience and never used any of what seemed like large equipment, whatever it was, dedicated mowers, sprayers, and tractors with different attachments or even loaders, backhoes or dump trucks. You were either one of two types: scared and unsure of yourself as far as running equipment or you were over confident and thought, “where are the keys?”

Now, jump ahead to today. Every year seems to bring one or two new employees to our department and at least half have no experience, yet they are still unsure and overconfident. So, how do you train them? First, I would check with your insurance company. Sometimes they will have training available that is at least partially relevant (usually the safety aspect) to the equipment you use. If not, ask them for any recommendations.

At our department, we do a blended program. We have employees attend classes and in-house training. Also, do not forget about continuous training. We try to send employees to some of these classes every one to three years to keep them safe and current. A lot of factors come into play when it comes to deciding when a person is ready to run a piece of equipment. It may be a time factor or if you have one, it may be a union issue. Once all the other issues involved have been satisfied, it is important to point out that you have to feel comfortable with an employee using a piece of equipment. I try to get through these issues to get at least one training session done as early as possible. I find that once a person starts to learn the controls and operation of a piece of equipment while watching other operators they will be able to learn a lot faster. They will ask themselves, “How is that done?” and pay close attention to that particular operation. They will pick-up on things that they would not have without that first training.

The first thing I say to a new trainee is, “This is the most important thing I am going to tell you.” Then, I say slowly and clearly, “TAKE YOUR TIME.” That also means when you train someone make sure you have plenty of time and are not in a rush. You want to give this person a sense that he/she has all day. I start by explaining the controls and what they do. I also strongly encourage them to ask questions. When I am done explaining something I ask them if they understand and have them repeat back to me the functions of those particular controls. I give them an open area where they cannot do any damage or hurt anyone. I have them perform one function at a time and if I see them doing something wrong I will stop them right away to prevent them from forming any bad habits. If it is a complex piece of equipment I may only teach them a portion of the equipment’s operation. Once they are comfortable with that, I will teach them the remaining portion.

We never put a maximum on the number of training sessions. We always want to do a minimum, but are willing to do more. Even if I think they are ready I will want them to feel comfortable and vice versa. Again, I do not want them to feel rushed in any way because being rushed is how accidents happen.

Finally, when they start using the equipment on their own, do not give them jobs that precision or speed are necessary. That is what your experienced operators are for. Let them get enough time under their belt before expecting these things out of them. After all, experience is the best teacher.

Scott Beachy is Crew Chief, Department of Public Works, Township of Millstone, NJ.

PLANNING NEXT YEAR’S BUDGET—Do You Know Your Costs?

By Don Savard, CSFM, CGM

It’s that time of year again and sports field and grounds managers are planning the Operating Budget for the next fiscal year. Unlike a Capital Budget which is for the purchase of major pieces of equipment, or a Program Budget which is for special projects such as a major field renovation or construction, an Operating Budget is a financial plan for managing the day-to-day operations of a sports field or grounds maintenance operation. We are talking about things like grass seed, mowing and marking paint. Whether you have been given a dollar amount to work with or are starting from zero and must justify every expense, your must mission is to learn what your costs are and estimate what you expect to spend. If you don’t know where to begin, here are some tips to help you get started.

Track your historical data. Collect receipts, and all records pertaining to your facilities grounds or sports field operations for the last fiscal year. A ledger book or a computer spread sheet program will be very helpful for organizing this data.

Find out what is expected. You must know exactly what the site will be used for. For example, is it an open space used for a variety of activities, or will it be used for a single purpose such as exhibition baseball games? What are the expectations of the owner? Will certain rules or conditions apply such as the amount and severity of use, use during inclement weather? Different sites will have different budgets based on their maintenance levels. Find out the expectation of the owner first. Without the support of the owner, it will likely waste your time to budgeting for a higher level than what your owner envisions. Consider the following differences in maintenance levels.

Maintenance Levels:

Level 1 Showpiece facility (professional sports facility)

Level 2 Comprehensive stewardship (College facility or high end sports facility)

Level 3 Managed care (well maintained high school or park)

Level 4 Reactive management (minimal care, mowing, no irrigation, occasional fertilizer)

Level 5 Crisis response (neglected, occasional mowing)

Inventory the Site. Take measurements of the area, identify weed and pest pressures and grass types and have a complete chemical and physical soil test performed. This information is necessary for designing a turf maintenance program. Perform an irrigation audit to quantify the effectiveness of the irrigation system and the drainage of the soil. Evaluate the effectiveness of the current maintenance system. Determine the threshold for acceptable wear damage, weeds or pest pressures that you will tolerate before corrective measures will be taken? Think about what can go wrong and how you would respond.

Conduct an inventory of your resources. Who will do the work? What equipment, materials, and time will be needed to get the work done? You will also need to find out how much money was spent in the past and whether it was adequate to meet expectations.

Make a list of all the activities in your program. For each activity list:

1. The frequency of each activity
2. Number of people and the man-hours required and the cost
3. Time constraints
4. The equipment needed and cost
5. Materials needed and the cost

(continued on page 17)
Dr. Henry W. Indyk
Graduate Fellowship in Turfgrass Science

As many of you know, the turfgrass industry lost a dear friend and colleague in September 2005. We will all miss Henry very much and would like to insure that his legacy lives on. The Indyk family would like to establish a memorial fellowship to support graduate students interested in applied turfgrass science. This fellowship is being created to help assure that tomorrow’s graduate students have the financial resources to get an advanced degree in turfgrass science at Rutgers University. To fund a full graduate assistantship each year in Henry’s name, we will need to raise a total of $400,000. Your generous support at this time will bring us closer to reaching this goal.

To make a tax-deductible contribution today, please send a check payable to the Rutgers University Foundation, 7 College Avenue, New Brunswick, NJ 08901. Be sure to indicate “Indyk Fellowship, Turfgrass” in the memo portion of your check. If you desire, you may provide a donation in the form of a pledge payable over several years.

For information on other ways to support this fellowship, please contact Dr. Bruce B. Clarke, Director – Rutgers Center for Turfgrass Science (732-932-9400, ext. 331; or clarke@agri.rutgers.edu) or John Pearson, Director of Leadership Gifts at the Foundation, by calling (732) 934-7999 or email: gpgroup@newark.rutgers.edu.

NATIONAL SEED
PROFESSIONAL TURF PRODUCTS
Specializing in Quality
Grass Seed to Meet All Your
Turf Performance Standards
Call For a Catalog
800-828-5856

Carry a full line of quality mixtures especially formulated for:
SPORTS & ATHLETIC FIELDS
LOW MAINTENANCE AREAS
GENERAL GROUNDS
GOLF, LAWN & RECLAMATION
Technical Agronomic Support and
Custom Blending Available

Terre
has a full line of
Sports Turf Products
- Infield Clay Mixes
- Surface Soil Conditioners
- Grass Seed
- Fertilizers
- Pesticides
- Top Dressing
- Rubber Mulch
- Turf Blankets
- Marking Paints

Call for a Catalog
or Inquiries.

TELEPHONE: (973) 473-3393
FAX: (973) 473-4402

The Terre Co. of N.J., Inc.
256 Jefferson Avenue
Clifton, NJ 07014

Keep your
Ballfields safe
and looking great!!!
Always Consider the Environment

By Jim Hermann, CSFM

As students of the turf industry we try to read as many articles as we can find on the subject of turf management. We use the information we receive from these articles to help formulate the management programs we implement on the fields we maintain. These articles often times include topics such as aeration technique, selection of topdressing materials, yearly maintenance programs, athletic field renovation etc.

When you evaluate an article, always make sure you consider the similarities and differences in the environment of the field you are reading about and the environment of your own field.

I trust that many of you have found yourselves in the following situation. You are trying to decide how to deal with a problem on your field. Not having had personal experience with this particular problem, you base your decision on an article that was written about a similar situation, or so it would seem.

Let's assume your soccer field is constructed on heavy textured native soil. The chemical soil analysis has determined that you have an acceptable pH of 6.5 along with adequate amounts of available phosphorous (P) and potassium (K).

It's September and the soccer league is tearing your field up and you're in a quandary over what to do first. You go to your mailbox and what do you find but the new issue of Sportsturf. By sheer coincidence the main article is written about how some facilities management company maintains a world-class soccer field. After you finish reading the article, you commit to a fertilizer program consisting of 8.0 lbs of nitrogen (N) a year along with an obscene amount of P and K and micronutrients you never heard of before. In addition to this you purchase a trailer load of sand from the local supply house to use as a topdressing material. What's wrong with this picture?

The field you are reading about is more than likely constructed on a sand-based root zone. Water is most certainly supplied with an automatic irrigation system. It is more than likely mowed every other day with a reel mower. It has a slit drainage system, and employs a maintenance crew the size of a small town.

Sand-based root zones have notoriously low water and nutrient holding capacity as compared to heavy textured root zones. A more complete and intensive fertilizer program typically including micronutrients is necessary to supply the turf with what it needs. Nutrients are typically supplied at lower rates and at more frequent intervals than are most heavy textured native soil New Jersey fields.

The sand-based topdressing is supplied with a sieve analysis “compatible” (the key word when discussing topdressing) with the root zone.

Although sand may be indicated as a topdressing material for many fields, its use should never be contemplated without first consulting an agronomist well versed in soil science. The risk of causing more harm than good is extremely high.

If the environment of the field you are reading about differs greatly from your own, the maintenance program is going to differ from your own.

As you enter into decisions concerning maintenance and renovation procedures of your sports turf always ask yourself this question, what am I trying to accomplish? Here is an example. Modification of heavy textured soil with sand is often times recommended as a means of increasing the drainage qualities. What many fail to realize is that in order for drainage to occur, their needs to be a place for the water to go. If your field is not equipped with underground drainage, this procedure may not work.

Whenever making maintenance decisions, “always consider the environment”.

Jim Hermann, is a Certified Sports Field Manager (CSFM); President, Total Control Inc. and member of the SFMANJ Board of Directors.

DID YOU KNOW?

Major League Baseball pitchers and catchers may report to spring training on February 14, 2008. And some think it’s just Valentine’s Day. . .
The “proactive” sports field manager on the other hand has dealt with the problem before the season began by making some basic adjustments. He may have realigned the baselines to favor the inside of the base path by positioning them closer to the inside turf perimeter or he may have constructed a radius around the 1st and 3rd bases which allows a groomer to pass to the outside of the base paths. In any event, the objective is to allow more distance between the bases and the turf perimeter. At a minimum he removed the lip to allow positive surface drainage to help manage potential water problems.

Many of those involved in the planning stages of a new field desire their own little Yankee Stadium. They want no more than a 0.5% slope extending from behind the pitchers mound in all directions. They may desire a mix that is 60% sand and 40% silt and clay because someone said it works for them. They may even go to the expense of a complete gravel blanket under the infield to help evacuate surface water that ponds within the infield when positive surface drainage is not maintained.

For some, this might be the perfect infield. For others it can evolve into a maintenance nightmare. It is the opinion of many, myself included that a 0.5% slope is not sufficient to evacuate water from a moderately maintained infield skin. It requires more intense maintenance than a 0.75 or 1% slope. A 0.5% slope is not sufficient to effectively evacuate surface water from a turf infield constructed on a heavy textured soil. Turf Infields constructed with less than 1% slope rely heavily on internal drainage characteristics consistent with a lighter textured soil, a bypass drainage system of an effective design or both to effectively evacuate surface water.

Unless the infield skin is watered on a regular basis, the 60 – 80 mix will more than likely turn to hardpan similar to that of concrete. If the mix happens to contain more than 10 or 15% silt this infield mix could have the potential to become muddy when overly wet and extremely dusty when dry.

Although typically not a negative influence, the gravel blanket under the infield skin will be extremely inefficient in the evacuation of surface water, even though it is an effective means of managing a high water table beneath the infield. The proactive sports field manager will educate himself, start with an effective design and take the action necessary to manage and maintain the playing field in a safe and playable condition.

It has been my experience that a very difficult challenge to the sports field manager is to adapt design or reconstruction criteria to site specific conditions. An infield with a slope that might just be that another design would be more efficient. An example of this would be a baseball infield with the baselines running down the middle of a 6.0 ft base paths. When designed in this fashion, only 3.0-ft of skinned area lies between the baseline and the turf perimeter. Aggressive play inevitably causes a buildup of material on the outside of 1st and 3rd base in the turf.

With this buildup of material in the turf comes a depression in front of the water. This situations has the potential to cause water to pond in these areas. The “reactive” manager can get out on the field early and utilize the most effective products and procedures to transform an otherwise unplayable infield into an acceptable condition.
2008 Calendar of Events

Three-Day Athletic Field Construction and Maintenance
February 19-21, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Understanding Synthetic Fields
March 6, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Baseball/Softball Infield Skin Construction and Management
March 12, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Sports Field Management Workshop
April 30, 2008
New Jersey Agricultural Experiment Station/Rutgers Cooperative Extension
Wayne Park, Newark, NJ
973-228-2210 • email: zientek@njaes.rutgers.edu

2008 Rutgers Turfgrass Research Golf Classic
May 5, 2008
New Jersey Turfgrass Association and Rutgers Center for Turfgrass Science
Fiddler’s Elbow Country Club, Bedminster, NJ
(973) 812-6467
www.njturfgrow.org

2008 Rutgers Golf and Fine Turf Research Field Day
July 29, 2008
New Jersey Turfgrass Association and Rutgers University
Hort. Farm II, North Brunswick, NJ
(973) 812-6467
www.njturfgrow.org

2008 Rutgers Lawn, Landscape, and Sports Turf Research Field Day
SFMANJ-sponsored trade show and equipment demos included
July 30, 2008
New Jersey Turfgrass Association and Rutgers University
Adelphia Research Farm, Adelphia, NJ
(973) 812-6467
www.njturfgrow.org

Dennis DeSanctis, Sr.
Cell: 610-608-3181
Office: 610-327-3390
Fax: 610-327-0581
ddesanctis@aer-core.com

AER-CORE, Inc.
1486 S. Hanover St. • Pottstown, PA 19465 • www.aer-core.com

Specialized Turfgrass Services
• Deep Tine - Solid and Coring
• Drill & Fill
• BLEC Ground Breaker Linear Aeration
• Traditional Shallow Coring
• Sandmaster Drainage

Top Dressing
• Seeding
• Vrti-Cutting
• Total Regrassing

Equipment
Wiedenmann Aerifiers • Dakota Top Dressers • Artificial Turf Groomers • BLEC

EXPO 2007 TRADE SHOW PHOTO RECAP
Brad Park, Rutgers University and Editor, SFMANJ Update

National Seed, New Brunswick, NJ.
Ken Gripeentrog (l) and Barry VanSant (r)

Storr Tractor Co., Somerville, NJ
Fred Castenschiold (l) and Ken Indyk (r)

Wilfred MacDonald, Inc.
South Hackensack, NJ
Bernie White

Aer-Core, Inc., Pottstown, PA
Dennis DeSanctis, Sr. (l) and Bill Mast (r)
2008 Calendar of Events

Three-Day Athletic Field Construction and Maintenance
February 19-21, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Understanding Synthetic Fields
March 6, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Baseball/Softball Infield Skin Construction and Management
March 12, 2008
Rutgers University – Office of Continuing Professional Education
New Brunswick, NJ
732-932-9271 • www.cookce.rutgers.edu

Sports Field Management Workshop
April 30, 2008
New Jersey Agricultural Experiment Station/Rutgers Cooperative Extension
Weequahic Park, Newark, NJ
973-228-2210 • email: zientek@njaes.rutgers.edu

2008 Rutgers Turfgrass Research Golf Classic
May 5, 2008
New Jersey Turfgrass Association and Rutgers Center for Turfgrass Science
Fiddler’s Elbow Country Club, Bedminster, NJ
(973) 822-6461
www.nj turfgrass.org

2008 Rutgers Golf and Fine turf Research Field Day
July 29, 2008
New Jersey Turfgrass Association and Rutgers University
Hort. Farm II, North Brunswick, NJ
(973) 822-6461
www.nj turfgrass.org

2008 Rutgers Lawn, Landscape, and Sports Turf Research Field Day
SFMANJ-sponsored trade show and equipment demos included
July 30, 2008
New Jersey Turfgrass Association and Rutgers University
Adelphia Research Farm, Adelphia, NJ
(973) 822-6461
www.nj turfgrass.org

National Seed, New Brunswick, NJ.
Ken Grieppentrog (l) and Barry VanSant (r)
Storr Tractor Co., Somerville, NJ
Fred Castenschiold (l) and Ken Indyk (r).

Wilfred MacDonald, Inc.
South Hackensack, NJ
Bernie White.
Aer-Core, Inc., Pottstown, PA
Dennis DeSanctis, Sr. (l) and Bill Mast (r)

Dennis DeSanctis, Sr.
Cell: 610-608-3181
Office: 610-327-3390
Fax: 610-327-0581
ddesanctis@aer-core.com

1486 S. Hanover St. • Pottstown, PA 19465 • www.aer-core.com

Specialized Turfgrass Services
- Deep Tine - Solid and Coring
- Drill & Fill
- BLEC Ground Breaker Linear Aeration
- Traditional Shallow Coring
- Sandmaster Drainage
- Top Dressing
- Seeding
- Verti-Cutting
- Total Rergrassing

Equipment
Wiedemann Aerifiers • Dakota Top Dressers • Artificial Turf Groomers • BLEC
By this time of year New Jersey sports field managers are patiently awaiting conditions which allow them to start infield preparation for the spring baseball and softball season. They are checking their arsenal of specialty products to be sure inventories are at their peak.

The sports field manager needs to know what product dries up the puddles, what product firms up the base paths and maybe what products can get him or her through the fifth inning of an otherwise rained out game. These products are all effective tools at the disposal of the sports field manager and a thorough understanding of these materials is essential. In addition to these tools, the most useful and effective tool available to the sports field manager is the site specific experience and basic understanding he has for his fields.

Experience dictates which fields to watch for the perpetual problems of the game and the problems brought about by rain. Only the experienced manager can react to these predictable problems and correct them the sports field manager can minimize the day to day maintenance requirements of an otherwise difficult infield.

By identifying these problems and correcting them the sports field manager can predict with certainty the day to day challenges of each infield. Only the experienced manager can react to these predictable problems and correct them the sports field manager can minimize the day to day maintenance requirements of an otherwise difficult infield. In some situations it may not be a case of poor design; it might just be that another design would be more efficient. An example of this would be a baseball infield with the baselines running down the middle of a 6.0 ft base paths. When designed in this fashion, only 3.0 ft of skinned area lies between the baseline and the turf perimeter. Aggressive play inevitably causes a build up of material on the outside of 1st and 3rd base in the turf. With this build up of material in the turf comes a depression in front of the base. This situation has the potential to cause water to pond in these areas. The “reactive” manager can get out on the field early and utilize the most effective products and procedures to transform an otherwise unplayable infield into an acceptable condition.

The “proactive” sports field manager on the other hand has dealt with the problem before the season began by making some basic adjustments. He may have realigned the baselines to favor the inside of the base path by positioning them closer to the inside turf perimeter or he may have constructed a radius around the 1st and 3rd bases which allows a pitcher to pass to the outside of the base paths. In any event, the objective is to allow more distance between the bases and the turf perimeter. At a minimum he removed the lip to allow positive surface drainage to help manage potential water problems.

Many of those involved in the planning stages of a new field desire their own little Yankee Stadium. They want no more than a 0.5% slope extending from behind the pitchers mound in all directions. They may desire a mix that is 60% sand and 40% silt and clay because someone said it works for them. They may even go to the expense of a complete gravel blanket under the infield to help evacuate surface water that ponds within the infield. It requires more sand and less silt because someone else said it works for them. For others it can evolve into a maintenance nightmare. It is the opinion of many, myself included that a 0.5% slope is not sufficient to evacuate water from a moderately maintained infield skin. It requires more intensive maintenance than a 0.75 or 1% slope. A 0.5% slope is not sufficient to effectively evacuate surface water from a turf infield constructed on a heavily textured soil. Turf Infields constructed with less than 1% slope rely heavily on internal drainage characteristics consistent with a lighter textured soil, a bypass drainage system of an effective design or both to efficiently evacuate surface water.

Experience dictates which fields to watch for the perpetual problems of the game and the problems brought about by rain. Only the experienced manager can react to these predictable problems and correct them the sports field manager can minimize the day to day maintenance requirements of an otherwise difficult infield. In some situations it may not be a case of poor design; it might just be that another design would be more efficient. An example of this would be a baseball infield with the baselines running down the middle of a 6.0 ft base paths. When designed in this fashion, only 3.0 ft of skinned area lies between the baseline and the turf perimeter. Aggressive play inevitably causes a build up of material on the outside of 1st and 3rd base in the turf. With this build up of material in the turf comes a depression in front of the base. This situation has the potential to cause water to pond in these areas. The “reactive” manager can get out on the field early and utilize the most effective products and procedures to transform an otherwise unplayable infield into an acceptable condition.
Always Consider the Environment
By Jim Hermann, CSFM

As students of the turf industry we try to read as many articles as we can find on the subject of turf management. We use the information we receive from these articles to help formulate the management programs we implement on the fields we maintain. These articles often times include topics such as aeration technique, selection of topdressing materials, yearly maintenance programs, athletic field renovation etc.

When you evaluate an article, always make sure you consider the similarities and differences in the environment of the field you are reading about and the environment of your own field.

I trust that many of you have found yourself in the following situation. You are trying to decide how to deal with a problem on your field. Not having had personal experience with this particular problem, you base your decision on an article that was written about a similar situation, or so it would seem.

Let’s assume your soccer field is constructed on heavy textured native soil. The chemical soil analysis has determined that you have an acceptable pH of 6.5 along with adequate amounts of available phosphorous (P) and potassium (K).

It’s September and the soccer league is tearing your field up and you’re in a quandary over what to do first. You go to your mailbox and what do you find but the new issue of Sportsturf. By sheer coincidence the main article is written about how some facilities management company maintains a world-class soccer field. After you finish reading the article, you commit to a fertilizer program consisting of 8.0 lbs of nitrogen (N) a year along with an obscene amount of P and K and micronutrients you never heard of before. In addition to this you purchase a trailer load of sand from the local supply house to use as a topdressing material. What’s wrong with this picture?

The field you are reading about is more than likely constructed on a sand-based root zone. Water is most certainly supplied with an automatic irrigation system. It is more than likely mowed every other day with a reel mower. It has a slit drainage system, and employs a maintenance crew the size of a small town.

Sand-based root zones have notoriously low water and nutrient holding capacity as compared to heavy textured root zones. A more complete and intensive fertilizer program typically including micronutrients is necessary to supply the turf with what it needs. Nutrients are typically supplied at lower rates and at more frequent intervals than are most heavy textured native soil New Jersey fields.

The sand-based topdressing is supplied with a sieve analysis “compatible” (the key word when discussing topdressing) with the root zone.

Although sand may be indicated as a topdressing material for many fields, its use should never be contemplated without first consulting an agronomist well versed in soil science. The risk of causing more harm than good is extremely high.

If the environment of the field you are reading about differs greatly from your own, the maintenance program is going to differ from your own.

As you enter into decisions concerning maintenance and renovation procedures of your sports turf always ask yourself this question, what am I trying to accomplish? Here is an example. Modification of heavy textured soil with sand is often times recommended as a means of increasing the drainage qualities. What many fail to realize is that in order for drainage to occur, their needs to be a place for the water to go. If your field is not equipped with underground drainage, this procedure may not work.

Whenever making maintenance decisions, “always consider the environment”.

Jim Hermann, is a Certified Sports Field Manager (CSFM); President, Total Control Inc. and member of the SFMANJ Board of Directors.

DID YOU KNOW?
Major League Baseball pitchers and catchers may report to spring training on February 14, 2008. And some think it’s just Valentine’s Day...
PHILADELPHIA TURF COMPANY

Fifty-five dedicated people with the best parts, products and service for the green industry in Eastern Pennsylvania, Southern New Jersey and New Castle County Delaware.

Phone: 215-345-7200 Fax: 215-345-8132 Mail: Box 865 Doylestown, PA 18901-0865
Ship: 4649 Landsilver Road Doylestown, PA 18901
Web: www.phillyturf.com

Dr. Henry W. Indyk
Graduate Fellowship in Turfgrass Science

As many of you know, the turfgrass industry lost a dear friend and colleague in September 2005. We will all miss Henry very much and would like to ensure that his legacy lives on. The Indyk family would like to establish a memorial fellowship to support graduate students interested in applied turfgrass science. This fellowship is being created to help ensure that tomorrow’s graduate students have the financial resources to get an advanced degree in turfgrass science at Rutgers University. To fund a full graduate assistantship each year in Henry’s name, we will need to raise a total of $400,000. Your generous support at this time will bring us closer to reaching this goal.

To make a tax-deductible contribution today, please send a check payable to the Rutgers University Foundation, 7 College Avenue, New Brunswick, NJ 08901. Be sure to indicate “Indyk Fellowship, Turfgrass” in the memo portion of your check. If you desire, you may provide a donation in the form of a pledge payable over several years.

For information on other ways to support this fellowship, please contact Dr. Bruce B. Clarke, Director – Rutgers Center for Turfgrass Science (732-932-9400, ext. 331; or clarkb@lsuextension.org) or John Pearson, Director of Leadership Gifts at the Foundation, by calling (732) 932-7999 or email: Pearsond@lsuextension.org

NATIONAL SEED
PROFESSIONAL TURF PRODUCTS
Specializing in Quality
Grass Seed to Meet All Your
Turf Performance Standards
Call For a Catalog
800-828-5856

Carry a full line of quality mixtures especially formulated for:
SPORTS & ATHLETIC FIELDS
LOW MAINTENANCE AREAS
GENERAL GROUNDS
GOLF, LAWN & RECLAMATION
Technical Agronomic Support and
Custom Blending Available

Terre has a full line of Sports Turf Products
- Infield Clay Mixes
- Turfcape Soil Conditioners
- Grass Seed
- Fertilizers
- Pesticides
- Top Dressing
- Rubber Mulch
- Turf Blankets
- Marking Paints

Call for a Catalog or Inquiries.

TELEPHONE: (973) 473-3393
FAX: (973) 473-4402

The Terre Co. of N.J., Inc. 256 Elizavina Avenue Clifton, N.J. 07014

Keep your Ballfields safe and looking great!!!
**MAKING THE EXPERIENCED OPERATORS OF TOMORROW**

By Scott Beachy

Think about your starting day at your first job in this industry. You did not have any experience and never used any of what seemed like large equipment, whatever it was, dedicated mowers, sprayers, and tractors with different attachments or even loaders, backhoes or dump trucks. You were either one of two types: scared and unsure of yourself as far as running equipment or you were over confident and thought, “where are the keys?”

Now, jump ahead to today. Every year seems to bring one or two new employees to our department and at least half have no experience, yet they are still unsure and overconfident. So, how do you train them? First, I would check with your insurance company. Sometimes they will have training available that is at least partially relevant (usually the safety aspect) to the equipment you use. If not, ask them for any recommendations.

At our department, we do a blended program. We have employees attend classes and in-house training. Also, do not forget about continuous training. We try to send employees to some of these classes every one to three years to keep them safe and current. A lot of factors come into play when it comes to deciding when a person is ready to run a piece of equipment. It may be a time factor or if you have one, it may be a union issue. Once all the other issues involved have been satisfied, it is important to point out that you have to feel comfortable with an employee using a piece of equipment. I try to get through these issues to get at least one training session done as early as possible. I find that once a person starts to learn the controls and operation of a piece of equipment while watching other operators they will be able to learn a lot faster. They will ask themselves, “How is that done?” and pay close attention to that particular operation. They will pick-up on things that they would not have without that first training.

The first thing I say to a new trainee is, “This is the most important thing I am going to tell you.” Then, I say slowly and clearly, “TAKE YOUR TIME.” That also means when you train someone make sure you have plenty of time and are not in a rush. You want to give this person a sense that he/she has all day. I start by explaining the controls and what they do. I also strongly encourage them to ask questions. When I am done explaining something I ask them if they understand and have them repeat back to me the functions of those particular controls. I give them an open area where they cannot do any damage or hurt anyone. I have them perform one function at a time and if I seem them doing something wrong I will stop them right away to prevent them from forming any bad habits. If it is a complex piece of equipment I may only teach them a portion of the equipment’s operation. Once they are comfortable with that, I will teach them the remaining portion.

We never put a maximum on the number of training sessions. We always want to do a minimum, but are willing to do more. Even if I think they are ready I will want them to feel comfortable and vice versa. Again, I do not want them to feel rushed in any way because being rushed is how accidents happen.

Finally, when they start using the equipment on their own, do not give them jobs that precision or speed are necessary. That is what your experienced operators are for. Let them get enough time under their belt before expecting these things out of them. After all, experience is the best teacher.

Scott Beachy is Crew Chief, Department of Public Works, Township of Millstone, N.J.

---

**PLANNING NEXT YEAR’S BUDGET—Do You Know Your Costs?**

By Don Savard, CSFM, CGM

It’s that time of year again and sports field and grounds managers are planning the Operating Budget for the next fiscal year. Unlike a Capital Budget which is for the purchase of major pieces of equipment, or a Program Budget which is for special projects such as a major field renovation or construction, an Operating Budget is a financial plan for managing the day-to-day operations of a sports field or grounds maintenance operation. We are talking about things like grass seed, mowing and marking paint. Whether you have been given a dollar amount to work with or are starting from zero and must justify every expense, your must mission is to learn what your costs are and estimate what you expect to spend. If you don’t know where to begin, here are some tips to help you get started.

**Track your historical data.** Collect receipts, and all records pertaining to your facilities grounds or sports field operations for the last fiscal year. A ledger book or a computer spread sheet program will be very helpful for organizing this data.

**Find out what is expected.** You must know exactly what the site will be used for. For example, is it an open space used for a variety of activities, or will it is used for a single purpose such as exhibition baseball games? What are the expectations of the owner? Will certain rules or conditions apply such as the amount and severity of use, use during inclement weather? Different sites will have different budgets based on their maintenance levels. Find out the expectation of the owner first. Without the support of the owner, it will likely waste your time to budgeting for a higher level than what your owner envisions. Consider the following differences in maintenance levels.

**Maintenance Levels.**

- **Level 1** Showpiece facility (professional sports facility)
- **Level 2** Comprehensive stewardship (College facility or high end sports facility)

**Inventory the Site.** Take measurements of the area, identify weed and pest pressures and grass types and have a complete chemical and physical soil test performed. This information is necessary for designing a turf maintenance program. Perform an irrigation audit to quantify the effectiveness of the irrigation system and the drainage of the soil. Evaluate the effectiveness of the current maintenance system. Determine the thresholds for acceptable wear damage, weeds or pest pressures that you will tolerate before corrective measures will be taken? Think about what can go wrong and how you would respond.

**Conduct an inventory of your resources.** Who will do the work? What equipment, materials, and time will be needed to get the work done? You will also need to find out how much money was spent in the past and whether it was adequate to meet expectations.

**Make a list of all the activities in your program.** For each activity list:

1. The frequency of each activity
2. Number of people and the man-hours required and the cost
3. Time constraints
4. The equipment needed and cost
5. Materials needed and the cost

(continued on page 17)
Demands on the profession continue to rise. Environmental regulations, personnel management, changing technology, resource utilization, athlete and fan safety...the list of areas for which a sports turf manager has responsibility continues to expand in complexity. Obviously, doing a great job at your sports facility is paramount to your career success, but it takes more than doing a great job to garner respect and recognition.

Your abilities as a sports turf manager will form other’s opinions of the profession, but your personal professionalism speaks volumes to your staff, your employer, your colleagues, the athletes who use your fields and the fans. Sports turf managers should view the non-technical aspects of their work as a critical aspect of their jobs.

Here are 10 ideas to help you gain recognition and bring respect to you personally, professionally and ultimately to the entire profession.

1. Do a great job. No amount of publicity, communication or civic goodwill will overcome poor job performance.

2. Be visible and talk daily with other managers. Make a point of talking with other departments’ staff. Your interest and sincerity will make them want to be a supporter and promoter of you.

3. Control your reactions and watch your non-verbal communication. The champions in business are able to shrug off distressing situations and re-group emotionally – that’s one reason they are successful. They also keep in check their non-verbal body language and facial expressions.

4. Promote your education and training. Put your diploma, STMA membership certificate and plaques in visible areas. Talk about concepts and ideas you learned at the STMA conference and at other educational events when you are in meetings with peers and with your employer.

5. Take responsibility for your own mistakes and for those of your subordinates. Blaming others, even if justifiable, makes you look small-minded and weak. Earn a reputation as a “fixer” of errors, someone who can snap back from setbacks and learn from mistakes.

6. Always answer criticism in a professional and courteous manner. Explain why there is a problem and what you plan to do about it. Never let it be assumed that you do not care. Take immediate action on complaints.

7. Adopt a “no surprises” philosophy. If there is a problem with the field, communicate the issue immediately and honestly to those who need to know, along with how you are addressing the problem. Proactive communication, even when it is bad news, contributes to your stature as a professional.

8. Hire a top flight team and support continuing education for them. Your image is affected by the image of your staff. Make them aware of their important role in promoting professionalism in the field of sports turf management. This includes their attitudes, care of equipment and courtesy to all with whom they come in contact with while on the job.

9. Be responsive and on-time. Return telephone calls and answer requests promptly, no matter how trivial they seem. Be on time for meetings. A reputation for always being late can influence people’s opinion of your performance.

10. Pay attention to the details. It’s the little things that can make or break you. For example, what does your work space say about you? A cluttered and dirty desk may make others think you don’t care or that you lack organization in all areas of your work.

Sports Turf Managers Association (STMA), Lawrence, KS
Create a calendar showing when the activities will occur. This is helpful for scheduling resources and time around scheduled events. This will help you create a realistic picture of what tasks your organization can do in-house, outsource or eliminate. Be sure to include any overhead expenses that your operation is charged, such as rent, utilities, or other line items.

Check your figures carefully and submit your budget. Present your proposal neatly, in an easy to read and understandable format such as a spreadsheet. It is likely that your budget will be challenged by a budget committee. Above all, remain flexible.

The people we work for often are unaware of the true costs of maintaining a safe and playable sports field, so remember to be tactful, diplomatic and professional.

Don Savard is a Certified Sports Field Manager (CSFM) and Certified Grounds Manager (CGM); Director, Athletic Facilities and Grounds, Salemsianum School; and a member of the SFMANJ Board of Directors.
The grounds staff at Cumberland Regional High School uses paints to highlight the end zones of their varsity football field (Cumberland County, NJ).

Pine trees create a visually appealing backdrop at the Salem High School varsity baseball field, not to mention a natural “batter’s eye” (Salem County, NJ).

Currently we have 107 new & renewed members. In December 2007, SFMANJ mailed invoices for 2008 membership dues to all current members. If you did not receive an invoice, please contact us at 908-730-7770 or download the membership form available at www.sfmanj.org. Remember to mail your renewal/payment direct to SFMANJ, PO Box 370, Annandale, NJ 08801.

<table>
<thead>
<tr>
<th>Name</th>
<th>Company and Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anderson, Dennis</td>
<td>Delaware Valley Regional HS</td>
</tr>
<tr>
<td>Barone, Anthony</td>
<td>Down to Earth Landscaping, Inc.</td>
</tr>
<tr>
<td>Belton, Howard</td>
<td>Howell Township</td>
</tr>
<tr>
<td>Betts, James</td>
<td>Tuckahoe Turf Farms Inc.</td>
</tr>
<tr>
<td>Bieracki, Ed</td>
<td>South River Board of Education</td>
</tr>
<tr>
<td>Bijaczyk Jr., Walter</td>
<td>Somerset County Park Comm.</td>
</tr>
<tr>
<td>Binder, Ashlee</td>
<td>Binder Machinery Company</td>
</tr>
<tr>
<td>Blitz, Neil</td>
<td>Plainsboro Township</td>
</tr>
<tr>
<td>Bradley, Steve</td>
<td>Storr Tractor Co.</td>
</tr>
<tr>
<td>Bulat, Thomas</td>
<td>Saint Joseph’s Church</td>
</tr>
<tr>
<td>Burke, Paul</td>
<td>Maralapan Township DPW</td>
</tr>
</tbody>
</table>

**SFMANJ Annual Membership Registration Form**

*receive update information by email*

**Inside This Issue**

Welcome New & Renewed Members........................................... 3
Membership Form ..................................................................... 3
SFMANJ Board of Directors................................................... 3
Making the Experienced Operatives of Tomorrow...................... 6
Always Consider the Environment.......................................... 8
2008 Proud Sponsors ........................................................... 9
Planning Next Year’s Budget.................................................. 10
Calendar of Events .............................................................. 11
Getting Back to Basics ......................................................... 12
Expo 2007 Trade Show Photo Recap ...................................... 13
Impacting an Industry Through Professionalism...................... 16
For information regarding this newsletter, contact:
SFMANJ at (908) 730-7770 or Brad Park at (732) 932-9711, x127
Editor: Brad Park, Rutgers University
Web site: www.sfmanj.org
Email:hq@sfmanj.org
Phone: 908-730-7770
National Organization
Sports Turf Managers Association
www.stma.org
Email: stmanj@sportsturfmanager.org
Phone: 800-323-3875

**2008 SFMANJ Board of Directors**

President ........................................ Craig Talley, County College of Morris
Vice President .................................... Fred Castenschiold, Storr Tractor Co.
Secretary .................................................. Scott Billa, Northern Nurseries
Treasurer .................................................. Jim Hornm, CSFM, Total Control, Inc.

**M I S S I O N S T A T E M E N T:**
Committed to enhancing the professionalism of athletic field managers by improving the safety, playability and appearance of athletic fields at all levels through seminars, field days, publications and networking with those in the sports turf industry.

Contact us at:
PO Box 370 • Annandale, NJ 08801
Web site: www.sfmanj.org
Email: hq@sfmanj.org
Phone: 908-730-7770

**WELCOME NEW & RENEWED SFMANJ MEMBERS**

Brad Park, Rutgers University and Editor, SFMANJ Update
A zero radius turn mower rugged enough to be a Groundsmaster. Start with a PTO shaft-driven mower deck and the industry's toughest spindle assembly. Add a direct drive hydro transmission with a wet disc clutch, and a liquid-cooled diesel engine. That's Groundsmaster Tough. With the added versatility of removing snow, grooming infields and blowing leaves. For more information, visit toro.com/gm7200.

**Turf Specialties, Inc.**

**Thatch Master Verti-Cut**

- 4, 5, & 6 Feet Wide
- Carbide Tipped Blades
- Heavy Duty Construction
- Low Maintenance
- 2 Year Warranty

**IMPROVING TURF FOR 15 YEARS**

For Additional Information or Product CD
Phone: 1-800-201-1031
Email: ThatchMaster@turfspecialties.Net
As a sports field manager, you need lightweight, dependable, versatile equipment to keep the grounds in top shape. Binder Machinery Company is the one source for tractors, skid steers and other light equipment you need to do just that. With a wide range of products and the expertise to support them with service and parts, Binder Machinery can help you stay on top of your game too.

Contact Binder Machinery for all your utility equipment needs!

2820 Hamilton Blvd. South Plainfield, NJ (800) 662-0012

www.bindermachinery.com

201 North Route 73 Winslow Township, NJ (856) 767-4900

20 North Route 73 Winslow Township, NJ (856) 767-4900

As a sports field manager, you need lightweight, dependable, versatile equipment to keep the grounds in top shape. Binder Machinery Company is the one source for tractors, skid steers and other light equipment you need to do just that. With a wide range of products and the expertise to support them with service and parts, Binder Machinery can help you stay on top of your game too.

Contact Binder Machinery for all your utility equipment needs!

2820 Hamilton Blvd. South Plainfield, NJ (800) 662-0012

www.bindermachinery.com

201 North Route 73 Winslow Township, NJ (856) 767-4900

20 North Route 73 Winslow Township, NJ (856) 767-4900

As a sports field manager, you need lightweight, dependable, versatile equipment to keep the grounds in top shape. Binder Machinery Company is the one source for tractors, skid steers and other light equipment you need to do just that. With a wide range of products and the expertise to support them with service and parts, Binder Machinery can help you stay on top of your game too.

Contact Binder Machinery for all your utility equipment needs!

2820 Hamilton Blvd. South Plainfield, NJ (800) 662-0012

www.bindermachinery.com

201 North Route 73 Winslow Township, NJ (856) 767-4900

20 North Route 73 Winslow Township, NJ (856) 767-4900

As a sports field manager, you need lightweight, dependable, versatile equipment to keep the grounds in top shape. Binder Machinery Company is the one source for tractors, skid steers and other light equipment you need to do just that. With a wide range of products and the expertise to support them with service and parts, Binder Machinery can help you stay on top of your game too.

Contact Binder Machinery for all your utility equipment needs!

2820 Hamilton Blvd. South Plainfield, NJ (800) 662-0012

www.bindermachinery.com

201 North Route 73 Winslow Township, NJ (856) 767-4900

20 North Route 73 Winslow Township, NJ (856) 767-4900